

Personal Characteristics Inventory

Description

The Personal Characteristics Inventory® (PCI®) measures personality characteristics deemed desirable by most employers. Developed by personality experts Murray Barrick, Ph.D. and Michael Mount, Ph.D., the Personal Characteristics Inventory® predicts successful job performance using primary dimensions of personality known as the “Big Five.”

Content

The Personal Characteristics Inventory® focuses on job-person compatibility by identifying a job applicant’s standing on the following:

The Big Five

- Extraversion
- Agreeableness
- Conscientiousness
- Stability
- Openness to Experience

Twelve Subscales

- Sociability
- Need for Recognition
- Leadership Orientation
- Cooperation
- Consideration
- Dependability
- Efficiency
- Even-Temperament
- Achievement Striving
- Self-Confidence
- Abstract Thinking
- Creative Thinking

Five Occupational Scores

- Manager
- Sales
- Production
- Clerical
- Driver

Four Success Scales

- Teamwork
- Commitment to Work
- Learning orientation
- Integrity

The Personal Characteristics Inventory® comprehensive report includes an overall score regarding a person’s motivation to succeed.

Wonderlic also supports remote assessment and prescreening capabilities that can seamlessly link from your webpage or any other employee recruitment platform.

Fast and Easy for Everyone

The Personal Characteristics Inventory® is used to hire effective employees as well as for developmental purposes to improve current employees’ performance. It forecasts job-related behavior and compares your candidates to occupational norms. Regardless of job type, the core personality characteristics measured by the Personal Characteristics Inventory® are critical factors to the long-term achievements of your employees and your organization.

Test Specs

Administration Method: Online

Number of Questions: 150

Time Limit: Untimed, approx. 15 minutes

Proctored or Unproctored: Unproctored

Requires Internet Access: For online admin