



Work Preferences Profiler

Assessment Report

AnneMarie Sample

21 April 2025



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Introduction to the Report

WPP is a self-report questionnaire designed to measure fundamental characteristics that are important in the occupational setting.

The characteristics that have been found to be important are:

- Sociable – outgoing, enjoys being with others
- Team focused – co-operative, puts team before self
- Systematic – prioritises, organises, orderly
- Reliable – conscientious, perseveres
- Detailed – spots errors, checks work
- Resilient – calm, deals with pressure
- Energetic - active, keeps going

This report is based solely on the respondent's answers to the WPP questions. The statements in this report are included on the basis that they are generally true for someone who has given similar answers to this respondent but CANNOT be guaranteed to be accurate in every detail. No questionnaire is infallible. Although the results are generally very reliable, either the respondent or the assessor may disagree with some of the following descriptions.

When using this report you should also remember that the questionnaire is a self-report instrument and therefore provides an indication of how the respondent perceives their own personality and values. The questionnaire has been developed to highlight typical behaviours and preferences but does not provide measures of ability. Furthermore, there are no rights or wrongs in personality. Different profiles can be linked with success and job satisfaction in particular occupational roles, but there is no such thing as a profile that is generally good or generally bad.

The scores which are indicated graphically in this report, and the statements derived from these scores, are based on comparisons of results with a very large sample of industrial, manufacturing and logistics staff.

The report contains:

Section One – Typical Behaviours

- Narrative describing core interpersonal, emotional and task related personality traits

Section Two – Interview Questions

- Potential Strengths
- Potential Limitations



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Typical Behaviours

Interpersonal Style

AnneMarie is a naturally solitary person who is much more likely than most to prefer working alone, without feeling the need for constant interaction or the presence of others. She typically finds comfort and focus in solo work environments and is unlikely to feel isolated or disconnected if her role does not involve regular contact with colleagues. In fact, she may even find solitude enhances her concentration and performance.

However, this individualistic style does not imply that AnneMarie is unwilling to engage in team-based activity. Like most people, she is capable of contributing to group efforts when needed and is unlikely to resist reasonable involvement in collaborative tasks. Although she may maintain some focus on her personal goals and objectives, she is not rigidly independent, and can, when appropriate, prioritise collective outcomes over her own preferences.

While she does not actively seek out group interaction, AnneMarie appears to recognise its importance in certain contexts. As such, she is prepared to allocate some time and energy to group work, particularly when it is necessary to achieve shared goals. This balanced approach suggests a quiet sense of responsibility, where she is willing to contribute when the situation requires, even if it doesn't come naturally or enthusiastically.

Implications in the Workplace:

1. Unskilled Employees:

- Likely to benefit from clear, individually focused task assignments that don't rely heavily on group collaboration.
- Can be trusted to manage simple responsibilities with minimal oversight, but may need encouragement to engage in peer-based training or support systems.
- Structured but low-pressure team interactions (e.g., brief check-ins or task-based collaboration) may help integrate her without overwhelming her socially.

2. Semi-Skilled Employees:

- May show a preference for handling aspects of work alone, yet still able to adapt to team tasks if expectations are clearly defined.
- Likely to cooperate willingly when the team's needs are aligned with clear goals or when the collaborative process feels purposeful.
- Best supported by supervisors who acknowledge her independence while offering occasional opportunities to contribute meaningfully to group projects.

3. Skilled Employees:

- Well-suited to roles that involve a mix of independent work and periodic collaboration—particularly where specialist input is valued within broader team objectives.



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Typical Behaviours

- Can demonstrate flexibility, contributing to team efforts when necessary, without needing constant interaction or supervision.
- A balanced performer in multi-functional settings, offering a steady presence without dominating the group dynamic—though she may need encouragement to step forward in highly interactive or fast-paced team cultures.



