

Trait Specification Form



The WPI Trait Specification Form is designed to help organizations identify the personal characteristics that are important for effective performance in a specific job. It is described in the WPI Job Match Guidance booklet.

Name: _____
Please print or type.

Organization: _____

Title of Profiled Occupation: _____

Identify the desired range of scores by circling the corresponding numbers for each trait on the graph below. Then rate the importance of each trait with 0 as the lowest to 5 as the highest. The WPI Job Match Guidance Booklet describes how the optimal score ranges and important ratings can be determined.

	Circle the ideal range of scores	Trait Importance Rating (0 to 5)
Ambition	1 2 3 4 5 6 7 8 9 10	_____
Initiative	1 2 3 4 5 6 7 8 9 10	_____
Flexibility	1 2 3 4 5 6 7 8 9 10	_____
Energy	1 2 3 4 5 6 7 8 9 10	_____
Leadership	1 2 3 4 5 6 7 8 9 10	_____
Persistence	1 2 3 4 5 6 7 8 9 10	_____
Attention to Detail	1 2 3 4 5 6 7 8 9 10	_____
Rule-Following	1 2 3 4 5 6 7 8 9 10	_____
Dependability	1 2 3 4 5 6 7 8 9 10	_____
Teamwork	1 2 3 4 5 6 7 8 9 10	_____
Concern for Others	1 2 3 4 5 6 7 8 9 10	_____
Outgoing	1 2 3 4 5 6 7 8 9 10	_____
Democratic	1 2 3 4 5 6 7 8 9 10	_____
Innovation	1 2 3 4 5 6 7 8 9 10	_____
Analytical Thinking	1 2 3 4 5 6 7 8 9 10	_____
Self-Control	1 2 3 4 5 6 7 8 9 10	_____
Stress Tolerance	1 2 3 4 5 6 7 8 9 10	_____

Submit your WPI Trait Specification Form to the Job Match web site. Sign on to your web site and click on WPI Job Match. Choose Create a Profile and copy the information from the WPI Trait Survey to the online form. Click Generate to set-up your new report.