



Applicant Report

<p>Company: VANGENT RESEARCH/DEVELOPMENT</p> <p>Location: GARY BEHRENS</p> <p>Position:</p>	<p>Applicant Name: Frank Jones</p> <p>Book Number: 0113450490</p> <p>System ID: 22701291</p> <p>Status: COMPLETE</p> <p>Applied Date: March 25, 2009 at 3: 24 PM</p> <p>Evaluation: RECOMMEND</p>
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Confidential Report

The information in this report is confidential and must not be made known to anyone other than authorized personnel, unless released by the express written permission of the person taking the assessment.

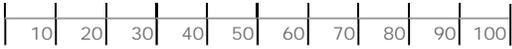
Assessment Results: RECOMMEND

Personnel Selection Inventory (PSI7ST)

Scales

SURVEY SCALES	Description	Value	10 20 30 40 50 60 70 80 90 100
Honesty	SS	54	████████████████████
	%	57	
Drug Avoidance	SS	65	████████████████████████████
	%	77	
Customer Relations	SS	36	████████████████
	%	24	
Safety	SS	66	██████████████████████████
	%	79	
Work Values	SS	58	████████████████████████
	%	66	
Supervision Attitude	SS	66	██████████████████████████
	%	79	
Tenure	SS	48	████████████████████
	%	47	
VALIDITY SCALES	Description	Value	10 20 30 40 50 60 70 80 90 100
Distortion - Frankness	SS	73	██████████████████████████
	%	87	

Personnel Selection Inventory (PSI7ST)

VALIDITY SCALES	Description	Value	
Accuracy	SS	99	
	%	99	
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COMPOSITE	Description	Value	
Employability Index	SS	59	
	%	66	

Significant Indicators

Positive Indicators

Honesty

- Has not taken any money, without authorization, from jobs in the last three years. (110)
- Has never taken company merchandise or property from jobs without permission. (96)
- Believes he/she is definitely too honest to steal. (39)
- Thinks he/she will never take something of value from future jobs without permission. (88)
- In recent years, has never thought about stealing money. (89)

Drug Avoidance

- Believes that someone who uses cocaine is very unacceptable. (117)
- Believes that someone who shares marijuana with others is unacceptable. (119)
- Believes that someone who uses uppers (amphetamines) is unacceptable. (116)
- Believes that only 20% of all people use marijuana socially. (60)
- Believes that nearly 80% of the population has never used marijuana illegally. (56)

Employee/Customer Relations

- Tries hard to get along with other people more than average. (2)
- Loses temper less than average. (17)
- Smiles more than average. (21)
- Has found it necessary to threaten someone with the use of force far less than average. (11)

Safety

- Believes that he/she would use company-required safety equipment even if it seemed unnecessary to do so. (70)
- Believes that most accidents and injuries on-the-job can be avoided. (62)
- Does not believe that his/her bad luck will directly contribute to on-the-job accidents in the near future. (69)
- Believes that he/she can avoid many on-the-job accidents by following all company rules and regulations. (67)
- Believes that most accidents resulting in employee injuries are largely preventable, even in dangerous jobs. (68)

Positive Indicators

Work Values

- Not likely to quit a job in the next few years without giving notice. (103)
- Is less likely than average to call in sick when not really ill. (7)
- Really tries hard to do well at work or school. (8)
- Believes that luck is definitely not more important than hard work to be successful. (26)
- Believes that promotions should be based more on job performance than on seniority. (27)

Supervision Attitudes

- Far less likely than average to get annoyed when told what to do. (13)
- Believes an employee should definitely make every effort to get along with his/her supervisor. (30)
- Definitely would not find it difficult to work under close supervision. (44)
- Is far less likely than average to get into trouble for just fooling around at work. (15)
- Believes that most companies definitely expect employees to always obey company rules and regulations. (43)

Tenure

- Disagrees that, if hired, this job will only be temporary. (73)
- Applicant disagrees that he/she will probably have to look for a new job in the next year. (74)
- Applicant indicates a desire for this job to be a permanent job if hired. (81)
- Disagrees that he/she will be forced to change jobs often in the next several years. (83)
- Agrees that most employees are very loyal to the company they work for. (79)

Negative Indicators

Drug Avoidance

- Believes that someone who uses marijuana illegally is acceptable. (118)

Safety

- Believes that whether or not he/she gets injured is a matter of fate, chance or luck. (61)

Interview Questions

Drug Avoidance

You said a person who uses marijuana illegally is acceptable. If a person uses pot illegally at work, should this affect a promotion?

You said you believe someone who drinks alcohol is acceptable. What about someone who drinks alcohol during work breaks?

Employee/Customer Relations

You said you often get angry when people treat you poorly. Describe some situations when you lost your composure after being mistreated.

Concerning your personal grooming, you indicated that you don't frequently take care of yourself. Why is this?

Safety

You strongly agreed that injury avoidance is a matter of fate, chance or luck. How lucky have you been

Interview Questions

Safety

when doing risky things at work?

Work Values

You've indicated that you're not always very prompt. What types of situations typically cause you to be late for work?

Supervision Attitudes

Your response indicates you occasionally break rules to do the job right. Please describe some situations when you did this.

Tenure

You're uncertain if people should change jobs when a better one opens. What aspects of this job might make you look for another one?

You said that staying in one company is not the best way to get ahead. How often should one change jobs to advance rapidly?