Pearson
Talent Solutions

BEHAVIORAL & PERSONALITY ASSESSMENTS

Work Style Fit



Match people to roles with confidence and build stronger, more effective teams

Great performance starts with the right fit. Work Style Fit helps you understand how individuals behave at work so you can predict performance, identify strong candidates, and build teams that thrive.

By measuring work styles and interpersonal attributes, Work Style Fit gives you a clear, practical view of how candidates are likely to perform and adapt within specific roles and organizational environments.

Work Style Fit Benefits

- **Predicts job performance and fit** based on work styles and behaviors
- **Identifies top candidates** while reducing the risk of poor hires
- **Aligns selection with job requirements** using O*NET work style taxonomy
- **Supports onboarding and development** with actionable insights
- **Improves retention** by matching individuals to the right roles and teams
- **Provides a strong candidate experience** with relevant, work-based content

Our Work Style Fit assessment measures the following:

Six core drivers of workplace performance, built from 16 work styles aligned to real job requirements.

1. **Achievement Orientation**
   Drive, initiative, and persistence to meet goals and deliver results
2. **Interpersonal Orientation**
   Collaboration, cooperation, and concern for others in team environments
3. **Social Influence**
   Ability to engage, lead, and positively influence others
4. **Self-Adjustment**
   Emotional control, resilience, and adaptability in changing situations
5. **Conscientiousness**
   Reliability, attention to detail, and commitment to quality and rules
6. **Practical Intelligence**
   Independent thinking, problem-solving, and innovation in day-to-day work

Together, these drivers provide a comprehensive view of how individuals approach their work, interact with others, and succeed in different roles.

Languages

English
Spanish (LATAM)
French
German
Portuguese (Brazilian)
Turkish
Italian
Dutch

Norms

Work Style Fit is provided with general population, student, and role-based norms.



Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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