



Introduction

The Attitudes Assessment contains 140 questions that can be completed in approximately 15 minutes or less. The information produced by this assessment is often used as an inexpensive way to determine whether or not the participant's self-admitted attitudes and work-related behaviors are likely to create concerns in the work place.

Participant results from this assessment are presented in 3 individual reports:

1) Attitudes Interpretive Report - shows the individual scales measured by this assessment along with interpretive information for each scale.

2) Attitudes Graphic Report - provides a one-page quick look at the participant's scores and the respective level of concern for each scale.

3) Attitudes Behavioral Interview Question Report - contains "follow-up" behavioral interview questions (except for the Good Impression scale) produced from the assessment items in which the participant has admitted to counter-productive behaviors or attitudes. These behavioral interview questions can be used in follow-up interviews.

You may choose to view and print any 1 or all 3 reports for each participant depending on your company's policies and procedures.

Date: Dec 28, 2007

**Name: Chris Sample
ID: 336327**

Attitudes Interpretive

Participant's Good Impressions Score is **5**

Understanding Good Impression Scale

The Good Impression (GI) Scale measures an applicant's tendency to underreport counter-productive behaviors on the survey. Low scorers are open about acknowledging their normal faults and imperfections. High scorers 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 of 16 and below** on the Good Impression Scale suggest that the applicant's were 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.
- **Score of 17** 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 17 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 of 18 and above** on the Good Impression Scale suggest that the applicant's answers significantly underrepresent 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.

Participant's Hostility Score is **7**

Concerns About Hostility

Low scorers handle their feelings well and are unlikely to be disruptive. High scorers can be aggressive, hostile, disruptive, and have poor control of their anger.

- **Scores of 5 and below** on the Hostility Scale indicate that the applicant's responses give **little or no concern** that the applicant will exhibit aggressive behavior towards others on the job. The score suggests that the applicant handles hostile feelings well, keeps a level head, and is unlikely to be disruptive at work through anger or aggression.
 - **Scores of 6 to 7** on the Hostility Scale indicate that the applicant's responses raise **concerns** 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 of 8 and above** on the Hostility Scale indicate that the applicant's responses raise **serious concerns** about the handling of anger and hostility. The applicant is likely to be hostile, be ready to anger, have poor self-control, and be disruptive at work.
-

Participant's Conscientiousness Score is **8**

Concerns About Conscientiousness

Low scorers are dependable, conscientious, and reliable. High scorers can be undependable, careless, lazy, and disorganized.

- **Scores of 5 and below** on the Conscientiousness Scale indicate that the applicant's responses give **little or no concern** in the area of dependability. The score suggests that the applicant will be conscientious, dependable, reliable, and organized at work.
 - **Scores of 6 to 7** on the Conscientiousness Scale indicate that the applicant's responses raise **concerns** 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 of 8 and above** on the Conscientiousness Scale indicate that the applicant's responses raise **serious concerns** about dependability. The applicant is likely to be unreliable, undependable, lacking in conscientiousness, and/or disorganized at work.
-

Participant's Integrity Score is **4**

Concerns About Integrity

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

- **Scores of 5 and below** on the Integrity Scale indicate that the applicant's responses raise **little or no concern** about dishonesty. The score suggests that the applicant is likely to be honest at work and is unlikely to cause problems at work in this area.
- **Scores of 6 to 8** on the Integrity Scale indicate that the applicant's responses raise **concerns** about the possibility of dishonesty in the workplace. The applicant might steal from an employer and 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 of 9 and above** 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 is likely to be dishonest and condone dishonesty by others.

Participant's **Substance Abuse** Score is **5**

Concerns About Substance Abuse

Low scorers have no problems with alcohol and/or illegal drugs. High scorers report substantial use of alcohol and/or illegal drugs and may be disruptive.