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Typical Behaviours

Structure

AnneMarie has a fairly disorderly approach to tasks, preferring to avoid systems and schedules unless absolutely necessary. She tends to jump into work without fully planning ahead, letting structure emerge naturally and dealing with problems as they arise. Although there is some effort to prioritize, her approach may still seem unorganized.

AnneMarie gets easily distracted by repetitive or tedious tasks, resulting in them being postponed or unfinished. Like the previous style, external pressure or management is needed to help her reach completion. This style works best in environments that lack structure or require crisis management.

Implications in the Workplace:

1. Unskilled employees

- Supervisors may struggle with AnneMarie's disorderly and unstructured approach to tasks. Without clear planning and prioritisation, AnneMarie may not effectively manage tasks and could leave work unfinished. Close supervision and frequent reminders will be required to ensure tasks are completed, particularly for repetitive or tedious tasks. Structured guidance and external pressure will help AnneMarie stay on track.

2. Semi-Skilled Employees

- In a semi-skilled role, AnneMarie may be able to manage basic tasks but will still need supervision to keep projects on track. While she may attempt to prioritise, the lack of a well-structured approach could lead to delays or unfinished tasks, particularly with monotonous or repetitive work. Regular feedback, clear short-term goals, and external pressure will help maintain focus and ensure that tasks are completed on time, especially when the work is less interesting.

3. Skilled Employees

- For skilled roles, AnneMarie's approach may work well in environments that are fast-paced or lack structure, where crisis management and adaptability are essential. However, AnneMarie will still require external pressure or oversight to ensure that longer-term or less engaging tasks are completed. Clear, high-level goals with flexibility in execution will allow AnneMarie to thrive, but periodic check-ins will be needed to maintain focus and ensure completion of all tasks.



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Typical Behaviours

Attention to Detail

AnneMarie is typical of most in the comparison group in terms of paying attention to detail. This suggests that she is generally not untidy or prone to making frequent errors, but at the same time, she may not be particularly meticulous about checking her work or ensuring that everything is in the right place. While she does not tend to be careless over every small detail, there may be occasions where she overlooks mistakes or misplaces something of importance, especially when juggling multiple tasks or working under time pressure.

AnneMarie's work may not always be flawless, as the balance between thoroughness and efficiency might sometimes lean more towards the latter. However, this approach typically results in minor, occasional oversights rather than a pattern of significant errors. In general, she is likely to have a good grasp of the main aspects of her tasks but might occasionally miss smaller points or overlook non-obvious issues that require more careful attention.

Implications in the Workplace:

1. Unskilled Employees:

- For unskilled employees, this approach could lead to occasional, easily overlooked mistakes. As they are still learning the ropes, they might not yet have developed the habit of double-checking their work or ensuring accuracy at every step.

2. Semi-Skilled Employees:

- Semi-skilled employees may exhibit a similar balance, where their work is generally acceptable but prone to occasional oversights. They are likely capable of recognising major issues but might miss smaller details that could improve the quality of their output.

3. Skilled Employees:

- Skilled employees like AnneMarie may often perform at a high standard, but their occasional lapses in attention to detail could still result in avoidable mistakes. In high-precision work, this could become problematic over time.



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Typical Behaviours

Response to Stress

AnneMarie exhibits emotional resilience that is typical for most people in the comparison group. While she may occasionally experience worry or stress—particularly when work becomes challenging—she is unlikely to be overly affected by these emotions in the long run. In stressful situations, AnneMarie might find it difficult to fully relax or switch off, especially if the pressure is intense or ongoing. However, this is a natural response for many individuals and does not indicate a lack of emotional robustness.

AnneMarie may also react emotionally to criticism, especially if it feels personal or is delivered in a harsh manner. In such cases, she may need some time to process the feedback, but this emotional reaction is not necessarily a sign of fragility; it's simply a normal response to external stressors. Overall, she is likely to have a balanced level of emotional resilience, capable of navigating stress without it overwhelming her.

