



WHICH PSI ASSESSMENT IS RIGHT FOR YOUR ORGANIZATION?

Human capital risk management (HCRM) is forcing organizations to more closely examine personnel-based risk exposures and to transcend the tendency to focus only on “soft skills” with pre-employment assessments. This trend is emerging because human capital risk management includes protecting organizations from an array of insider threats posed by job applicants, employees, and leaders. From ethics violations to fraud, from inefficient performance to accidents, from brand missteps to financial violations, and from information security breaches to compliance failures, organizations have come to realize the immense threats to their bottom line and brand reputation that their employees can bring to bear.

ARA offers five (5) versions of the PSI.

PSI Scales	PSI 3ST	PSI 5	PSI 5S	PSI 7T	PSI 7ST
Honesty	●	●	●	●	●
Drug Avoidance	●	●	●	●	●
Non Violence	●	●	●		
Tenure	●			●	●
Risk Avoidance		●	●		
Stress Tolerance		●	●		
Safety	●		●		●
Work Values				●	●
Supervisory Attitudes				●	●
Employee / Customer Relations				●	●
Validity Scale / Candidness	●	●	●	●	●
Validity Scale / Accuracy	●	●	●	●	●
Employability Index	●			●	●
Follow Up Interview Questions		●	●	●	●

**A scale is a group of items or questions that measure a specific attitude and provides an independent score for that area. Depending on the PSI® version you use, your PSI® contains from three to 10 scales.*

To reduce workers comp claims and turnover, while screening for non violence, we suggest the PSI 3ST

To improve productivity, customer relations and work values, we suggest the PSI 7ST

Are Stress Tolerance and Risk Avoidance important to you? We suggest the PSI 5



WHAT YOU'LL LEARN: PSI HUMAN CAPITAL RISK MANAGEMENT & PRODUCTIVITY SCALES



INFORMATION SECURITY

Measures propensity to fully comply with an organization's information and data security policies and procedures.



ETHICS

Predicts potential for complying with corporate ethics policies and upholding high standards of ethical conduct at work.



RESPONSIBILITY

Assesses the likelihood that an applicant will not engage in counterproductive, careless, or irresponsible behavior in the workplace.



DRUG AVOIDANCE

Measures the likelihood that an applicant will not sell or use illegal drugs on the job.



NONVIOLENCE

Assesses the likelihood that an applicant is not prone to violent and bullying behavior in the workplace.



RISK AVOIDANCE

Measures tendencies to avoid high-risk, dangerous, and thrill-seeking behaviors that lead to damage, waste, and accidents at work.



STRESS TOLERANCE

Measures work-related hardiness and ability to cope with challenging job demands in an effort to avoid stress-related accidents.



SAFETY ORIENTATION

Assesses level of safety consciousness and whether or not s/he feels responsible to practice safe workplace behaviors while avoiding costly accidents.



EMPLOYEE/CUSTOMER RELATIONS

Measures tendencies toward courtesy, cooperation, and customer service.



SUPERVISION ATTITUDES

Assesses the likelihood that an applicant will respond appropriately to and cooperate with supervision.



TENURE/LOYALTY

Measures the likelihood that an applicant will not quit a position after a short period of time.

**FOR MORE INFORMATION
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**Scales vary depending upon PSI version used.*



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