



## 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.

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Date: Jun 9, 2006

Name: Julie Testing  
ID: 137903

## Attitudes Full

### Participant's Good Impressions Score is **9**

#### ***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. Scores in the 15-16 range 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.

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## Participant's Hostility Score is **11**

### **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.

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## Participant's Conscientiousness Score is **6**

### **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.

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## Participant's Integrity Score is **10**

### **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.

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## Participant's Substance Abuse Score is **12**

### **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 **11**

### **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 **9**

### **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.**

Date: Jun 9, 2006



Name: Julie Testing  
ID: 137903

## Attitudes Graph

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

### Color Key

**Low Concerns**

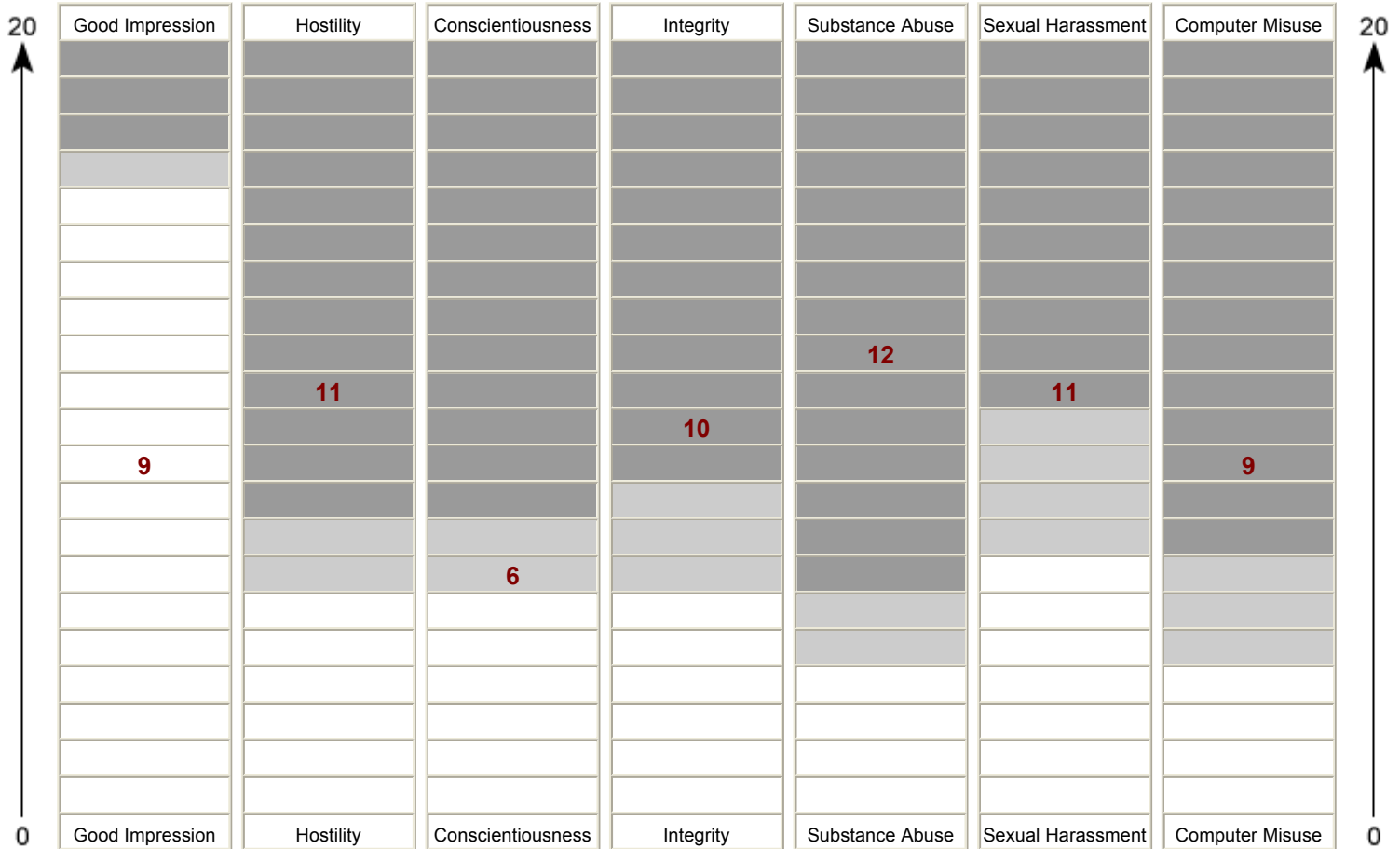
Not likely to engage in counter-productive behavior.

