

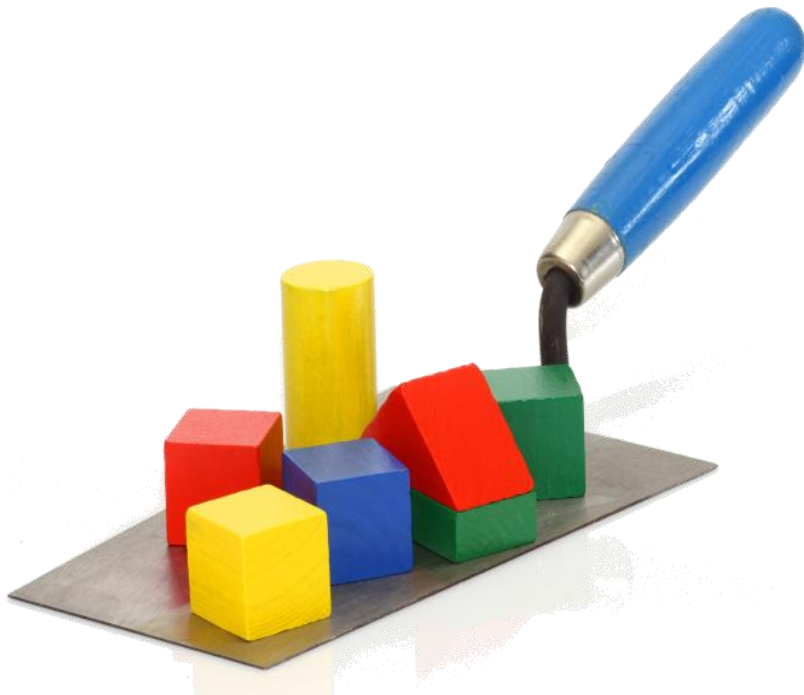
Work Attitude Inventory



Work Attitude Inventory (WAI)

“Do they have the right attitudes towards company’s mission?”

Work Attitude Inventory (WAI) measures an individual’s attitudes towards integrity and provides insights of an individual’s personal ethics in work environment. Measures of integrity have consistently been shown to be good predictors of work-based performance across a range of roles and settings.



Attitudes towards integrity have been found to predict honesty at work and also compliance with rules and procedures.

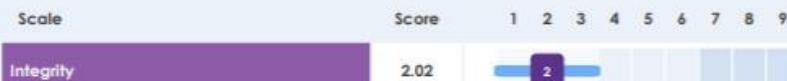
Two main attitudes being profiled are:

- **Attitude Towards Integrity**
- **Work Relevant Measures**
 - **Meticulous** - Being systematic and orderly in their work.
 - **Perseverance** - Being insistent in completing and in the face of setbacks.
 - **Industriousness** - Being productive and efficient in workplace.
 - **Agreeableness** - Being kind and emphasize the needs of others.
 - **Stress Tolerance** - Being able to cope well under pressure.

ATTITUDE TOWARDS INTEGRITY

Sam is likely to set himself lower standards of personal conduct and behaviour at work than most people. Moreover, he would be expected to have a significantly below average sense of commitment to following rules and regulations, and to maintaining consensual standards of probity. His responses to the attitude assessment indicate he is likely to be significantly less respectful of others' rights than are many people. As a result he may be rather prone to act in an expedient, self-serving way, even if this involves circumventing agreed ethical standards and codes of conduct. His responses further indicate that he has a less strong sense of right and wrong than most, and a fairly low sense of allegiance to consensual ethical standards. Consequently he might not be expected to be that motivated to act in accordance with established ethical principles and values.

INTEGRITY PROFILE



Low Integrity Items Endorsed

Sam did not endorse any low integrity statements (i.e. he indicated that none of these behaviours were characteristic).

As Sam did not endorse any low integrity items, no interpretation of his individual item responses is provided.

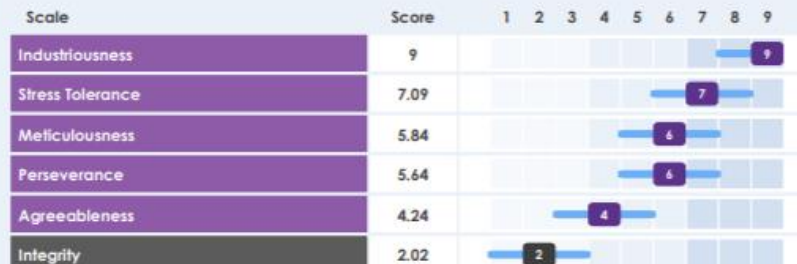
High Integrity Items Rejected

Sam rejected two high integrity statements (i.e. he indicated that these behaviours were uncharacteristic). Only 7 percent of the population reject more than 2 such statements.

The high integrity items Sam rejected imply:

- Not believing dishonest behaviour is intolerable
- Not believing it is important to comply with rules.

WORK-RELEVANT MEASURES PROFILE



Industriousness

Industriousness was rated as being Sam's strongest work characteristic. This suggests that Sam will most strongly emphasise the need to remain productive and efficient in the workplace. He is likely to appreciate the intrinsic value of work and be happiest kept busy and occupied with task. He is likely to work even if he did not have to.

Stress Tolerance

Stress Tolerance, while rated as Sam's second highest characteristic descriptor, is somewhat above the level of most other people. This would suggest that Sam may see himself as someone who is able to cope well in difficult situations. However being his own worst critic, he may be inclined to take on more than he can handle, which coupled with elevated nervous energy, may result in him finding it difficult to relax and unwind after a demanding or stressful day.

Meticulousness

Meticulousness, although being rated as Sam's third most characteristic attribute is still slightly above the typical level of most other people. This suggests that he is likely to place some emphasis on the importance of being systematic and orderly in his work. He is likely to set fairly high standards for himself and generally will expect the same from others. Purposeful and deliberate in his action, he is likely to prefer to plan for most contingencies rather than deal with issues as they arise.

Perseverance

Persistence, while rated as Sam's fourth most characteristic attribute, is still slightly above the typical level of most other people. This suggests that he is likely to place some emphasis on persevering with tasks that he undertakes. He is also likely to focus on the need to finish jobs that have been started and will be reluctant to leave tasks undone. Relatively undeterred by setbacks, he will be inclined to persist with tasks even under unfavourable conditions.

Agreeableness

Agreeableness was not rated as a characteristic that Sam would consider describes him. This would suggest that Sam is unlikely to go out of his way to develop or maintain harmonious interpersonal relationships. Relatively unconcerned about the sensitivities of friends and colleagues, he is likely to express his views or opinions quite directly even when there is a risk of causing upset or offence. He may be considered as curt and undiplomatic by more sensitive others.

WAI Sample Questions

		Most Strongly Agree	Most Strongly Disagree
1	I feel guilty if I'm not busy.	<input type="radio"/>	<input type="radio"/>
2	People say I can be quite intimidating at times.	<input type="radio"/>	<input type="radio"/>
3	I have more than enough energy to meet the demands of work.	<input type="radio"/>	<input type="radio"/>
4	I do not always complete tasks I've started.	<input type="radio"/>	<input type="radio"/>

		Most Strongly Agree	Most Strongly Disagree
1	I'm always willing to help other people if asked.	<input type="radio"/>	<input type="radio"/>
2	It's more important to follow the spirit of the law than it is to obey it to the letter.	<input type="radio"/>	<input type="radio"/>
3	Most people are basically selfish.	<input type="radio"/>	<input type="radio"/>
4	I'm a friendly, sociable person.	<input type="radio"/>	<input type="radio"/>

Total Questions: 30 Duration: 20 minutes

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