- **Scores of 3 and below** on the Substance Abuse Scale indicate that the applicant's responses give **little or no concern** in the area of substance abuse. The score suggests that the applicant is unlikely to use alcohol or illegal drugs in the workplace and is unlikely to be disruptive at work because of substance abuse.
 - **Scores of 4 to 5** on the Substance Abuse Scale indicate that the applicant's responses raise **concerns** about the use of alcohol and illegal drugs in the workplace. The applicant might be a user of illegal drugs or alcohol at work and may be too willing to tolerate their use by others. Areas of potential concern should be further explored using the behavioral interview question(s).
 - **Scores of 6 and above** on the Substance Abuse Scale indicate that the applicant's responses raise **serious concerns** about his or her use of illegal drugs and alcohol at work. The applicant is likely to abuse illegal drugs and alcohol at work and condone their use by others.
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Participant's **Sexual Harassment** Score is **12**

Concerns About Sexual Harassment

Low scorers treat others in their workplace, especially members of the opposite sex, with respect and courtesy. High scores can cause problems by inappropriate remarks, jokes, by offensive behaviors and the like.

- **Scores of 6 and below** on the Sexual Harassment Scale indicate that the applicant's responses give **little or no concern** in the area of sexual harassment. The score suggests that the applicant is unlikely to sexually harass co-workers, either physically or verbally, and is unlikely to cause work problems in this area.
 - **Scores of 7 to 10** on the Sexual Harassment Scale indicate that the applicant's responses raise **concerns** about the likelihood of engaging in sexual harassment in the workplace. The applicant does not have a well-developed sense of what is appropriate in dealing with co-workers of the opposite sex, is likely to engage in behaviors that are seen by others as sexual harassment, including inappropriate remarks, the telling of sexually-oriented jokes, and more clear-cut sexually provocative acts.. Areas of potential concern should be further explored using the behavioral interview question(s).
 - **Scores of 11 and above** on the Sexual Harassment Scale indicate that the applicant's responses raise **serious concerns** about the potential for engaging in sexual harassment that will be disruptive in the workplace. The applicant is likely to be seen by others, particularly those of the opposite sex, as often engaging in sexual harassment of a serious nature.
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Participant's **Computer Misuse** Score is **5**

Concerns About Computer Misuse

Low scorers use their workplace computers only for work-related uses. High scorers use their computers in ways that are unrelated to their work activities or are disruptive to their work.

- **Scores of 3 and below** on the Computer Misuse Scale indicate that the applicant's responses give **little or no concern** in the area of computer abuse. The score suggests that the applicant is unlikely to misuse the computer at work and is unlikely to cause work problems in this area.

