

# THE ORION SYSTEM PROFILE OF

**James Sample**

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## VALIDITY INDEX

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**James Sample** has a validity index located in Level 1 and is within acceptable limits.

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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**James Sample**

#### **Workplace Drug Use Attitudes**

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

#### **Organizational Attitudes**

... won't criticize company to others.

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

#### **Supervisory Attitudes**

... offers no excuses for underachievement.

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

... tends to accept supervision well.

... 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.

... is attentive to details.

... is not averse to working long hours.

... feels strongly that an employee should never call in sick when they are not.

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### Negative Areas

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**James Sample**

#### **Workplace Drug Use Attitudes**

...is inclined to rationalize the use of marijuana.

#### **Supervisory Attitudes**

...may break rules to fit specific situations.

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

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

#### **Work Attitudes**

....may have a permissive attitude toward unexplained absences.

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**Comparative Analysis**

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When the responses of **James 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?)	Average
Work Attitudes (Views on tardiness and absenteeism.)	Average
Workplace Drug Use Attitudes	Low Risk
Workplace Theft Attitudes	Low Risk
Customer Service	Average
Communication (Willingness to listen and communicate effectively.)	Average
Competitiveness (Views on competition and motivation.)	Average
Sales Attitudes (Attitudes towards sales work.)	Average

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

**WORKPLACE DRUG USE ATTITUDES**

Why did you answer the following question with '**Very Slightly Agree**'?  
80. These days almost everyone experiments with marijuana?

EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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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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### 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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### WORK ATTITUDES

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

23. 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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