

WAY questionnaire

Adaptive personality assessment at the level of behavioural descriptions

WAY examines how characteristic different behavioural descriptions are of a respondent relative to one another. Rankings of groups of four descriptions are combined into a personal profile that retains the estimated position of all 140 statements. Interpretation starts from this detailed profile.

140 behavioural statements · Four-item rankings · Adaptive administration

What distinguishes WAY?

Conventional personality questionnaires combine responses to several statements into scores on predefined scales. WAY's primary output is the relative position of each behavioural statement, together with uncertainty about that estimate. Individual differences between statements can therefore be examined before they are summarised. A narrative description or interview guide can subsequently be derived from the profile for a particular purpose.

How you complete WAY

Each screen presents four statements. The respondent chooses the most self-descriptive statement, then the most self-descriptive of those remaining. This continues until all four are ranked. There are no right or wrong answers: the task concerns typical behaviour.

1. page of 70

Select the **most typical** statement and repeat until none remain!

The screenshot shows a digital interface for the WAY questionnaire. It features a purple header bar at the top with the text '1. page of 70'. Below this, a instruction reads: 'Select the **most typical** statement and repeat until none remain!'. The main content area contains four rounded rectangular boxes, each with a minus sign icon in a circle on the left and a statement on the right. The statements are: 'I stay calm under pressure.', 'I trust my teammates.', 'I care about financial recognition.', and 'I care about how others are doing.'.

☐ I stay calm under pressure.

☐ I trust my teammates.

☐ I care about financial recognition.

☐ I care about how others are doing.

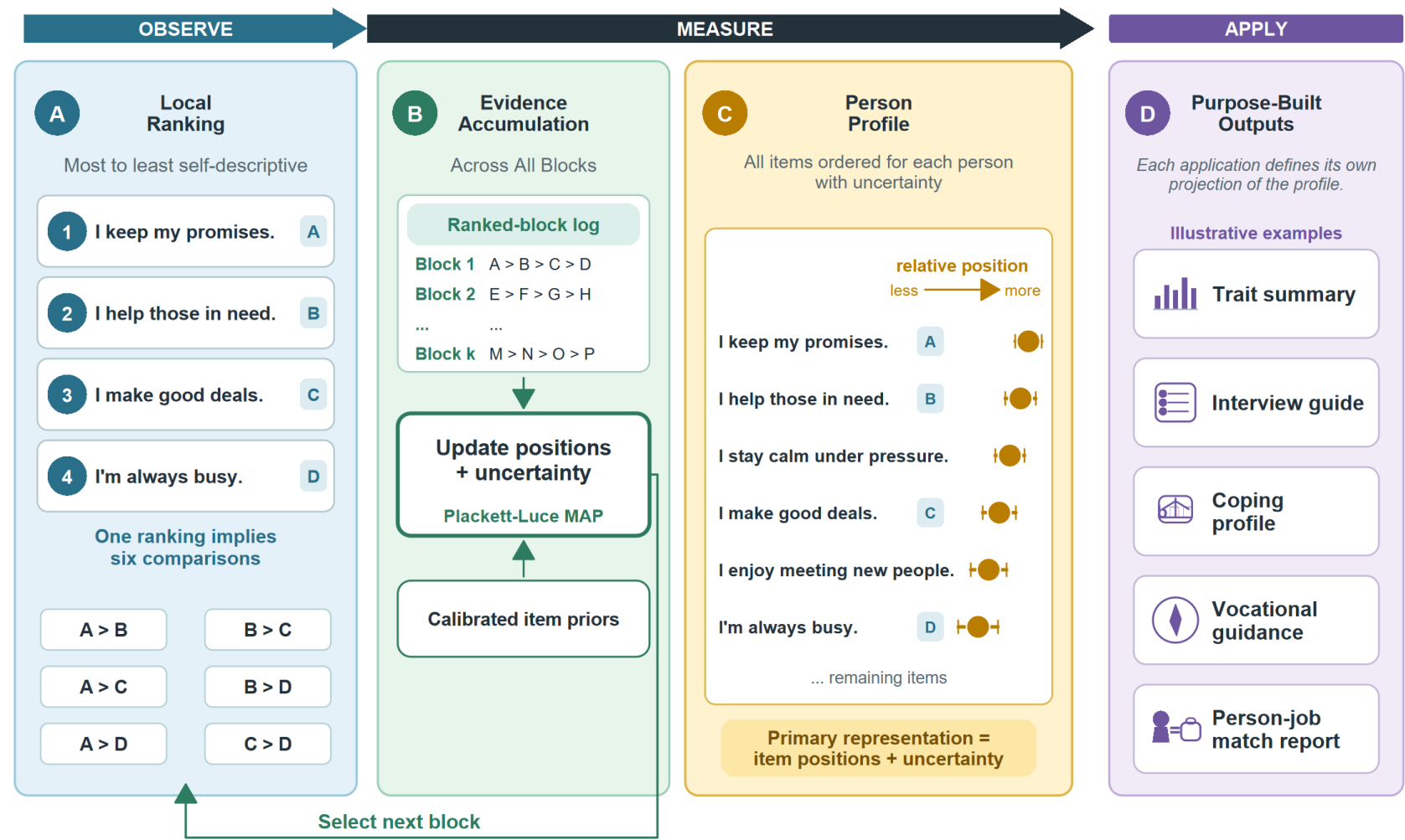
Original screenshot of the English administration interface. Selected statements disappear in sequence; the order of selection determines the ranking.

