

THE ORION SYSTEM PROFILE OF

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Validity Index

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

Occasionally a positive area and a negative area may appear contradictory. However, a closer reading of these finely defined statements will reveal a distinct difference.

Positive Areas

Workplace Drug Use Attitudes

-Believes any drug use reflects negatively upon an employer.
-Disapproves of the use of marijuana.

Organizational Attitudes

-Won't criticize the company to others.
-Believes an employee is an important part of a big company.

Supervisory Attitudes

-Follows superior's orders closely.
-Believes that when promoting, merit is more important than longevity.
-Tends to accept supervision well.
-Takes orders well.
-Shows patience with people.
-Won't over-supervise.

Work Attitudes

-Views tardiness to work negatively.
-Feels strongly that an employee should never call in sick when he is not.

Negative Areas

Workplace Drug Use Attitudes

-Has tendencies toward a permissive attitude regarding marijuana.

Supervisory Attitudes

-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.
-Tends to believe that one gets to the top by means other than hard work.
-May offer excuses for his/her underachievement.

Workplace Theft Attitudes

-Has stolen small items in previous jobs.

Work Attitudes

-May be inattentive to details.



...May have problems with long work hours.
 ...May have permissive attitude toward unexplained absences.

Comparative Analysis

When the responses of >c\ b'8 cY 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)	Below Average
Workplace Drug Use Attitudes	Marginal Risk
Workplace Theft Attitudes (See Theft Self-Assessment)	High Risk
Prospects for Long-Term Employment	Below Average
Customer Service	Average
Safety and Risk Avoidance	Counsel Level One

Counsel Level One - Counsel the applicant on the importance of safety and risk avoidance. Continue with pre-hire procedures.

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

should be asked the following questions:

Workplace Drug Use Attitudes

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

19. Tom is an excellent employee. One day, away from his work, he and a friend smoke a marijuana cigarette. He returns to work only a little high, but able to perform his job satisfactorily. He should be fired.

EXPLANATION:

ACCEPTABLE MARGINAL

UNACCEPTABLE

Why shouldn't he be fired?

Supervisory Attitudes

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

2. Management should never admit mistakes to their employees.

EXPLANATION:

ACCEPTABLE MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

21. A majority of individuals succeed in business by performing their job in a superior manner.

EXPLANATION:

ACCEPTABLE MARGINAL

UNACCEPTABLE

Workplace Theft Attitudes

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

16. An employee who steals should be exposed in public.

EXPLANATION:

ACCEPTABLE MARGINAL

UNACCEPTABLE

Why shouldn't a thief be exposed in public?

Workplace Theft Attitudes

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

20. In previous jobs I've stolen small items, but I will never do it again.

EXPLANATION:

ACCEPTABLE MARGINAL

UNACCEPTABLE

Work Attitudes

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

13. I have problems with long hours at work.

EXPLANATION:

ACCEPTABLE MARGINAL

UNACCEPTABLE

Work Attitudes

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

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

EXPLANATION:

ACCEPTABLE MARGINAL

UNACCEPTABLE

Competition

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

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

EXPLANATION:

ACCEPTABLE MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

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

EXPLANATION:

ACCEPTABLE MARGINAL

UNACCEPTABLE

Based on company guidelines, this applicant may not be considered further for employment.

Tuesday, 8/17/2010

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