- **Scores of 4 to 6** on the Computer Misuse Scale indicate that the applicant's responses raise **concerns** about the likelihood of misusing the computer in the workplace. The applicant might use the computer in an inappropriate or disruptive fashion and may be willing to condone such behavior by others at work. Areas of potential concern should be further explored using the behavioral interview question(s).
 - **Scores of 7 and above** on the Computer Misuse Scale indicate that the applicant's responses raise **serious concerns** about the potential for using the workplace computer in a disruptive or inappropriate manner. If the applicant has access to computers in the workplace, the applicant is likely to misuse the computer and condone misuse by others.
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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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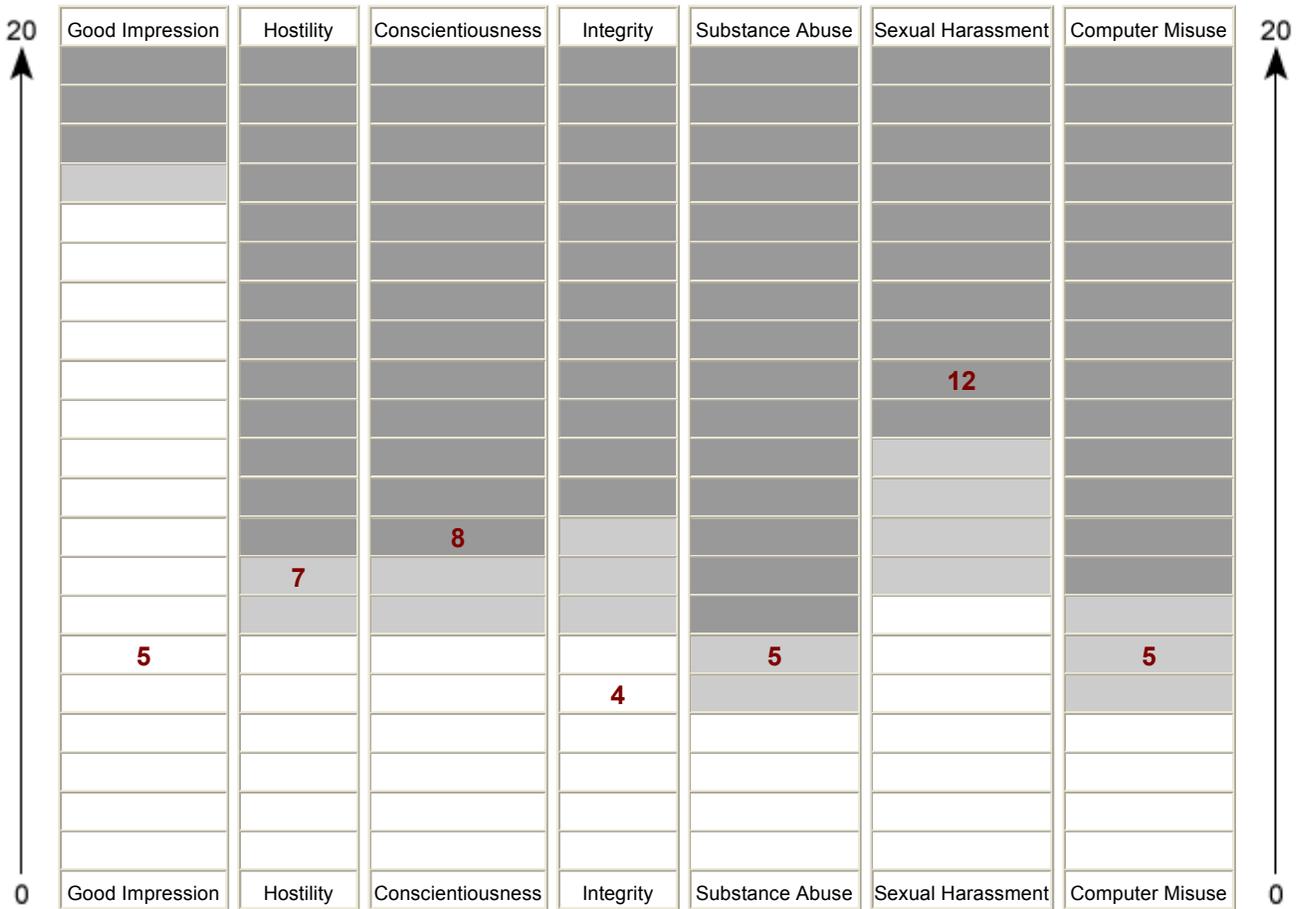
Name: Chris Sample
ID: 336327

Attitudes Graphic

This report is a quick graphic view of the participant's scores and levels of concern for each scale.

Color Key

Low Concerns Not likely to engage in counter-productive behavior.	Some Concern May engage in counter-productive behavior.	Serious Concern Likely to engage in counter-productive behavior.
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Attitudes Behavioral Interview Questions

The following behavioral interview questions are produced based on responses from the applicant on the Attitudes Assessment. A behavioral interview question will be produced only for those areas in which the applicant has a self-admitted counter-productive behavior. You may ask any or all of the following questions depending on your company's policy. Extra space has been provided for you to record responses during the interview.

Hostility Scale

Assessment Question: *I have never hit anybody in anger.*

Interview Question(s): How often have you just had to hit somebody because you were angry? Tell me about the last time this happened.

Assessment Question: *I have a hot temper.*

Interview Question(s): Tell me about a time when you really lost your temper. How did it all play out?

