

# THE ORION SYSTEM PROFILE OF

**Jake Sample**

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## VALIDITY INDEX

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**Jake Sample** has a validity index located in Level 2 and is within marginal limits of acceptance. The results of the survey should be questioned. Emphasis should be placed on the post-survey interview.

Occasionally a 'positive' and 'negative' area may appear contradictory. However, a closer reading of these finely defined statements will reveal a distinct difference.

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### Positive Areas

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**Jake Sample**

**Workplace Drug Use Attitudes**

.... believes that any drug use reflects negatively upon an employer.

**Organizational Attitudes**

.... believes an employee is an important part of a big company.

**Supervisory Attitudes**

.... believes that when promoting, merit is more important than longevity.

.... won't over-supervise.

.... believes management should admit mistakes to employees.

.... doesn't believe rank should be given special privileges.

**Work Attitudes**

.... views tardiness to work negatively.

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### Negative Areas

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**Jake Sample**

**Organizational Attitudes**

....may criticize his/her employer to outsiders.

....may not follow company policies and procedures closely.

**Supervisory Attitudes**

....may break rules to fit specific situations.

....is inclined to disregard superior's orders.

....may offer excuses for his/her underachievement.

....doesn't like to be told what to do.

....is inclined to be impatient with people.

....may question ability of supervisor.

**Work Attitudes**

....may be inattentive to details.

- ....has problems with long work hours.
- ....may have a permissive attitude toward unexplained absences.
- ....has a permissive attitude toward employees who call in sick when they are not.

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**Comparative Analysis**

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When the responses of **Jake Sample** are analyzed and/or compared with other subjects with like or similar responses, the following general observations can be made:

Supervisory Attitudes (Does the subject accept supervision well?) (Does the subject have acceptable supervisory potential?)	Below Average
Work Attitudes (Views on tardiness and absenteeism.)	Below Average
Workplace Drug Use Attitudes	Low Risk
Workplace Theft Attitudes	Marginal Risk

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**FOLLOW-UP SUGGESTIONS**

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Counsel the subject on consequences of failure to follow company policies and procedures.

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**Post Survey Interview**

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**Jake Sample** should be asked the following questions:

How do you feel about drug use in the workplace?  
EXPLANATION:

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Do you feel that a person's job performance can suffer as a result of drug use?  
EXPLANATION:

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Do you wish to work in a drug free environment?  
EXPLANATION:

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Is it reasonable for your co-workers to expect to work in a drug-free environment?  
EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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**ORGANIZATIONAL ATTITUDES**

Why did you answer the following question with 'Very Slightly Disagree'?

28. An employee should criticize his/her company when he/she believes it to be wrong?

EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

=====

**SUPERVISORY ATTITUDES**

Why did you answer the following question with 'Very Slightly Agree'?

29. A company's policies and procedures should be followed without deviation?

EXPLANATION:

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When should you not follow company policies and procedures?

EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

=====

ACCEPTABLE

MARGINAL

UNACCEPTABLE

=====

**SUPERVISORY ATTITUDES**

Why did you answer the following question with 'Strongly Agree'?

1. Jack is a supervisor in charge of several hundred people. His boss orders him to fire one of his

employees whose work has been less than satisfactory. However, Jack believes that the employee merely has personal problems that soon will be worked out. Instead of firing the employee, Jack transfers him to a position where he cannot be detected by his boss. The employee does get his problems worked out and now does a good job. Jack's conduct was acceptable considering the circumstances.

EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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### SUPERVISORY ATTITUDES

Why did you answer the following question with 'Very Slightly Agree'?

55. Many employees could do a better job than their supervisors?

EXPLANATION:

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Do you believe that most supervisors deserve their jobs?

EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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### WORKPLACE THEFT ATTITUDES

Why did you answer the following question with 'Slightly Disagree'?

6. If a person is caught stealing from a company, in some instances he/she should be given another chance?

EXPLANATION:

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Aren't you just asking for trouble?

EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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**WORKPLACE THEFT ATTITUDES**

Why did you answer the following question with 'Very Slightly Agree'?

19. An employee who steals should be exposed in public?

EXPLANATION:

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Why shouldn't a thief be exposed in public?

EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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**WORKPLACE THEFT ATTITUDES**

Why did you answer the following question with 'Slightly Agree'?

63. Low pay sometimes causes honest employees to steal?

EXPLANATION:

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Is it sometimes an employer's fault when an employee steals?

EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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**WORK ATTITUDES**

Why did you answer the following question with '**Strongly Agree**'?

15. Long hours at work cause problems with my family?

EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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**WORK ATTITUDES**

Why did you answer the following question with '**Very Slightly Agree**'?

18. John is absent from a day of work and gives no explanation to his supervisor. He should be fired?

EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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**WORK ATTITUDES**

Why did you answer the following question with '**Strongly Agree**'?

53. I consider myself a difficult person to supervise.

EXPLANATION:

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ACCEPTABLE                      MARGINAL                      UNACCEPTABLE

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**WORKPLACE TRAINABILITY ATTITUDES**

Why did you answer the following question with 'Very Slightly Agree'?  
22. Ability is more important than training when it comes to job success.

EXPLANATION:

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ACCEPTABLE                      MARGINAL                      UNACCEPTABLE

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**WORKPLACE TRAINABILITY ATTITUDES**

Why did you answer the following question with 'Very Slightly Agree'?  
42. Some people are always creating new ways to do jobs even when it is unnecessary.

EXPLANATION:

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ACCEPTABLE                      MARGINAL                      UNACCEPTABLE

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January 07, 1999