Step One Survey II Quick Reference Guide

LOW	THE SOS II PART 2 - ATTITUDE SCALES	HIGH
Expresses a low level of respect for the property of others	Integrity This score represents an applicant's attitudes concerning theft of money, property, data or time.	Respects property
Tends to rationalize larcenous behavior	High Integrity scores represent a clear understanding of the conventional wisdom concerning theft and property/asset ownership.	Avoids rationalizing larcenous behavior
Accepts a situational perspective concerning theft	At the low end , an individual is less likely to express attitudes of respect for the material, monetary and abstract (soft assets) property of others.	Socially responsible
Takes an open minded	Substance Abuse	
Takes an open-minded approach concerning illegal drug use	This score represents an applicant's attitudes concerning personal use or distribution of illegal	Condemns illegal drug use
Tends to rationalize drug use on the job	chemical substances. High Substance Abuse scores represent a lack of self-	Understands the safety issues related to drug use on the job
Tends to disregard the	identification with drug-oriented behavior.	,
safety issues associated with drug use in the workplace	Lower scores suggest an open attitude concerning drug use that is often associated with those who use or distribute illegal substances.	Does not create rationalizations for drug use
	Reliability	
Is not particularly trustful of the motivations of others	This score represents an applicant's attitudes concerning the following of procedures in the workplace.	Has confidence in the motivations of others
Tends to rationalize cautious behavior	High Reliability scores represent a solid understanding of what is expected of an employee to be considered prompt,	Appreciates promptness
Possesses a care-free attitude about tardiness &	trustworthy and accountable. A low scorer tends to express a lack of appreciation for	Understands the importance of accountability
accountability	rules and restrictions, whether he or she actually obeys the rules or not.	
	Work Ethic	
Prefers a great amount of personal freedom at work	This score represents an applicant's attitudes concerning his or her perception of the relative value of work and supervisory relationships.	Accepts the restraints of typical office procedure
Tends to rationalize careless performance	High Work Ethic scores represent a clear understanding of what is expected of an employee to be considered	Understands the need for compliance with rules and standards
Attitude about authority may be quite casual	principled and compliant in the workplace. A low scorer tends to express a lack of appreciation for the principles typically considered to be representative of ethical and compliant behavior in the workplace.	Understands that their superiors may play a different role than they do