**Some Concern**

May engage in counter-productive behavior.

**Serious Concern**

Likely to engage in counter-productive behavior.



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Date: Jun 9, 2006



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## Attitudes 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.

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### Hostility Scale

**Assessment Question:** *People worry too much about how we express ourselves.*

**Interview Question(s):** Do you think that people are too sensitive about things? Can you give a couple of examples from your job when that seemed to be true?

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**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.

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**Assessment Question:** *It's alright to get into a fight if someone else starts it.*

**Interview Question(s):** Tell me about the last time you got into a fight on the job? Who started it and how did it end up? How often do such things occur? Are there any sanctions for fighting on the job?

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**Assessment Question:** *I tell people off when I'm angry with them.*

**Interview Question(s):** Give me an example of when you told someone off at work because you were angry. How often does this happen? What are the usual consequences of this for you?

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**Assessment Question:** *Most of the time I feel angry inside.*

**Interview Question(s):** Tell me some more about your angry feelings. Do you have any idea where they come from? How do you express these feelings when they boil over? Does feeling this way bother you?

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**Assessment Question:** *I hold a lot of anger and resentment inside myself.*

**Interview Question(s):** I'm interested in learning more about your anger. Who is the target of most of your anger? How does that anger show itself? How often do you feel that you are experiencing trouble in controlling that anger?

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**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?

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**Assessment Question:** *There's no real harm in cursing at work.*

**Interview Question(s):** Do you find yourself using curse words at work. How do others react? Does it ever cause problems?

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**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?

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**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?

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**Assessment Question:** *My anger frightens other people.*

**Interview Question(s):** Tell me about how you get angry. How do you handle your anger? To what degree do others avoid you because of your anger? What else should I know about this?

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## 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?

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**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?

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**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?

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**Question:** *It's better not to care too much about your job.*

**Interview Question(s):** How important is your job to you? What other things matter more?

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**Question:** *I am very thorough in my work.*

**Interview Question(s):** How important is doing a good job to you. Do you think that others have higher standards than you do?

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**Question:** *People often find it hard to get much satisfaction from their job.*

**Interview Question(s):** How much satisfaction do you get from your job? What do you do to try to find satisfaction in your job? How widely shared is this view of work among your co-workers?

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## Integrity Scale

**Question:** *Most people lie a little on employment applications.*

**Interview Question(s):** Would you give me an example of when you exaggerated or lied a bit on a job application? Has this ever happened again?

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**Question:** *One or more of my friends have taken money from their employer without getting caught.*

**Interview Question(s):** Tell me about how your friend(s) have gotten money from the company. How often has this happened? Have you ever been directly involved? What would happen if they did get caught?

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**Question:** *At work, most people falsify receipts to get more money than they deserve from the company.*

**Interview Question(s):** Tell me about a time when you have falsified a receipt to get more money than you deserved from your company. How often does that occur? Have you ever been caught by the company? What happened then?

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**Question:** *Given how people are treated at work, they have to help each other beat the system.*

**Interview Question(s):** How have you helped a co-worker "beat the system?" How often have you done something like that? How does doing this make you feel? Are there any negative outcomes from doing this?

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**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?

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**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?

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**Question:** *Everyone knowingly overdraws his or her bank account.*

**Interview Question(s):** How often do you deliberately overdraw your bank account? What causes you to do this?

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**Question:** *I have bought an item when I knew that it had been stolen.*

**Interview Question(s):** Tell me about the time that you knowingly bought a stolen item. How often have such things happened to you?

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**Question:** *Most people will exaggerate their previous work experience in order to get a good job.*

**Interview Question(s):** Tell me about a 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?

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**Question:** *I have cheated on my income tax.*

**Interview Question(s):** I know that most people cheat a little on their income tax report, how serious do you regard your cheating? Would you get into trouble if the IRS found out?

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## **Substance Abuse Scale**

**Question:** *It is all right for a person to use illegal drugs at home, provided he/she doesn't use them at work.*

**Interview Question(s):** I'm interested in your opinion about illegal drug use. Under what circumstances do you think such use is OK? What effect does that have on the quality of work?

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**Question:** *If I had been drinking at work, I would find it difficult to concentrate on my job.*

**Interview Question(s):** Can you tell me about how drinking at work affects your job? How often does that happen?

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**Question:** *If somebody uses an illegal drug, it's nobody's business but his or her own.*

**Interview Question(s):** I'm interested in your opinions using illegal drugs at work. What effects do you think such drugs might have on the job?

