

PROFILES

# Step One

SURVEY



## *Confidential Report*

**John Sample**

Friday, November 24, 2010

**Assessments USA & Canada**

**1-800-808-6311**

**[www.Assessments-USA.com](http://www.Assessments-USA.com)**

**805-934-5956**

## **SOS REPORT**

These results shall not be construed as a recommendation to hire/not hire this individual in a pre-employment situation. The administrator must check previous work records, job skills required, current status, and personal references. Where safety of other workers or the public is of concern, a drug test should be administered, criminal background checks obtained, and a physical should be administered by a qualified physician. The scoring mechanism utilized to produce this report does not measure political opinions or whether an individual has a tendency to commit violent acts, has any type of psychotic condition, or is sexually deviant, and can not be used for purposes of identifying political views or predicting these types of behaviors/conditions.

The Distortion Scale deals with how candid and frank the respondent was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candor.

**The Distortion Scale score on this assessment is 7**

**Section I**

- (1) Mr. Sample has never applied for a position at this company.
- (2) Mr. Sample is presently employed but says that he does not like his job.
- (3) John has been working in his present position (or worked at his last position) for less than two months.
- (4) Mr. Sample states it MAY BE "easy" to steal merchandise/goods at his present (or last) job.
- (5) John reports that his most recent monthly salary has been between \$801 and \$1000.
- (6) John states he will be ready to go to work next week.
- (12) John states he could go back to work for his previous employer if a position was open.
- (15) John has not taken any unauthorized days off work in the past year.
- (16) Mr. Sample states in his opinion, employers should be concerned about illegal drug use in the workplace.
- (17) Mr. Sample has not been late to work for any reason in the past year.
- (20) Mr. Sample states his supervisor allowed him to complete and forward work without the supervisor's final approval.
- (21) Mr. Sample states he would have no problem working overtime if requested, even on a moment's notice.
- (22) It would not bother John to work for a woman supervisor.
- (24) John feels his supervisor on his present (or last) job will rate his performance as excellent.
- (25) His opinion is that dress and appearance are sometimes important in the work environment.
- (26) John has NOT supervised the work of others in any previous positions.
- (28) Mr. Sample sees no problem taking a drug test for illegal drugs if it is company policy.
- (29) John has never had a problem with his supervisor.
- (32) John NEEDS TO IMPROVE IN AREAS NOT LISTED IN ANY OF THE QUESTIONS.
- (34) Mr. Sample doesn't consider himself "the best" at what he does at work.
- (35) John states he has moved his residence 2 to 3 times in the past 5 years.
- (36) Mr. Sample feels men and women working together sometimes cause problems in the workplace.
- (37) Mr. Sample would NOT be willing to take a part time position, he needs full-time work.
- (40) Mr. Sample states the chances are "VERY LOW" that he will be moving out of the area within a year.
- (43) Mr. Sample states he left his last position to take another job.

## Section I

### VERBAL INTERVIEW SUGGESTIONS

Before asking the applicant these questions...

The Equal Employment Opportunity Commission's Title VII provisions restrict the interviewer from making inquiries which are not job related. The interviewer must avoid questions about a person's lifestyle (like sexual orientation or marital status). The Americans with Disabilities Act restricts the interviewer from asking questions about past alcohol or drug use. Inquire only about current alcohol or drug use. Example: "Do you presently use illegal drugs," NOT "have you ever used illegal drugs". Question 15 asks the applicant how many days work he/she has missed in the past year. Note there are no suggested verbal interview questions to expand the applicant's response. The answer could reveal absences due to medical conditions protected by the ADA. Therefore, it is best for the interviewer not to inquire about reasons for absences.

- (2) What is it about your job that has forced you to look for employment elsewhere?
- (3) You haven't worked at your present position very long. Do you usually start looking for other work after only such a short time on the job?
- (4) You stated it "may be" easy to steal merchandise/goods at your present (or last) job. Explain.
- (5) What do you expect to get paid for the position you are applying for?
- (6) What is keeping you from going to work in this new position today or tomorrow?
- (20) Tell me how you won the trust of your supervisor to a point he/she would let you complete or forward work without final approval.
- (25) Tell me more about your feelings concerning dress and appearance in the work place.
- (32) You indicated some other area that you need to improve as an employee. What do you need to improve?
- (34) You state that you are NOT "the best" at what you do. What could you improve to make you "the best"?
- (35) Usually, a person doesn't move their residence very often. Yet, you stated that you have moved 2 to 3 times in the past five years. Why?
- (36) What problems are caused by having men and women work together in the workplace?
- (43) Explain the circumstances surrounding your taking another job.

## Section II

### Integrity

4

- (102) John ISN'T SURE IF IT IS STEALING TO "TAKE THINGS" IF HE INTENDS TO PAY FOR THEM LATER.

### Substance Abuse

4

- (60) Mr. Sample is UNCERTAIN which is more important: training and safety or illegal drug use by employees.
- (79) Mr. Sample feels that SELLING drugs ISN'T AS BAD as USING them.
- (106) PASSING OUT from too much alcohol consumption DOESN'T MEAN A PERSON HAS A DRINKING PROBLEM in his opinion.

### Reliability

6

### Work Ethic

6

- (72) John answered UNCERTAIN when asked if companies expect too much work for the money they pay.
- (120) Mr. Sample was "uncertain" when asked if he believes that most supervisors have a "snitch" reporting to them.

## Section II

The data from Section II is summarized in the table below. Please note that the higher the attained score on each scale, the more favorable the results for that scale.

| <b>SCALE</b>  | Low |   |   |   |   |   |   |   | High |
|---|-----|---|---|---|---|---|---|---|------|
| <b>Integrity</b><br>Adherence to moral and ethical principles acceptable in the workplace                       | ①   | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | ⑧ | ⑨    |
| <b>Substance Abuse</b><br>Attitudes deemed acceptable in the workplace and by society                           | ①   | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | ⑧ | ⑨    |
| <b>Reliability</b><br>Attitudes towards tardiness and personal dependability deemed acceptable in the workplace | ①   | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | ⑧ | ⑨    |
| <b>Work Ethic</b><br>Belief in the value of work and supervisory relationships acceptable in the workplace      | ①   | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | ⑧ | ⑨    |

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