

Attitudes Report for Terry Harris

Overall Score: Some Concern

This report measures self-admissions and attitudes toward counter-productive behaviours at work.



This black arrow indicates where the participant scored on each scale.

Hostility: Handling feelings in regards to aggression, anger and hostility



Conscientiousness: Being dependable, organised and reliable.



Integrity: Behaving with integrity and honesty and expecting that colleagues will do so as well.



Good Impression: Acknowledging normal faults and imperfections and answering the questions in a frank and candid manner.



Hostility

Concerns About Hostility

Low scorers may be able to handle their feelings well and are less likely to be disruptive. High scorers can potentially be more aggressive, hostile, disruptive, or have poor control of their anger.

Scores in Green (Low Concern) on the Hostility Scale indicate that the applicant's responses give less concern that the applicant will exhibit aggressive behaviour towards others on the job. The score suggests that the applicant may be able to handle hostile feelings well, keeps a level head, and is less likely to be disruptive at work through anger or aggression.

Scores in Yellow (Some Concern) on the Hostility Scale indicate that the applicant's responses raise some concern 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 behavioural interview question(s).

Scores in Red (Serious Concern) on the Hostility Scale indicate that the applicant's responses raise serious concerns about the handling of anger and hostility. Potentially, the applicant could be hostile, be ready to anger, have poor self-control, and be disruptive at work.

Conscientiousness

Concerns About Conscientiousness

Low scorers tend to be dependable, conscientious, and reliable. High scorers can potentially be undependable, careless, lazy, and disorganised.

Scores in Green (Low Concern) on the Conscientiousness Scale indicate that the applicant's responses give less concern in the area of dependability. The score suggests that the applicant can potentially be conscientious, dependable, reliable, and organised at work.

Scores in Yellow (Some Concern) on the Conscientiousness Scale indicate that the applicant's responses raise some concern about dependability. The applicant may be less than completely reliable, dependable, conscientious, or organised at work. Areas of potential concern should be further explored using the behavioural interview question(s).

Scores in Red (Serious Concern) on the Conscientiousness Scale indicate that the applicant's responses raise serious concerns about dependability. The applicant could potentially be unreliable, undependable, lacking in conscientiousness, and/or disorganised at work.

Integrity

Concerns About Integrity

Low scorers tend to have less issues with workplace dishonesty. High scorers have the potential for dishonest behaviour in the workplace.

Scores in Green (Low Concern) on the Integrity Scale indicate that the applicant's responses raise less concern about dishonesty. The score suggests that the applicant is likely to be honest at work and is less likely to cause problems at work in this area.

Scores in Yellow (Some Concern) on the Integrity Scale indicate that the applicant's responses raise some concern about the possibility of dishonesty in the workplace. The applicant might have the potential to steal from an employer or may be too willing to condone such behaviour by others at work. Areas of potential concern should be further explored using the behavioural interview question(s).

Scores in Red (Serious Concern) 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 could potentially be dishonest and condone dishonesty by others.

Good Impression

Understanding Good Impression Scale

The Good Impression (GI) Scale measures an applicant's tendency to underreport counter-productive behaviours on the survey. Low scorers tend to be more open about acknowledging their normal faults and imperfections. High scorers tend to 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 in Green (Low Concern) on the Good Impression Scale suggest that the applicant's answers were more 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.

Scores in Yellow (Some Concern) 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 behaviour. A score of Yellow 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 in Red (Serious Concern) on the Good Impression Scale suggest that the applicant's answers have a high potential for under-representation of his or her potential for disruptive behaviour 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.

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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