Assessment Question: *I have made fun of a co-worker.*

Interview Question(s): Tell me about a time when you actually did make fun of a co-worker. What happened as a result?

Assessment Question: *Sometimes, I just have an impulse to punch out someone's lights.*

Interview Question(s): Can you tell me about a time when you got really angry at work? What happened and how did it all work out?

Assessment Question: *Sometimes I get very angry.*

Interview Question(s): Tell me about a time when you got very angry. How did you go about controlling your anger? Does this ever happen on the job? How often? Do you have difficulty in controlling your anger on the job?

Assessment Question: *I don't gossip about other people.*

Interview Question(s): Give me an example of when you gossiped about a co-worker to others at work?

Assessment Question: *I have to admit there are people that I would enjoy hitting.*

Interview Question(s): Tell me about the people who make you angry. Are there people at work whom you would include? How close have you been to losing your temper in these situations? Have you ever just lost it and actually hit someone?

Conscientiousness Scale

Question: *I am usually satisfied with work that is "good enough."*

Interview Question(s): How important to you is it to do good work? Is that different from your co-workers?

Question: *I set milestones to measure my work.*

Interview Question(s): How do you pace yourself in getting your work done? How well does that work for you?

Question: *If a co-worker stole something at work I would always report him or her.*

Interview Question(s): Who is responsible for monitoring theft on the job? Tell me about the last time a co-worker was involved in on-the-job theft. Were you involved? Were you tempted to turn them in?

Question: *Dressing neatly is a sign of respect for others.*

Interview Question(s): How do you feel about how you dress on the job? How do others dress? Do you ever feel that people ought to be more concerned about their appearance on the job?

Question: *I always do my work thoroughly.*

Interview Question(s): To what extent has the quality of your work been a problem for you? Have you ever been criticized about your work by a supervisor or co-worker? How did you handle the situation?

Question: *At work, others think I am a perfectionist.*

Interview Question(s): How high are your standards for getting a job done? What happens when your work sometimes just isn't up to standard?

Question: *It is not necessary to do more than enough work to get by.*

Interview Question(s): Tell me about your standards on the job, for getting your work done.

Question: *Work gets me pretty discouraged sometimes.*

Interview Question(s): It's often hard to be upbeat about your job. How often has this been true for you? How do you handle this? What are the consequences?

Integrity Scale

Question: *Sometimes I tell my boss what he or she wants to hear rather than the truth.*

Interview Question(s): Give me an example of when you told your boss what he or she wanted to hear rather than the truth. How often does this happen? Did you ever get caught by your boss by not telling the truth? What happened then?

Question: *There have been times when I have misused my sick leave.*

Interview Question(s): Almost everyone has taken a sick day now and then just because they needed some time off. How often have you done this? Do you try to keep your sick leave balance at a certain level? If you do, what do you do when that level is exceeded?

Question: *I have exaggerated my previous work experience in order to get a good job.*

Interview Question(s): Tell me about the most recent time when you exaggerated your prior experience in order to get a job you really wanted? How did it turn out? How often have you done this?

Question: *Sometime you have to lie a little to protect yourself.*

Interview Question(s): Give me an example of when you've had to lie a bit to protect yourself at work.

Substance Abuse Scale

Question: *Most people who use illegal drugs perform more poorly on the job.*

Interview Question(s): What effect does illegal drug use have on the work place? How serious a problem is this?

Question: *People who use an illegal drug should go to jail.*

Interview Question(s): How do you think illegal drug users ought to be treated? Have you ever used such drugs? How often have you seen such drugs used on the job? What have you done in such situations?

Question: *I wish none of my coworkers would drink on the job.*

Interview Question(s): How widespread is drinking at your job? Have you ever gotten involved? Are there any sanctions for drinking on the job?

Question: *At work I steer clear of anyone who has been using illegal drugs.*

Interview Question(s): How much contact do you have with people who use illegal drugs? How do you handle such situations?

