

**Assessment Results Report**



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**Candidate Information**

**Name:**  
**Email:**  
**Phone:**  
**Date Started:** January 5 2011, 7:12PM  
**Date Completed:** January 5 2011, 7:34PM

**Test Information**

**Test Name:** Risk Screener  
**Test Description:** Risk Screener is a general indicator of the individual's propensity to engage in inappropriate workplace behaviors as defined by the scales included in this assessment. This assessment is appropriate for most jobs, particularly entry level positions. The "Risk Screener" assessment compares applicants based upon the following scales: Candidness, Trustworthiness, Substance Abuse Attitudes, Non-Violence, Reliability, Attendance, and Rules Compliance.

**Notice**

The following report shows the results generated from the answers given by this candidate when they took this assessment. Although they provide valuable information to help you make better hiring decisions, they should never be used as the only basis for deciding to hire or not hire this candidate. You should always take into consideration the candidate's previous work experience, education obtained, skills needed to perform the job, personal and business references as well as information obtained during the interview process. If the job could potentially affect the safety of others, it is important to also take into consideration other screening information such as drug & alcohol tests, background checks, Doctor's physicals, etc.

**Scoring Summary**

Section	Score	Grade	0	20	40	60	80	100
Reliability	33	Moderate						
Non-Violence	36	High						
Substance Abuse Attitudes	46	High						
Trustworthiness	15	Moderate						
Candidness	99	High						
Attendance	76	High						

## Assessment Results Report



### Detail Report

Below you will find a brief description of the meaning of each section, and then the score and a description of how that applicant scored on the given section and what that score means about the applicant.

#### Section: Reliability

**Description:** Reliability measures the degree to which the individual is likely to be dependable, hardworking, and conscientious about the quality of his/her work. This characteristic is appropriate for all jobs.

**Score:** Moderate

**About the Applicant:** This individual's Reliability score falls within the Moderate range. While some individuals who score in this range are likely to be dependable, hardworking, and conscientious about the quality of their work, some (particularly those who score at the low end of the range), at times, may not place as much importance on these critical work characteristics. More in-depth interviewing and reference checks focusing on reliability may be a good idea for this individual if this characteristic is important for job success.

#### Section: Non-Violence

**Description:** Non-Violence measures the degree to which the individual is likely to respect others and would not engage in aggressive workplace behaviors such as intentionally damaging company property or resorting to physical or verbal threats. This characteristic is appropriate for most, if not all, jobs.

**Score:** High

**About the Applicant:** This individual's Non Violent Attitudes score falls within the High range. Like the vast majority of people in the workforce who are never involved with workplace violence, it is likely that this individual respects others and would not engage in aggressive workplace behaviors such as intentionally damaging company property or resorting to physical or verbal threats. This does not appear to be an area of concern for this individual.

#### Section: Substance Abuse Attitudes

**Description:** Substance-Abuse Attitudes measures the degree to which the individual is likely to avoid illegal drug use and related problems that might impact work. This characteristic is important for most jobs, but especially for those involving the use of machinery or equipment where the safety of the employee and co-workers could be at risk.

**Score:** High

**About the Applicant:** This individual's substance-abuse attitudes score falls within the High range. There is a higher probability that this individual will not have illegal drug use problems that will affect his or her work than for those scoring lower. This does not appear to be an area of concern for this individual. For example, studies have shown that only 2% of individuals who scored in this range came to work under the influence of illegal drugs or consumed illegal drugs at work.

#### Section: Trustworthiness

**Description:** Trustworthiness measures the degree to which an individual is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs, with special emphasis on jobs that involve handling cash or confidential or sensitive information.

**Score:** Moderate

**About the Applicant:** This individual's Trustworthiness score falls within the Moderate range. While some individuals who score in this range are likely to be honest and trusting, some (particularly those who score at the low end of the range) may, at times, have more trouble with respect to being honest and trusting than those scoring higher. A more thorough examination, including in-depth interviewing and more extensive reference and background checks, may be a good idea for

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this individual if this characteristic is important for job success.

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**Section: Candidness**

**Description:** Candidness measures the degree to which the individual is likely to be candid and accurate in his/her responses and is therefore not trying to outsmart the test in an effort to present him/herself in a more favorable light.

**Score:** High

**About the Applicant:** This individual's Candidness score is within the High range. There is a higher probability that this individual answered the test questions candidly and accurately compared to those scoring lower. The candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors.

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**Section: Attendance**

**Description:** Attendance measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.

**Score:** High

**About the Applicant:** This individual's Attendance score falls within the High range. There is a higher probability that this individual is dependable and stable, takes responsibility for his or her actions, and can be counted on to have a satisfactory attendance record when compared to those scoring lower. This is definitely an area of strength for this individual.

