



SEPI

Short Entrepreneurial Personality Inventory

Participant Example

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Confidential



UNIVERSITY OF
CAMBRIDGE
The Psychometrics Centre

About the report

Your responses were compared to those of the standardisation sample (n=6,338) and transformed to a stanine score (1-9). A score of 5 is average and obtained by about 20% of people, while 50% of people obtain scores in the full average range of 4 to 6. If your score is 7 or more, or 3 or less, then it deviates significantly from the average to a greater or lesser degree. Only 4% of people obtain scores of 9 or 1 respectively.

When interpreting your score, please note that the impact of mindset and personality on entrepreneurial outcomes depends on a number of factors that are not measured here. These may include the individual's work environment, the economic and regulatory conditions, availability of funding and skilled personnel, or the quality and longevity of particular business ideas.

Your Score



Your score on the entrepreneurial personality scale is well above average. That is, you are in the top 7% of respondents. You have no hesitation whatsoever in taking chances and making changes whenever you see an opening. For you, chaos is an opportunity, so much so that you can often stir things up deliberately in order to encourage an environment in which you can thrive. Your resourcefulness is particularly valuable when the unexpected occurs, at which time your very special qualities will be valued by more circumspect colleagues. Others, of course, may see you as a source of unnecessary disruption to their settled way of life.

Reflection

No organisation could function if it were comprised entirely of entrepreneurs. People who are able to maintain strong and successful traditions are equally valuable, as are unassuming yet loyal and committed staff who will put the interests of their organisation above their own. Similarly, there is no one best way of starting or running a business, and having a prototypical 'maverick entrepreneur' at the helm is no guarantee of success. Remember that questions were selected for their ability to predict a deliberately narrow marker of entrepreneurship, namely whether the respondent had started a business or not. Entrepreneurship in practice involves a much more complex set of decisions, and is better considered as a continuous process rather than a fixed point in time. Therefore, even if you are not entrepreneurially-minded at the moment, this does not mean that you never will be in future. Hopefully this assessment has inspired you to reflect on the entrepreneurial aspects of your personality and think about applying your unique skills in different working environments.

Scale Information

This questionnaire assesses a single trait of entrepreneurial personality using items that are known to be predictive of differences between business owners and employees. The test has a Cronbach alpha reliability of 0.78 and was standardised on responses from 6,338 research participants. This questionnaire is a shortened version of an earlier scale developed by the Psychometrics Centre, which measured 13 different psychological variables shown to be predictive of entrepreneurship, such as need for autonomy, risk propensity and innovativeness. This earlier version was developed using responses from business owners and employees in the UK, US, Germany and Singapore (n=2,019) and the most predictive items selected to create the shortened version which you have just completed. Responses to the entrepreneurial personality scale predict yes/no answers to the question 'Have you started your own business?' with a correlation of 0.27 and Cohen's d prime of 0.55 (a medium effect size).

SAMPLE REPORT