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**Question:** *Using marijuana has no effect on a person's ability to drive safely.*

**Interview Question(s):** Tell me about your use of marijuana at work. Does it affect your work performance? Your driving? How common is the use of marijuana at your job? Is there anything else I should know?

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**Question:** *Some of my friends use amphetamines.*

**Interview Question(s):** Tell me about how your friends use amphetamines. How often does this happen. Have you ever gotten involved? Do you think that this use can cause problems eventually?

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**Question:** *Using illegal drugs does not affect my ability to drive.*

**Interview Question(s):** Tell me about a time when you used an illegal drug and then had to drive. Was there any risk involved?

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**Question:** *At least once I have used an illegal drug at work or shortly before going to work.*

**Interview Question(s):** Tell me about the last time you used an illegal drug at work or just before you went to work. How often does this happen? What impact does this have on your job performance?

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**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?

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**Question:** *Over the past year, I have used cocaine at work or shortly before going to work.*

**Interview Question(s):** I'm interested in knowing more about your use of cocaine. How often do you use it? How do you usually react? Does it affect your work performance? What would happen if you were found out?

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**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?

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**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?

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**Question:** *I have never seen anyone take a drink on the job.*

**Interview Question(s):** Tell me about a time when you saw a co-worker drinking on the job. Did anyone try to stop this from happening? Is there any risk involved in drinking on the job? Who's responsible for monitoring drinking on the job?

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## **Sexual Harassment Scale**

**Question:** *Most so-called sexual harassment is just a part of life.*

**Interview Question(s):** Tell me about how sexual harassment occurs on your job? Is there any effort to control it? Do the people who are the objects of this harassment object? Does that matter? How bothered are you by this?

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**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?

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**Question:** *If a co-worker turns you down for a date it is okay to keep asking.*

**Interview Question(s):** How many times would you ask a co-worker for a date after being turned

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**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?

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**Question:** *If a co-worker is attractive, there is no harm in saying so.*

**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?

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**Question:** *Most people who report sexual harassment bring it on themselves.*

**Interview Question(s):** Tell me about how you think that people who report being sexually harassed bring it on themselves. Is this a general rule or are there real cases of harassment? How can you tell the difference? Does this matter?

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**Question:** *Claims of sexual harassment are often exaggerated.*

**Interview Question(s):** Tell me about how you think claims of being sexually harassed are exaggerated. Is this a general rule or are there cases of serious sexual harassment? How can you tell the difference? Does this matter?

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**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?

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**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?

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**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?

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**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?

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### **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?

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**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?

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**Question:** *If I'm a hard worker, it's OK to use a company computer for personal reasons, even though it may be against company policy.*

**Interview Question(s):** How often do you use your computer for personal reasons? Do others do this as well? What would happen if your boss found out about your using your computer for personal reasons? Is there a company policy about such things? Are there sanctions if you get caught?

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**Question:** *Hacking into a web site is OK if you don't disrupt the site.*

**Interview Question(s):** Have you ever hacked into a web site? How often have you done this? Are there risks involved in this? What would happen if you got caught doing this?

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**Question:** *Nobody should ever forward a racial joke on e-mail at work.*

**Interview Question(s):** Tell me about forwarding racial jokes on e-mail at work. What kind of a reaction do you get? Are there minority group members involved? How do they react? Are there any sanctions for doing this?

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**Question:** *There's nothing wrong with forwarding sexual jokes on e-mail at work.*

**Interview Question(s):** I'd like to know more about sending sexual jokes on e-mail at work. How often does that happen? Does anyone get upset by this? Are there any company rules about this?

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**Question:** *I have used my company computer to obtain confidential company information without authorization.*

**Interview Question(s):** Explain how you went about getting confidential information about the company. What have you done with this information? Who else knows about this?

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**Question:** *Job-threatening e-mail messages are usually just jokes.*

**Interview Question(s):** Even though a job-threatening e-mail may be a joke, is it possible that the recipient might get upset by such an e-mail? Have you ever been involved in sending such an e-mail? Tell me about that situation.

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**Question:** *If I need some company information, there's no harm in getting it even if I'm not authorized.*

**Interview Question(s):** Tell me about a situation where you needed some company information and went about getting it, even though you weren't authorized to have such information? What happened as a result? How often have such circumstances come about?

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