

SOS-O

Report Regarding

Bettie Applicant

Step One Survey[®]
Interview Report

Assessments & Services Provided By



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SOS REPORT

These results shall not be construed as a recommendation to hire/not hire this individual in a pre-employment situation. The administrator must check previous work records, job skills required, current status, and personal references. Where safety of other workers or the public is of concern, a drug test should be administered, criminal background checks obtained, and a physical should be administered by a qualified physician. The scoring mechanism utilized to produce this report does not measure political opinions or whether an individual has a tendency to commit violent acts, has any type of psychotic condition, or is sexually deviant, and can not be used for purposes of identifying political views or predicting these types of behaviors/conditions.

Distortion for this assessment is within the acceptable range.

Section I

- (1) Ms. Applicant has never applied for a position at this company.
- (2) Bettie is presently employed.
- (3) Bettie has been working in her present position (or worked at her last position) for less than two months.
- (4) Bettie states it's "easy" to steal merchandise/goods at her present (or last) job.
- (5) Ms. Applicant reports that her most recent monthly salary has been less than \$1200.
- (6) Bettie states she doesn't know when she will be ready to go to work.
- (7) Ms. Applicant states she has observed customers shoplifting at her present (or a previous) employment.
- (11) Ms. Applicant STATES SHE CAN'T REMEMBER IF SHE HAS EVER BEEN FIRED FROM A JOB.
- (12) Bettie states she is not certain if she go back to work for her previous employer if a position was open.
- (15) Bettie has taken 4 to 6 unauthorized days off work in the past year.
- (16) Ms. Applicant states in her opinion, employers should not be concerned about illegal drug use in the workplace.
- (17) Bettie has been late to work 4 to 6 times in the past year.
- (20) Ms. Applicant states her supervisor "sometimes" allowed her to complete and forward work without the supervisor's final approval.
- (21) Ms. Applicant states she would have no problem working overtime if requested, even on a moment's notice.
- (22) It would not bother Bettie to work for a woman supervisor.
- (24) Bettie feels her supervisor on her present (or last) job will rate her performance as fair.
- (25) Her opinion is that dress and appearance are not important in the work environment.
- (26) Ms. Applicant has never supervised the work of others in previous positions.
- (28) Ms. Applicant sees no problem taking a drug test for illegal drugs if it is company policy.
- (29) In the past, when Ms. Applicant had problems with her supervisor, she started looking for another job and kept working.
- (32) Bettie NEEDS TO IMPROVE IN AREAS NOT LISTED IN ANY OF THE QUESTIONS.

- (34) Ms. Applicant does not consider herself "the best" at what she does at work.
- (35) Bettie states she has moved her residence 7 to 10 times in the past 5 years.
- (37) Bettie would be willing to take a part time position if it were available.
- (40) Ms. Applicant states that she may be moving out of the area within a year.
- (41) Bettie has worked for another company in the same type position she is applying for at this company.
- (43) Bettie states she left her last position for personal reasons.

Section I

VERBAL INTERVIEW SUGGESTIONS

Before asking the applicant these questions...

The Equal Employment Opportunity Commission's Title VII provisions restrict the interviewer from making inquiries which are not job related. The interviewer must avoid questions about a person's lifestyle (like sexual orientation or marital status). The Americans with Disabilities Act restricts the interviewer from asking questions about past alcohol or drug use. Inquire only about current alcohol or drug use. Example: "Do you presently use illegal drugs," NOT "have you ever used illegal drugs." **Question 15 asks the applicant how many days work he/she has missed in the past year. Note there are no suggested verbal interview questions to expand the applicant's response. The answer could reveal absences due to medical conditions protected by the ADA. Therefore, it is best for the interviewer not to inquire about reasons for absences.**

- (2) What is it about your position that has forced you to look for employment elsewhere?
- (3) You haven't worked at your present position very long. Do you usually start looking for other work after only such a short time on the job?
- (4) You stated it was "easy" to steal merchandise/goods at your present (or last) job. Explain.
- (5) What do you expect to get paid for the position you are applying for?
- (6) What is keeping you from going to work in this new position today or tomorrow?
- (7) When you saw someone shoplifting where you worked, what did you do about it?
- (11) It's pretty hard to forget if you have ever been fired; could you explain your answer.

- (17) You stated you were late to work 4 to 6 times in the last year. How can we be confident that if you are hired you will show up to work on time every day?
- (20) Tell me how you won the trust of your supervisor to a point he/she would let you complete or forward work without final approval.
- (25) Tell me more about your feelings concerning dress and appearance in the work place.
- (29) You stated that when you had a problem with a supervisor you began looking for another job. Give me more details.
- (32) You indicated some other area that you need to improve as an employee. What do you need to improve?

- (34) You state that you are not "the best" at what you do. What could you do to improve?
- (35) Usually, a person doesn't move their residence very often. Yet, you stated that you have moved 7 to 10 times in the past five years. Why?
- (41) You state you held a position similar to the one you are applying for with our company. What did you like and dislike about that job?
- (43) Explain your personal reasons for leaving your last or present position.

Section II

Integrity

3

- (74) According to Bettie, it's okay to take company tools home if she INTENDS to bring them back.
- (54) Bettie states that companies buy insurance because they expect their workers to steal from them.
- (118) Ms. Applicant couldn't decide if working with other employees who were stealing from the company would bother her.

Substance Abuse

4

- (60) Ms. Applicant is UNCERTAIN which is more important: training and safety or illegal drug use by employees.

Reliability

1

- (49) Ms. Applicant feels that if she has a GOOD EXCUSE IT MAY BE OKAY to NOT SHOW UP FOR WORK.
- (77) Working through her lunch break means she can go home early, according to Bettie.
- (93) Ms. Applicant states it would probably be okay to come back late from lunch if she finished all her work on time.
- (99) Ms. Applicant feels it's okay to take off early from work if all her work is finished.

Work Ethic

5

- (67) Ms. Applicant feels that most of her problems are caused by other people's bad attitudes.
- (72) Ms. Applicant feels companies expect too much work for the money they pay.
- (98) Ms. Applicant believes that LOW WAGES FORCE some workers to STEAL from their companies.

Section II

The data from Section II is summarized in the table below. Please note that the higher the attained score on each scale, the more favorable the results for that scale.

Integrity

Adherence to moral and ethical principles acceptable in the workplace



Substance Abuse

Attitudes deemed acceptable in the workplace and by society



Reliability

Attitudes towards tardiness and personal dependability deemed acceptable in the workplace



Work Ethic

Belief in the value of work and supervisory relationships acceptable in the workplace



Distortion for this assessment is within the acceptable range.