

Attitudes Report for Sally Sample

Overall Score: Some Concern

This report measures self-admissions and attitudes toward counter-productive behaviors at work.



This black arrow indicates where the participant scored on each scale.

Hostility: Handling feelings in regards to aggression, anger and hostility



Conscientiousness: Being dependable, organized and reliable.



Integrity: Behaving with integrity and honesty and expecting that co-workers will do so as well.



Good Impression: Acknowledging normal faults and imperfections and answering the questions in a frank and candid manner.



Hostility

Concerns About Hostility

Low scorers may be able to handle their feelings well and are less likely to be disruptive. High scorers can potentially be more aggressive, hostile, disruptive, or have poor control of their anger.

Scores in Green (Low Concern) on the Hostility Scale indicate that the applicant's responses give less concern that the applicant will exhibit aggressive behavior towards others on the job. The score suggests that the applicant may be able to handle hostile feelings well, keeps a level head, and is less likely to be disruptive at work through anger or aggression.

Scores in Yellow (Some Concern) on the Hostility Scale indicate that the applicant's responses raise some concern about the handling of anger and hostility. The applicant may be less than completely in

control of anger and hostility at work. Areas of potential concern should be further explored using the behavioral interview question(s).

Scores in Red (Serious Concern) on the Hostility Scale indicate that the applicant's responses raise serious concerns about the handling of anger and hostility. Potentially, the applicant could be hostile, be ready to anger, have poor self-control, and be disruptive at work.

Conscientiousness

Concerns About Conscientiousness

Low scorers tend to be dependable, conscientious, and reliable. High scorers can potentially be undependable, careless, lazy, and disorganized.

Scores in Green (Low Concern) on the Conscientiousness Scale indicate that the applicant's responses give less concern in the area of dependability. The score suggests that the applicant can potentially be conscientious, dependable, reliable, and organized at work.

Scores in Yellow (Some Concern) on the Conscientiousness Scale indicate that the applicant's responses raise some concern about dependability. The applicant may be less than completely reliable, dependable, conscientious, or organized at work. Areas of potential concern should be further explored using the behavioral interview question(s).

Scores in Red (Serious Concern) on the Conscientiousness Scale indicate that the applicant's responses raise serious concerns about dependability. The applicant could potentially be unreliable, undependable, lacking in conscientiousness, and/or disorganized at work.

Integrity

Concerns About Integrity

Low scorers have no problem with workplace dishonesty. High scorers have the potential for dishonest behavior in the workplace.

Scores in Green (Low Concern) on the Integrity Scale indicate that the applicant's responses raise less concern about dishonesty. The score suggests that the applicant is likely to be honest at work and is less likely to cause problems at work in this area.

Scores in Yellow (Some Concern) on the Integrity Scale indicate that the applicant's responses raise some concern about the possibility of dishonesty in the workplace. The applicant might have the potential to steal from an employer or may be too willing to condone such behavior by others at work. Areas of potential concern should be further explored using the behavioral interview question(s).

Scores in Red (Serious Concern) on the Integrity Scale indicate that the applicant's responses raise

serious concerns about the potential for dishonesty at work. These concerns are especially important in a work situation that presents opportunities for employee theft. The applicant could potentially be dishonest and condone dishonesty by others.

Good Impression

Understanding Good Impression Scale

The Good Impression (GI) Scale measures an applicant's tendency to underreport counter-productive behaviors on the survey. Low scorers tend to be more open about acknowledging their normal faults and imperfections. High scorers tend to deny normal shortcomings and exaggerate personal virtues, suggesting that their scores on the other scales may be artificially depressed (underreported) by their efforts to make a good impression. Scores on this scale are to be used to determine the degree of confidence that should be placed in the remainder of the report.

Scores in Green (Low Concern) on the Good Impression Scale suggest that the applicant's answers were more forthright and free from distortion and defensiveness. Applicants with GI scores in this range provide confidence that their scores are not artificially depressed or underreported.

Scores in Yellow (Some Concern) on the Good Impression Scale suggest that the applicant's answers may be somewhat distorted by defensiveness and a desire to give a "good impression." The applicant should be considered to have underreported, to some degree, troublesome behavior. A score of Yellow should never be used to disqualify a candidate from consideration. Because most applicants want the jobs for which they apply, conscious or unconscious efforts to create a "good impression" may be present. It is the responsibility of each administrator to determine how much risk or distortion can be tolerated before declaring the report invalid.

Scores in Red (Serious Concern) on the Good Impression Scale suggest that the applicant's answers have a high potential for under-representation of his or her potential for disruptive behavior in the workplace. There is little likelihood that any confidence can be placed in the accuracy of the applicant's reported scores. The report is not to be considered valid with GI scores in this range.

Note: *This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.*

*Report Generated On 07/06/2015 by Lori Allison
ParticipantID #9103*

Attitude Behavioral Interview Questions for Sally Sample

Conscientiousness

1. Describe a time when you felt your manager was unrealistic with how much work could be done. How did you deal with it?

Please rate the Participant's response: 1 = Poor 2 = Fair 3 = Good 4 = Very good 5 = Excellent

2. People differ about how perfect their work needs to be. How would you describe your standards? Can you give me an example of how your standard have affected your work product?

Please rate the Participant's response: 1 = Poor 2 = Fair 3 = Good 4 = Very good 5 = Excellent

3. How often have you found that your work has an important error or omission? How does this make you feel? What did you do about it?

Please rate the Participant's response: 1 = Poor 2 = Fair 3 = Good 4 = Very good 5 = Excellent

4. Some people are known on the job to be perfectionists. Have you ever run into such a person when you were working? How do such people make you feel? Is it easy for you to be around such people?

Please rate the Participant's response: 1 = Poor 2 = Fair 3 = Good 4 = Very good 5 = Excellent

5. Sometimes we have to pace our work in order to get it done in time. Can you give me an example when you had to pace your work in order to get it done? How typical is that of how you approach your job?

Please rate the Participant's response: 1 = Poor 2 = Fair 3 = Good 4 = Very good 5 = Excellent

6. There are times when work is really boring, when it's hard to get engaged or to continue. How often is that true of you and what do you do to reengage with your job?

Please rate the Participant's response: 1 = Poor 2 = Fair 3 = Good 4 = Very good 5 = Excellent

Note: *This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.*

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