Work Styles Assessment™ (WSA®)

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Overview

- The only workplace personality assessment that uses the current Occupational Information Network (O*NET) terminology. The personality traits measured by the WSA can be compared to the traits associated with hundreds of current occupations listed in the O*NET database.
- Measures 18 constructs, including all 16 working styles defined by the O*NET. These constructs are grouped in five general categories: drive, interpersonal skill, adjustment, responsibility, and problem-solving skill.
- Helps users understand their own work preferences and approaches, allowing them to identify potentially satisfying occupations and providing the foundation for work with a career counselor.
- Helps hiring managers identify the working styles they value in employees and select applicants based on the degree to which they possess those working styles.

Administration

- Administer in 25 minutes; score in 10 minutes.
- Administer with paper and pencil or online with PARiConnect.
- Both forms of administration can be done individually or in a group setting.
- Qualification level A.

Scoring and Reporting

- Can be self-scored or scored by a professional.
- Offers a Score Summary sheet designed for use by a professional working with clients/applicants.
- Online administration and report generation is available through PARiConnect. Two report types are available: an Interpretive Report for users and a Personnel Selection Report for hiring managers.

Applications

Assesses workplace personality traits in adults

A career exploration tool designed for working individuals and hiring managers

Appropriate for ages 17-70 years

Reliability, Validity, & Norms

- Standardization sample consisted of 739 individuals ages 17-70 years; the sample was closely matched to the U.S. population according to gender, race/ethnicity, and education level.

- Test–retest reliability coefficients ranged from .71 to .88 on the working styles scales over a period of 5 weeks.

- Construct validity compared the five major personality domains of the NEO Personality Inventory-3 (NEO-PI-3) to the working styles scales of the WSA; significant correlations were found for all five NEO personality factors, with Conscientiousness ($r = .61$) and Neuroticism ($r = -.59$) having the strongest relationship to WSA profile elevation scores.

Working Styles Categories and Constructs

Drive	
Achievement	Sets challenging goals and works hard toward their completion; goes beyond expectations; excels at multi-tasking.
Initiative	Identifies opportunities to learn and advance; displays willingness to engage in new activities, responsibilities, and challenges.
Persistence	Sees tasks through to completion despite frustrations or problems that may occur; rarely leaves tasks incomplete.
Confidence	Possesses self-assurance; clearly articulates ideas and opinions; acts decisively and without undue hesitation.
Interpersonal Skill	
Leadership	Succeeds at leading groups and managing others; takes charge and leads the efforts of others.
Cooperation	Acts as a team player; enjoys helping others succeed; resolves conflicts between coworkers.
Concern for Others	Shows care and empathy; is sensitive to the feelings of others.
Social Orientation	Is friendly and outgoing; enjoys working in a group.
Adjustment	
Self-Control	Shows patience and controls emotions; performs well despite a negative mood.
Stress Tolerance	Remains calm in stressful situations; accepts criticism with poise.
Adaptability	Enjoys engaging in a variety of different tasks; is comfortable with changes to the work environment.
Responsibility	
Dependability	Is punctual and responsible; fulfills commitments.
Attention to Detail	Is detail oriented, precise, and organized; checks work for errors.
Integrity	Follows the rules; is truthful and ethical.
Conscientiousness	Possesses self-discipline; is deliberate, organized, and thoughtful.
Problem-Solving Skill	
Independence	Remains self-reliant; makes decisions and completes tasks without supervision.
Innovation	Is creative and original; produces alternative solutions and new ways of doing things.
Analytical Thinking	Approaches problems in a methodical manner; solves problems logically by analyzing relevant information.