WPI2-R Product Update

JVR is excited to announce new developments regarding the Work Personality Index (WPI). Some changes include the shortening of the questionnaire, updates to reports, and the release of a brand-new Leadership Potential Report.

The purpose of the WPI2-R remains the same as the previous version, which is to provide a clear framework for understanding the impact of personality on job performance. The WPI2-R continues to identify key motivators and behaviours important for selecting and developing the right people, teams, and leaders. Furthermore, the interpretation of the results also remains the same.

On OneJVR, the WPI2-R now displays 20 items per page instead of single items, which alleviates the time taken to move from item to item.

What has changed in this update of the Work Personality Index?

- The WPI2-R has a reduced number of items – from 198 questions to 113, while still measuring the same scales. It now only takes 10 minutes to complete.
- Instead of the administrator choosing the language of the assessment for the participant, the participant can choose the preferred language for themselves.

Has the norm group changed?

Yes, the South African norm group has been updated to reflect the latest data available. You can find detailed information about the norm group in the Work Personality Index 2nd Edition South African Technical Manual Supplement.

What does the psychometric properties look like?

Reliability

The average Cronbach's alpha coefficient across the 21 WPI2-R scales is 0.74 in the South African technical supplement, compared to 0.81 in the Canadian technical manual. Most scales demonstrated levels of internal consistency that may be considered adequate for applied workplace assessment; however, only a small number exceeded the 0.80 level often recommended when assessments are used to inform important individual decisions. The Democratic and Flexibility scales showed the weakest reliability coefficients in both the South African and Canadian samples and should therefore be interpreted with particular caution.

Structural Validity

Confirmatory factor analyses were conducted separately for each WPI2-R scale to evaluate whether the items within each scale measured a common underlying construct. Most scales demonstrated reasonable evidence of unidimensionality, although model fit varied across scales. Relatively stronger support was observed for scales such as Attention to Detail, Dependability, Rule-Following, Self-Control, and Teamwork. In contrast, the Democratic and Flexibility scales showed weaker and less consistent fit. The South African confirmatory factor analytic results closely mirrored those reported in the Canadian technical manual. These findings provide support for interpreting most WPI2-R scales as measures of specific work-related personality characteristics. However, scales showing weaker structural evidence should be interpreted within the context of the overall profile rather than in isolation.

Discriminant Validity

Evidence for discriminant validity was generally acceptable; however, several scales demonstrated substantial overlap. In particular, Energy and Initiative, Outgoing and Teamwork, Dependability and Persistence, and Self-Control and Stress Tolerance showed high inter-factor correlations, suggesting that these scales may reflect closely related aspects of work personality rather than entirely distinct constructs. Similar patterns of overlap were evident in the Canadian technical manual, where several of the same scale pairs showed relatively high interscale correlations. The observed overlap between these scales suggests that some WPI2-R dimensions may not represent completely distinct aspects of work personality. Consequently, interpretation should emphasise the overall profile and convergence across related scales rather than placing undue weight on small differences between highly correlated scales.

Convergent Validity

Convergent validity was evaluated through correlations with the Basic Traits Inventory (BTI) in a sample of South African employees. The observed pattern of relationships was generally consistent with theoretical expectations, with Work Style showing the strongest associations with Conscientiousness, Problem Solving Style with Openness to Experience, Energy and Drive with Extraversion, Working with Others with Agreeableness, and Dealing with Pressure and Stress with Neuroticism. These findings provide support for the interpretation of the WPI2-R scales as measures of established personality constructs.

Equivalence and Bias

Measurement equivalence analyses indicated that the WPI2-R scales generally functioned similarly across ethnic and gender groups. Most scales demonstrated scalar or partial scalar invariance, suggesting that individuals with comparable levels of the underlying traits tend to obtain comparable scores regardless of demographic group membership. Differential item functioning analyses identified minimal evidence of item bias, and the results did not support the use of separate gender- or ethnicity-based norms in the South African context. Although several scales required statistical modifications to achieve full equivalence, the overall pattern of findings supports the fairness and comparability of score interpretations across the groups examined.

Criterion Validity

Criterion-related validity evidence was obtained by examining relationships between the WPI2-R scales and multiple dimensions of job performance. While the results generally supported the relevance of personality traits for workplace outcomes, several findings were not fully consistent with theoretical expectations. Given the relatively small validation sample (n = 139), the large number of intercorrelated predictors included in the analyses, and the presence of several unexpected relationships, some results may reflect statistical suppression effects arising from shared variance among the scales. Consequently, the criterion validity findings should be viewed as preliminary evidence rather than definitive estimates of the relationships between WPI2-R scales and job performance. Practitioners should therefore focus on the broader pattern of evidence rather than individual validity coefficients, and specific scale-performance relationships should be interpreted cautiously until replicated in larger independent samples.

When will the WPI2-R be available and when will the WPI2 be discontinued?

The WPI2-R will automatically be activated on OneJVR workspaces.

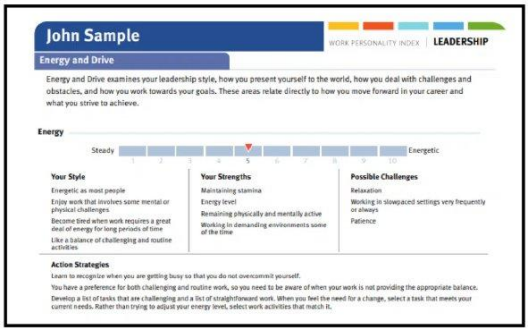
The current WPI2 will be discontinued in the first quarter of 2027.



Are all the reports still available?

Yes, all the reports are still available. However, some changes were made to the Select , Development, Career, and Leadership reports. These reports now include insights specific to remote working, the profile page displays all scale scores clearly, and a new linear scale

format with anchor text replaces the circular score graphics, simplifying interpretation.



In addition, there is a new report, the Leadership Potential Report which identifies high-potential candidates and assists in developing them into future leaders. Download the User's Manual for more information on how to use this report. The report provides critical insights into future leaders, their approach to leadership, and how they prefer to interact with people and teams, and how resilient they are under pressure and stress. This report, together with the Succession Planning Playbook is an excellent tool for succession planning.

For more information, please contact our Advisors on info@jvrafrica.co.za or visit our website Work Personality Index®, 2nd Edition Revised (WPI2-R) — JVR Africa Group.