

THE ORION SYSTEM PROFILE OF

Jody Sample

VALIDITY INDEX

Jody 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.

Positive Areas

Jody 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.

.... believes in strong action against unexplained absences.

Negative Areas

Jody Sample

Organizational Attitudes

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

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.

Workplace Theft Attitudes

....has stolen small items in a previous job.

Work Attitudes

-may be inattentive to details.
-has problems with long work hours.
-has a permissive attitude toward employees who call in sick when they are not.
-takes unnecessary safety risks.

Comparative Analysis

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

FOLLOW-UP SUGGESTIONS

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

Post Survey Interview

Jody Sample should be asked the following questions:

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

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

Do you wish to work in a drug free environment?

EXPLANATION:

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

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

ORGANIZATIONAL ATTITUDES

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

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

EXPLANATION:

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:

ACCEPTABLE MARGINAL UNACCEPTABLE

SUPERVISORY ATTITUDES

Why did you answer the following question with '**Slightly Agree**'?
84. Many employees could do a better job than their supervisors?

EXPLANATION:

Do you believe that most supervisors deserve their jobs?

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

ACCEPTABLE MARGINAL UNACCEPTABLE

WORKPLACE THEFT ATTITUDES

Why did you answer the following question with '**Totally Agree**'?
39. In previous jobs I've stolen small items, but I will never do it again?

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

WORKPLACE THEFT ATTITUDES

Why did you answer the following question with '**Very Slightly Disagree**'?
30. An employee who steals should be exposed in public?

EXPLANATION:

Why shouldn't a thief be exposed in public?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

ACCEPTABLE

MARGINAL

UNACCEPTABLE

WORKPLACE THEFT ATTITUDES

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

94. Low pay sometimes causes honest employees to steal?

EXPLANATION:

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

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

WORK ATTITUDES

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

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

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

Why did you answer the following question with '**Very Slightly Agree**'?
11. I rarely set specific goals to guide my career.

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

Why did you answer the following question with '**Very Slightly Disagree**'?
35. The days of 'the customer is always right' are over.

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

Why did you answer the following question with '**Slightly Agree**'?
23. Most good salespersons are sometimes rude when they discover a customer probably won't purchase anything.

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

Why did you answer the following question with '**Very Slightly Disagree**'?
57. I have difficulty saying what I mean.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

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

29. I enjoy talking with people but I sometimes struggle for the right words to say.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

WORKPLACE SAFETY ATTITUDES

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

8. Many workplace safety rules exist merely to satisfy government regulations.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

WORKPLACE SAFETY ATTITUDES

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

18. I tend to take chances at work when other people wouldn't.

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

WORKPLACE SAFETY ATTITUDES

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

40. Sometimes to work faster, you must give up some safety considerations.

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

WORKPLACE SAFETY ATTITUDES

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

56. Some people believe I take unnecessary safety risks at work, but I usually know what I am doing.

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

WORKPLACE TRAINABILITY ATTITUDES

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

14. Martha had been the most productive employee in her group for 5 years, doing things her own way. She resisted her company's efforts to change her methods, because she knew the new way would slow her down temporarily and she believed her way was better. Martha was right.

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

WORKPLACE TRAINABILITY ATTITUDES

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

22. Ability is more important than training when it comes to job success.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

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