

Seliant Work Inventory of Personality

The Seliant Work Inventory of Personality (SWIP) is a personality inventory designed to assess key personality traits in job candidates for the purposes of Personnel Selection.

The SWIP was developed with the goal of providing a reliable and valid assessment of personality traits relevant to workplace performance. Using the SCIAM Personality Model, the SWIP captures essential traits that directly influence workplace performance:

Steadiness:

Steadiness is a personality trait that refers to an individual's ability to remain calm, patient, and composed in the face of stress or adversity. It involves being able to handle pressure and maintain a sense of inner peace and stability, regardless of the situation.

Cooperativeness:

Cooperativeness refers to an individual's willingness to work collaboratively with others and contribute to a team effort.

Imaginativeness:

Imaginativeness refers to the degree to which a person has a rich inner world of creative ideas and vivid mental imagery.

Assertiveness:

Assertiveness is a personality trait that refers to an individual's tendency to be confident, forceful, and self-assured in their social interactions. It involves the ability to express oneself confidently and assertively, without being overly aggressive or passive.

Methodicalness:

Methodicalness is a personality trait that reflects an individual's tendency to be systematic, organized, and precise in their work. It involves a preference for planning and following through on tasks in a structured and logical manner.

By gaining a deeper understanding of these traits in your candidates, you can make insightful evaluations of their potential and suitability for specific roles within your organization.



Measures

14 key personality traits in job candidates for the purposes of Personnel Selection.



Useful for

Predicting job performance and team dynamics.



Items

100 items



Estimated time

The full test is completed in approximately 15 minutes.

Reliable Results

The SWIP has undergone reliability and validity studies. More information can be found in the SWIP Technical Manual and User Guide.

Requirements

The test can be run on all PC or Mac computers with an updated browser and a stable internet connection.

The test is accessed by the browser. You can run the test on-site, or the candidate can complete the test in the comfort of their own home.

Request a Sample

Please contact us by e-mail to request a full-length sample of the test.