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### Interview Questions

Below you will find interview questions based on the applicants answers given during the assessment. Questions are generally only provided for questions where the applicant's answer negative affected their score. Therefore, if an applicant scores well on the assessment, this section will be shorter than if they scored poorly.

#### Section: Reliability

**Statement:** The candidate answered neutral or disagreed with the statement: "I am annoyed by people who show up late to meetings."

**Question:** How much emphasis do you place on being punctual? Is it really that important?

**Statement:** The candidate answered neutral or agreed with the statement: "Like most people, there have been times when I have not been as reliable as I could have been."

**Question:** Describe for me occasions when you have not been as dependable or reliable as you should have been.

**Statement:** The candidate answered neutral or disagreed with the statement: "All employees should be expected to reach realistic goals. "

**Question:** Why should one not expect all employees to reach realistic goals and objectives?

**Statement:** The candidate answered neutral or disagreed with the statement: "Behind most successful people has been a well laid out plan."

**Question:** How much emphasis do you place on planning for the future? How important is it to set goals to accomplish one's objectives? Please explain your answer.

#### Section: Non-Violence

**Statement:** The candidate answered neutral or disagreed with the statement: "I can always control myself from hitting another person, no matter what they do to me."

**Question:** Describe a situation where you found it difficult to control yourself and it led to a physical or verbal confrontation.

**Statement:** The candidate answered neutral or disagreed with the statement: "I rarely disagree with others."

**Question:** Do you prefer confrontation or compromise? Tell me about a time when you have felt it best to be confrontational.

**Statement:** The candidate answered neutral or disagreed with the statement: "My friends would say that I try to avoid getting into arguments."

**Question:** Do you find that you enjoy a good argument? Do you find that you intimidate others when you argue? Discuss a time when you have intimidated others by arguing.

**Statement:** The candidate answered neutral or disagreed with the statement: "When all is considered, life is generally pretty fair."

**Question:** What work situations have you experienced that you would describe as "unfair"? Please explain your answer in detail.

#### Section: Substance Abuse Attitudes

**Statement:** The candidate answered neutral or disagreed with the statement "Those who sell illegal drugs should be

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punished as strictly as any other criminal."

**Question:** Have you ever had any personal issues with using or being under the influence of illegal drugs at work?

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**Statement:** The candidate answered neutral or agreed with the statement "The police spend too much time looking for illegal drug use when they should be spending time on more serious crimes."

**Question:** Tell me about situations you have been involved in where too much was made over illegal drug use at work.

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**Statement:** The candidate answered neutral or disagreed with the statement "Employees who have illegal drug-use problems should be taken off the job right away."

**Question:** Tell me about work situations you have observed or been involved in with respect to illegal drug use on the job. What happened?

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## Section: Trustworthiness

**Statement:** The candidate answered neutral or disagreed with the statement: "The only way to be successful in today's world is to be honest, fair, and truthful."

**Question:** Can you give some examples of when it might not pay to be honest or fair in business? Have you been forced to be dishonest at work? Please explain.

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**Statement:** The candidate answered neutral or agreed with the statement: "In today's environment, there are few people who can be trusted."

**Question:** How easy or difficult has it been for you to trust others at work? What makes you feel this way?

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**Statement:** The candidate answered neutral or disagreed with the statement: "Generally, one can trust one's co-workers."

**Question:** Looking back at your experiences at work, can co-workers generally be trusted?

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**Statement:** The candidate answered neutral or agreed with the statement: "Most employees will get away with whatever they can."

**Question:** Why might you feel most employees will try to get away with whatever they can? Please give work-related examples to support your answer.

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**Statement:** The candidate answered neutral or disagreed with the statement: "Telling the truth is always the best policy, even if it creates conflict among co-workers."

**Question:** What justification might there be in a business environment for not being totally honest?

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**Statement:** The candidate answered neutral or agreed with the statement: "There are few employees who can be trusted."

**Question:** Tell me about your experience with co-workers in terms of trust. Have you ever had trust issues with your co-workers?

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## Section: Candidness

**Statement:** The candidate answered neutral or disagreed with the statement, "On occasion, I have said or done something to hurt someone's feelings."

**Question:** Has there ever been a time when you did something that upset someone? Please give work related examples?

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## Section: Attendance

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**Statement:** The candidate answered neutral or agreed with the statement: "Overall, being dependable is a more valued personality trait than being impulsive."

**Question:** Can one have a poor attendance record based on unexcused absences and still be a reliable employee? How many times have you been absent or late to work in the past two years?

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