Implications in the Workplace:

1. Unskilled Employees:

- Unskilled employees may sometimes become overwhelmed by stress or criticism, which can hinder their ability to focus on their tasks. Providing clear, manageable workloads and offering regular, positive feedback can help reduce feelings of inadequacy or anxiety.

2. Semi-Skilled Employees:

- Semi-skilled employees like AnneMarie are likely to experience the normal ebb and flow of stress but may handle it relatively well over time. Still, they may benefit from learning specific stress-management techniques or emotional resilience strategies.

3. Skilled Employees:

- Skilled employees may also experience moments of emotional vulnerability, especially when faced with strong criticism or high-pressure situations. However, because they typically possess a higher level of competence, they are likely to recover more quickly.



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Typical Behaviours

Energy

AnneMarie is probably typical of most in the comparison group in terms of the amount of physical and mental energy she can draw upon. She likely has a fairly standard level of stamina and energy compared to others in similar roles or environments. While she may not stand out for being particularly energetic or particularly lethargic, she is generally able to keep up with the typical demands of work, balancing both physical and mental tasks.

It is unlikely that she is someone who is always complaining of tiredness, but there may be times when she feels a little drained, perhaps especially if working life has been very hectic. In these times, especially during periods of increased stress or long working hours, AnneMarie might experience some fatigue or feel mentally drained. However, this is likely a temporary condition, and once the pace of work normalizes, she is likely to recover and return to a more typical energy level.

Implications in the Workplace:

1. Unskilled Employees:

- Others who are still adjusting to the demands of work can learn from AnneMarie's balanced energy approach. If they experience tiredness, it can serve as a reminder that it is normal to feel drained sometimes, especially in high-stress environments. It's crucial that AnneMarie recognises that energy levels fluctuate and that regular breaks and proper workload management are important for sustainable work performance.

2. Semi-Skilled Employees:

- AnneMarie may feel drained during hectic periods but generally recovers. Managers can encourage her to pace their work and prioritise rest when needed, ensuring that she maintains a steady level of productivity without burnout.

3. Skilled Employees:

- AnneMarie's level of energy typical for someone in her position. While not constantly fatigued, she might experience moments of mental or physical drain, particularly after intense or prolonged work periods. Supervisors can use this information to structure workloads, giving her enough time to recharge between demanding tasks. This balance can help maintain high levels of performance while keeping energy levels stable.



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Interview Questions

To what extent is it important to you that you have plenty of social interaction at work?
Under what circumstances do you prefer to work on your own?
Tell me about a time when you have found yourself in conflict with a friend at work.
In what ways might I notice that you are outgoing?

When might personal achievement have been more important to you than the success of your team?
To what extent do you enjoy competing with other team members?
How might your colleagues describe you as a team member?
Sometimes we can find ourselves in conflict with team views.
Tell me about a time when this has happened to you.

On a day-to-day basis, how do you organise and keep track of your work?
Please describe your current priorities at work. How did you establish these priorities?
Tell me about a time when you had to change your priorities suddenly and unexpectedly.
Thinking about a major planning activity you have undertaken, describe your specific contribution.

Tell me about a time when you were unable to meet a deadline.
What sort of things distract you from a task you're working on?
Routine tasks can be frustrating. What have you had to deal with lately?
Faced with two conflicting priorities, how do you decide which to work on?

What do you find most challenging when working with fine detail?
Tell me about a time when you failed to notice a mistake you had made at work.
Tell me something about what your desk/workspace looks like.
Some people prefer to work with things, and others prefer to work with people, how is it for you?

What is the most stressful situation you have faced at work recently?
What kinds of things make you anxious at work?
To what extent are you able to switch off from work?
When have you felt threatened in your job?

What has been the most tiring thing for you at work recently?
Thinking of a time when you had to put in long hours, what kept you going?
After a hard day at work, how do you spend your time?
When have you felt physically or emotionally drained by work?



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Interview Evidence

Interview evidence - Strengths



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Interview Evidence

Interview evidence - Limitations