

Applicant Name:

Date:

This report is based on the results of a validated psychological assessment.

The profile presented summarizes key results in each area compared against general population norms.

INTERPERSONAL PERFORMANCE CHARACTERISTICS

RED FLAG

ACCEPTABLE

RECOMMEND



Interpersonal Performance Characteristics is a combination of three key hybrid dimensions; People Relations (30%), Work Ethic (30%), and Conscientiousness (40%). This recommendation does not include the Workers Compensation, Driving Safety, Unexcused Absences and STAY dimensions (see page 2 - 4).

Left Side: Red Flag

Maybe difficult to get along with, self-centered, non-team player, not particularly sensitive to others' needs.



PEOPLE RELATIONSHIPS

Right Side: Recommend

Pleasant, promotes harmony and cooperation, helpful to co-workers and other people who depend on them.

May put forth minimal effort, doesn't use time well, tends to slack off responsibilities and let things go unattended.



WORK ETHIC

Works hard, puts forth a lot of effort, goes the extra mile to make sure things are done properly.

Ignores company rules and policies, makes up own rules instead, and can be undisciplined in their work behavior. Incomplete tasks and sloppy work will not be unusual. Low impulse control allows them to be easily distracted.



CONSCIENTIOUSNESS

Conforms to company rules and regulations, thoughtful about the job, pays attention to details and time constraints. Will be self-disciplined, acts carefully and shows thoroughness on the job.

SEE PAGE 2 FOR: WORKERS COMPENSATION AND DRIVING SAFETY DIMENSIONS

SEE PAGE 3 FOR: UNEXCUSED ABSENCES DIMENSION

SEE PAGE 4 FOR: STAY DIMENSION

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See page 1 for **INTERPERSONAL PERFORMANCE CHARACTERISTICS** for the People Relations, Work Ethic, and Conscientiousness dimensions.
See page 3 for the Unexcused Absences and page 4 for STAY dimension.

WORKERS COMPENSATION

Left Side: Red Flag

Higher risk of a malingering workers compensation claim:

- ✗ Higher propensity of experiencing a delayed entry back into the workforce.
- ✗ May over-react to life's stress.
- ✗ Can be more pessimistic and suspicious of employer's motives.



"Workers Compensation" is an independent dimension from Interpersonal Performance Characteristics and should be evaluated for all job positions.

Right Side: Recommend

Lower risk of a malingering workers compensation claim:

- ✗ Lower than average likelihood of a delayed entry back to work.
- ✗ High emotional stability allows them to handle stress and bounce back more easily.
- ✗ Tends to be more positive and accepting of employers actions and policies.

DRIVING SAFETY

Left Side: Red Flag

Higher risk of driving accidents, violations and:

- ✗ Driving situations may override the adherence to posted traffic speeds and signals.
- ✗ May become impatient with other drivers if they are in a hurry.
- ✗ May not always acknowledge driving consequences as their fault.



"Driving Safety" is used if the applicant is applying for a driving position.

Right Side: Recommend

Lower risk of driving accidents, violations, and:

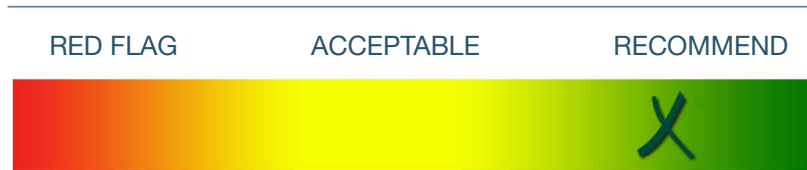
- ✗ Even when pressed they will endeavor to obey traffic laws.
- ✗ Controlled and patient in most circumstances when driving.
- ✗ They are accountable for their driving violations and willing to accept consequences.


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See page 1 for **INTERPERSONAL PERFORMANCE CHARACTERISTICS** for the People Relations, Work Ethic, and Conscientiousness dimensions.
 See page 2 for the Workers Compensation and Driving Safety dimensions.
 See page 4 for the STAY dimension.

UNEXCUSED ABSENCES



 Supervisors in our research reported that applicants in the Recommend score range had **263% less unexcused absences** than the Red Flag candidates.

Unexcused or unplanned absences can cost as much as 2.5 times the hourly wage of the absent person. Any edge the company can employ to decrease this risk can have a huge impact on both productivity and profitability.

Unexcused employee absenteeism can be caused by many different factors. Some are internal to the company like high stress and heavy workloads. Some are specific to the employee like illness, childcare problems, and transportation difficulties. This test measures dimensions that the employee brings to the work place that specifically predict absenteeism.

UNEXCUSED ABSENCES VALIDATED OUTCOMES

| Scores on the scale | Average number days absent from work in 2 years |
|---------------------|---|
| Bottom 1/3 | 2.42 |
| Middle 1/3 | 1.10 |
| Top 1/3 | .92 |

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STAY POTENTIAL

- A **Recommend** score indicates that this person has a high potential for staying with your company for a year.
- An **Acceptable** score indicates that this person has a moderate potential for staying with your company for a year.
- A **Red Flag** score indicates that this person has a low potential for staying with the company during the first 12 months of employment

STAY VALIDATED OUTCOMES

| Scores on the scale | % of those who stayed 1+ year |
|---------------------|-------------------------------|
| Bottom 1/3 | 8% |
| Middle 1/3 | 37% |
| Top 1/3 | 55% |

WHAT AFFECTS TURNOVER?

Employee turnover is a reflection of many different factors; some are internal to the company while others are very specific to the candidate. Company factors that can affect turnover are a low wage scale, problems in the organizational culture, difficult managers and working conditions. Employee factors that would affect turnover are a casual attitude about work, easily annoyed or offended, unwillingness to work certain hours, poor motivation, resistance to supervision, inability to follow company rules and confidence they can find another job easily, .

INTERPRETATION OF SCALES

There are two scenarios that may seem to give conflicting results. This happens when a candidate has red flagged on “company success” but is recommended under the “STAY” dimensions. The other is when a candidate has been recommended under “company success” but red flags under the “STAY” dimensions.

The explanation of these conflicting results is actually quite simple when they occur. Candidates that are recommended under “company success” but red flagged under “STAY” have positive attributes about them. Therefore it allows them to move from one job to another with ease if they are not treated well, work environment is poor and if the company factors do not support them. Candidates that are red flagged under “company success” yet are recommended under “STAY” have negative attributes that they will bring to the job. These individuals will try to stay on the job despite being an under performer with a poor work ethic.