



The Basics

ViewPoint® GPS is based on the Big Five, the industry standard in personality assessment. Listed below, each GPS Major Scale is also further divided into 4 to 5 additional Component Scales...

GPS Competencies Assessed

- **Agreeableness** (kind vs. tough) – the extent to which one seeks to please, support, and cooperate with others.
- **Conscientiousness** (structured vs. easygoing) – the extent to which one persists at tasks, pursues goals, and takes an organized approach to assignments.
- **Extraversion** (outgoing vs. reserved) – the extent to which one enjoys the company of others, and prefers influencing or persuading others.
- **Openness** (conceptual vs. practical) – the extent to which one enjoys thinking about and analyzing a variety of topics, coming up with new ideas, and trying new things.
- **Stability** (steady vs. unpredictable) – the extent to which one remains even-tempered and retains a positive attitude, even in difficult circumstances.

The GPS also provides feedback on eight specialized Occupational Scales...

- **Creating**
- **Dependability**
- **Loyalty**
- **Providing Care**
- **Providing Service**
- **Selling**
- **Change Leadership**
- **Operational Leadership**

Technical Overview

Comprised of 155 non-intrusive, behavioral questions, the GPS is unlikely to cause concerns about job relevance. Research shows that GPS scores accurately predict job performance and how someone will be described by others. Additionally, we can validate the GPS within your organization in order to...

- Determine the ideal profile for the target job(s)
- Develop organization-specific norms

Administration and Scoring

Cutting-edge ATLAS® technology allows for easy and efficient GPS administration and reporting, offering...

- Immediate scoring
- Secure, encrypted access with password protection
- Integration with PSI ability tests and applicant tracking systems

Test Length

Less than 20 minutes

Test Mode(s)

Computer / Web-based

Administration

Group or Individual

Scoring Options

Computer automated scoring

GPS Advantages

- Uses everyday terminology
- Is designed for both selection and development
- Is ideal for consultants conducting coaching, training, and in-depth individual assessments
- Provides rich, in-depth feedback