Question: *If I knew that a co-worker was using an illegal drug at work, I would report it to a supervisor.*

Interview Question(s): Have you ever seen one of your co-workers using an illegal drug at work? What was the effect of that use? Did that worry you at all? Who has the responsibility for managing drug use at work? How often do these things happen?

Sexual Harassment Scale

Question: *Socializing after work is a normal part of life.*

Interview Question(s): How frequently do your co-workers socialize after work? Do you participate? Can a person opt out? If I opt out, how much pressure would there be to participate? Are there people who regularly do not participate? Are they treated differently as a result?

Question: *Sometimes at work I have said sexual things.*

Interview Question(s): I'm interested in knowing more about the kinds of sexual remarks you have made at work. Tell me more about them. Have there ever been objections by anyone to your remarks?

Question: *Sometimes at work I have told a dirty joke.*

Interview Question(s): How often have you told a dirty joke at work? Does anyone ever object? How much of this happens at your workplace? Is there a clear company policy about this? Do people get sanctioned for violating the policy?

Question: *In the past I have sometimes hugged a co-worker.*

Interview Question(s): How often do you hug a fellow worker? Do they ever object? If there a clear policy about hugging others at work? Are there sanctions if others object?

Question: *I have sometimes hugged a coworker at work.*

Interview Question(s): How often do you hug a fellow worker? Do they ever object? Is there a clear policy about hugging others at work? Are there sanctions if others object?

Question: *It is never alright to hug a co-worker.*

Interview Question(s): How often do you hug a fellow worker? Do they ever object? Is there a clear policy about hugging others at work? Are there sanctions if others object?

Question: *At work I have questioned a co-worker about sex.*

Interview Question(s): Tell me about a time that you questioned a co-worker about sex. How did they react? Did you consider that such questions might be inappropriate in the workplace? What were the consequences? How often has this happened?

Question: *Sometimes I have stared at co-workers because they are attractive.*

Interview Question(s): Tell me about a situation when you stared at an attractive co-worker. How did they react? Did you consider that this might be inappropriate on the job? How often does this sort of thing happen?

Question: *I have complimented one or more coworkers on their attractiveness.*

Interview Question(s): Tell me about a time when you told a co-worker that you found them attractive. How did they react? If they had reacted negatively, would that have mattered? How often does this occur? How prevalent is this at your workplace?

Question: *I enjoy hearing a sex-related story at work.*

Interview Question(s): Do you have co-workers who seem to object to hearing sex-related stories? Do they have to hear them anyway? Do you sometimes tell such stories? How often? Are there circumstances where such stories should not be told at work?

Question: *I enjoy flirting, and I sometimes do it at work.*

Interview Question(s): Tell me about your flirting at work. Have there been times when the other person seems to object? How do you handle their objections? How often do you find yourself flirting on the job? How often has

this led to an objection?

Question: *At work I sometimes look at co-workers in a sexual way.*

Interview Question(s): Tell me about a situation when you looked at a co-worker in a sexual way. How did they react? Did you consider that this might be inappropriate on the job? How often does this sort of thing happen?

Computer Misuse Scale

Question: *I would not use my computer at work to send and receive e-mail if it was against company policy.*

Interview Question(s): How often do you use your company computer to receive and send personal e-mail?

Question: *I have forwarded e-mail with dirty jokes to others at work.*

Interview Question(s): Do you think that there are people who are offended by receiving dirty jokes in their e-mail? How do you go about knowing if a person did feel that way?

Question: *I have forwarded e-mail with racial jokes to others at work.*

Interview Question(s): Give me an example of when you've sent a racial joke to a co-worker. What kind of a reaction did that get?

Question: *If I saw a co-worker play computer games at work, I'd report it to my supervisor.*

Interview Question(s): Who's responsible for keeping workers focused on the job? How is this a shared responsibility?

Question: *I have routinely used my computer at work to keep in touch with family and friends.*

Interview Question(s): Tell me about how you use your company computer to keep in touch with family and friends. How often do you do this? Does anyone seem to care about this?

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