

THE ORION SYSTEM PROFILE OF

Chad Sample

VALIDITY INDEX

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

Positive Areas

Chad 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.

... takes orders well.

... 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 not averse to working long hours.

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

Negative Areas

Chad Sample

Organizational Attitudes

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

Supervisory Attitudes

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

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

Work Attitudes

....may be inattentive to details.

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

Sales Attitudes

....dislikes sales.

Comparative Analysis

When the responses of **Chad 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	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

Chad 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

SUPERVISORY ATTITUDES

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

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

EXPLANATION:

When should you not follow company policies and procedures?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

ACCEPTABLE

MARGINAL

UNACCEPTABLE

SUPERVISORY ATTITUDES

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

WORKPLACE THEFT ATTITUDES

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

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

EXPLANATION:

Aren't you just asking for trouble?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

ACCEPTABLE

MARGINAL

UNACCEPTABLE

WORKPLACE THEFT ATTITUDES

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

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

WORK ATTITUDES

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

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

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

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

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

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

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

101. I dislike sales.

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 TRAINABILITY ATTITUDES

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

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 '**Strongly Agree**'?

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

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE



WORKPLACE TRAINABILITY ATTITUDES

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

50. Some people are always creating new ways to do jobs even when it is unnecessary.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE



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