One administration of the 140-statement version described here contains 70 groups of four; every statement appears at least once. The 70 screens do not represent 70 different statements: groups are drawn from the item pool, and statements may appear more than once.

From answers to a personal profile

From local rankings to a person-specific global preference ordering

PPO retains item identity and estimates relative positions and uncertainty before any purpose-built projection.



The figure also distinguishes the primary profile from subsequent interpretation.

A complete four-item ranking determines six pairwise comparisons. Rankings across groups jointly inform the estimated position of each statement within the respondent's profile. PPO (Probabilistic Preference Ordering) describes this person-specific ordering and the uncertainty of the estimates.

The WAY measurement procedure: local rankings, accumulated evidence, estimation of a personal profile and purpose-specific interpretation. The feedback loop shows adaptive selection of the next group. The outputs on the right illustrate possible applications; they are not separate claims of established predictive validity.

Scoring and adaptation

The Plackett–Luce model treats a ranking as a sequence of choices: first the most self-descriptive statement, then a choice among those remaining. It combines the accumulated rankings to estimate a relative score for every statement. The implementation described here also uses calibrated prior estimates and records uncertainty alongside each score.

The system selects the next group using the answers given so far. It seeks comparisons that may provide further information about the profile. Adaptation changes the questioning procedure; by itself, it does not establish greater reliability or validity.

What the results mean

A higher score means the model estimates a description to be more characteristic of the respondent than descriptions with lower scores. The score is not a percentage, a performance rating or, on its own, a population percentile. The result summarises self-description; it is not direct observation of behaviour or a diagnosis.

The numerical profile and the AI-generated narrative report are produced in separate steps. The profile is the measurement estimate derived from answers; the narrative is an interpretation of that profile. Narrative accuracy can therefore be evaluated separately, and agreement with a report does not replace evaluation of the measurement.

Evidence and limitations

Reproducing a profile from repeated or partially separate answers, agreement with other personality measures, and prediction of external behaviour are different questions requiring different evidence. AI-based recognition studies using fictional characters can examine the distinguishing information retained by the tested procedure. Those results alone do not establish validity for human personality assessment or prediction of workplace performance.

Version and citation

Author: Balázs Klein

1.0 · 140 statements · 70 four-item groups · 18 October 2026

Klein, B. (2026). WAY questionnaire: Instrument description (Version 1.0). PeopleTest.

<https://peopletest.net/en/work/way/>

Turner et al. (2020). Modelling rankings in R: The PlackettLuce package. <https://doi.org/10.1007/s00180-020-00959-3>