

THE ORION SYSTEM PROFILE OF

PE-3 SAFE-CS BAD PROFILE

VALIDITY INDEX

PE-3 SAFE-CS BAD PROFILE 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

PE-3 SAFE-CS BAD PROFILE

Organizational Attitudes

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

Supervisory Attitudes

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

Work Attitudes

....Believes in strong action against unexplained absences.



Negative Areas

PE-3 SAFE-CS BAD PROFILE

Workplace Drug Use Attitudes

-Believes most people get high on the job at one time or another.
-Believes that drug use away from work is no business of his/her employer.
-May have a permissive attitude toward the use of drugs on the job.
-Experiments with drugs.
-Is inclined to rationalize the use of marijuana.

Organizational Attitudes

-May criticize his/her employer to outsiders.
-Tends to believe that an employee is an insignificant part of a large company.
-Is not a joiner.

Supervisory Attitudes

-May tend to disregard superior's orders.
-Doesn't believe management should admit mistakes to employees.
-Believes a majority of individuals succeed in business by 'who they know.'
-May break rules to fit specific situations.
-May offer excuses for his/her underachievement.
-Tends to believe a majority of individuals succeed in business by cheating.

-Has been difficult to supervise in previous jobs.
-May question ability of supervisor.
-Doesn't like to be told what to do.
-Is inclined to be impatient with people.
-May over-supervise.

Workplace Theft Attitudes

-Has stolen small items in previous jobs.

Work Attitudes

-Has had problems getting to work on time in previous jobs.
-Tends to offer excuses for tardiness.
-May be inattentive to details.
-May have problems with long work hours.
-Has had four or more jobs in the last two years.
-Has a permissive attitude toward employees who call in sick when they are not.
-Has had problems with absences in previous jobs.

Comparative Analysis

When the responses of **PE-3 SAFE-CS BAD PROFILE** 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 (see Drug Self-Assessment)	High Risk
Workplace Theft Attitudes (see Theft Self-Assessment)	High Risk
Prospects for Long-Term Employment	Below Average
Customer Service	Below Average
Safety & Risk Avoidance	Counsel Level Three

Counsel Level Three - Prior to proceeding with any further pre-hire procedures, this applicant should be thoroughly counseled to the absolute satisfaction of the hiring authority regarding potential problematic attitudes toward workplace safety. Focus specifically on the applicant's responses to questions identified for post-survey interview in the safety and risk avoidance area. Document the applicant's responses to the post-survey interview when required by the hiring authority.

FOLLOW-UP SUGGESTIONS

Counsel the subject on company's policies regarding drug use in the workplace.

Counsel the subject on company's policies regarding theft in the workplace.

Post-Survey Interview

PE-3 SAFE-CS BAD PROFILE should be asked the following questions:

Workplace Drug Use Attitudes

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

14. Most employees get high on the job at one time or another.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Drug Use Attitudes

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

27. An organization has no right to inquire about an employee's use of social drugs, as long as it doesn't affect his/her job.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Do you believe that an employee's conduct outside his job reflects on his employer?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Drug Use Attitudes

Why did you answer the following question with **Totally Agree**?
30. Some people work as well slightly high as they do sober.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

How do you feel about drug use in the workplace?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

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

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Do you wish to work in a drug free environment?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

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

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Drug Use Attitudes

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

35. I experiment with drugs, but it never affects my job.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Drug Use Attitudes

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

41. Smoking a marijuana cigarette is the same as having a drink.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Drug Use Attitudes

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

49. These days almost everyone experiments with marijuana.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Organizational Attitudes

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

23. 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 **Totally 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 **Totally Agree?**

2. Management should never admit mistakes to their employees.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

3. A majority of individuals succeed in business by 'who they know'.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

31. Cheating is the way a majority of individuals succeed in business.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

34. In previous jobs I have been difficult to supervise, but that is behind me now.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

36. Special privileges should be given to supervisory personnel because they have worked the hardest to attain their position.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Do you believe that rank has its privileges?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

43. I consider myself a difficult person to supervise.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

45. Many employees could do a better job than their supervisors.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Do you believe that most supervisors deserve their jobs?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Theft Attitudes

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

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

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Aren't you just asking for trouble?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Theft Attitudes

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

20. 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 **Totally Agree?**

32. In some instances an employee who steals small items should be overlooked if he/she otherwise does an outstanding job.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

In what instances should theft be overlooked?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Theft Attitudes

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

51. Low pay sometimes causes honest employees to steal.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

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 **Totally Agree**?

5. In previous jobs I've had problems getting to work on time, but that's behind me now.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Work Attitudes

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

13. Long hours at work cause problems with my family.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Work Attitudes

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

22. I have had four or more jobs in the last two years.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Work Attitudes

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

50. In other jobs I've had problems with absences, but that is behind me now.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Competition

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

70. Most good salespersons are sometimes rude when they discover a customer probably won't purchase anything.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Customer Service

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

71. Lisa spends 15 minutes with a customer but fails to make a sale. Her time was wasted.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Customer Service

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

72. The days of 'the customer is always right' are over.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Customer Service

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

73. I am not a very courteous person, but I have my reasons.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Customer Service

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

74. Most salespersons are too busy to be polite and courteous.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Customer Service

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

79. I'm usually too busy to be courteous to customers.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Communication

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

68. It is difficult to get along with most people.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Communication

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

75. In previous jobs I have had difficulty communicating with my supervisors.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Communication

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

76. I have difficulty communicating with others.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

56. I believe many work place safety rules exist merely to satisfy government regulations.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

57. In previous jobs I have taken physical risks, as long as it did not endanger anyone else.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

58. In previous jobs I gave up some safety considerations in order to work faster.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

59. In previous jobs I have sometimes ignored workplace safety rules in order to complete a project on time.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

60. In previous jobs I took safety risks at work, but I usually knew what I was doing.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

61. I've been involved in unsafe workplace incidents, but it was only carelessness.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

62. In previous jobs I've been cautioned about safety violations.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

63. In previous jobs I have violated safety rules at work, but I always had a good reason.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

64. In previous jobs I have violated safety rules at work, but no one was ever hurt.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

65. In previous jobs I have been forced to take safety risks to meet my deadlines.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

66. While at work I can best be described as a risk taker.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

67. I have been involved in careless workplace conduct in the last two years.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Tuesday, May 06, 2003

The Orion System is a pre-employment survey of applicants opinions concerning relevant subjects. The Orion System is not intended, nor should it ever be used, as the sole determining factor in hiring the most qualified applicant.

Copyright ©2003 Orion Systems. All rights reserved.