

INTEGRITY CAREGIVERS

Organization: **Adam-Milo India - 14008**

Date: **2019-09-22**

Duration: **00:00:00**

Language: **English**

PERSONAL

Personal Name: **test**

Last Name: **2**

ID Type: **ID**

ID: **78904560**

EMPLOYMENT

Employee: **Has worked for 1-3 years in caregiving roles.**

EVALUATION

High deviation from the norm was detected - his employment cannot be recommended.

1. LOW RISK

Safety
Sexual harassment
professional orientation
practical therapy style
Good Impression

2. MEDIUM RISK

Violence
concern for others
pressure endurance
social relations
emotional caring style
Responsibility
Strength and Stability

3. HIGH RISK

Reliability
Theft

SUMMARY:

The candidate presents problematic norms in several of the tested issues. This refers mainly to the norms he presented in the integrity test with emphasis upon (Reliability, Theft). There are, therefore, risk factors or a strong likelihood (above average) for the tendency of the candidate towards involvement in vocational delinquency, and his employment cannot be recommended. It is recommended to carefully read the detailed findings presented below in the report, and should his employment still be considered, to preempt this with comprehensive questioning, and obtain opinions of recommenders in order to formulate a final decision on his matter.

Take note that abnormal response time for the candidate in several of the subjects tested was detected. It is recommended to ask the candidate for an explanation.

REMARKS:

The candidate reports that he is not sure whether he had wrong answers to questions.

The candidate agreed to divulge the information of her own free will.

GOOD IMPRESSION

30%

(1)
Low risk

The candidate reveals an appropriate level of honesty (Good impression). Apparently their answers were honest.

VIOLENCE

84%

(2)
Medium risk

Presents certain deviance from the norm regarding violence or using force. It is recommended to read the responses detailed below. Note that the majority of the population presents acceptable norms, and that only a minority presents high risk norms.

CANDIDATE'S CONFESSIONS

- ▶ Admits to having threatened and intimidated people in order to achieve his goals.
- ▶ Admits having acted with violence once toward someone during an argument.
- ▶ Admits having resorted to violence once due to a conflict or quarrel.
- ▶ Admits to having lost control in the past, bursting out at others and regretting it.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ Feels confident when he goes out clubbing because he knows how to respond with force.
- ▶ Will avoid exposing a weakness for fear of it being taken advantage of.
- ▶ The candidate indicates that she would prefer not to answer questions regarding Violence were she given such a choice.
- ▶ Notes that people who know him have no doubt that he intends to follow up on his threats.

VALUE ADD COMPANY

RELIABILITY

95%

(3)
High risk

Presents strong deviance from the norm regarding reliability and comprehending the expected rules. The issues detailed below must be examined with him prior to his employment. Note that the majority of the population presents acceptable norms, and that only a minority presents high risk norms.

CANDIDATE'S CONFESSIONS

- ▶ Committed two criminal offenses (excluding traffic violations).
- ▶ Had been an accomplice to a serious offense that was not reported to the police.
- ▶ The candidate reports that he did not leave a good impression at the workplaces where he has worked as a caregiver.
- ▶ The candidate reports that in the past year he has used drugs of any type at work.
- ▶ Experimented many times with hard drugs in the past two years.
- ▶ Participated or is considering participating in an alcohol rehab program.
- ▶ Was asked to take a polygraph test but refused to do so.
- ▶ His checks bounced many times due to lack of coverage.
- ▶ Was fired from his job due to an offense he committed.
- ▶ Does not recall deliberately lying on something in this test.
- ▶ Was questioned by the police as a suspect, and procedures are currently ongoing.
- ▶ Was under the supervision of a probation officer.
- ▶ Was caught lying to his superiors once and was fired as a result.
- ▶ Her driver's license was revoked, and later returned to her.
- ▶ Was arrested during his military service.
- ▶ His bank account was limited due to bouncing checks.
- ▶ Reported to his superiors that he had performed a job, but completed it afterwards.
- ▶ Had difficulties in answering many questions in this test.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ The candidate wishes to answer additional questions on the subject of integrity.
- ▶ Believes that there is no need to report an infraction committed by an employee to his superiors if the infraction is not a legal offence.

CONTRADICTIONS

In one place, the candidate indicated that he had never been fired from a work place, and in another place he indicated that he had been fired once because of an offense he committed.

SAFETY

51%

(1)
Low risk

Comprehends what is expected of him in the field of meticulousness regarding the safety rules and regulations. Note that the majority of the population presents acceptable norms, and that only a minority presents high risk norms.

CANDIDATE'S CONFESSIONS

- ▶ The examinee reports having been injured in one of his previous jobs.
- ▶ He only obeys safety rules if they seem really reasonable to him.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ Believes that in order to attain goals and fulfill assignments, safety rules and regulations must sometimes be circumvented.
- ▶ Believes that safety rules never prevented disasters.

SEXUAL HARASSMENT

62% ⁽¹⁾
Low risk

Presents proper norms and was not involved in sexual harassment. Note that the majority of the population presents acceptable norms, and that only a minority presents high risk norms.

CANDIDATE'S CONFESSIONS

- ▶ Sees no reason why not to hire a candidate previously suspected of inappropriate conduct towards the other gender.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ Believes that a person with a tendency for sexual harassment will function differently than a person with no such tendency.

THEFT

97% ⁽³⁾
High risk

Presents strong deviance from the norm regarding theft and property offenses. The issues detailed below must be examined with him prior to his employment. Note that the majority of the population presents acceptable norms, and that only a minority presents high risk norms.

CANDIDATE'S CONFESSIONS

- ▶ Was suspected of stealing a small and unimportant item.
- ▶ Does not remember whether he took any item from the work place and forgot to return it.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ Can understand caregivers who are forced to steal from helpless people because their salary is very low.
- ▶ Believes that limited use of work equipment for private purposes is not considered theft.
- ▶ Believes that viewing confidential data on a computer at work without permission is not an offence.
- ▶ If he finds lost money, he will keep it to himself.
- ▶ Will try not to intervene if he sees someone stealing at the work place.
- ▶ Believes that an employee should be fired only if he stole a large sum.
- ▶ Believes that a person who stole from the rich and gave to the poor can be understood and forgiven.
- ▶ Believes that an employee who stole items other than money should be hired.

CONCERN FOR OTHERS

85% ⁽²⁾
Medium risk

Demonstrates a certain degree of empathy. Partial awareness of the difficulties and challenges of disadvantaged individuals, and a moderate willing to get involved and help.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ Believes that one should help only those who are willing to help themselves.

PRESSURE ENDURANCE

85% ⁽²⁾
Medium risk

Has some difficulty performing given stress at the workplace, there appears to be some difficulty with decision-making at times of stress and under pressure.

CANDIDATE'S CONFESSIONS

- ▶ Reports that in times of stress he becomes irritable.
- ▶ Reports that he doesn't know how to keep his cool in situations of stress and emergency.

CORRECTED ANSWERS

Q: I enjoy being surrounded by a sense of urgency.

A: I don't enjoy it but I can manage. ⇒ **Very much, it adds variety.**

CONTRADICTIONS

In one place the candidate mentioned that in times of stress she becomes irritable and in another place she mentioned that she very much enjoyed working under pressure.

SOCIAL RELATIONS

85%

(2)
Medium risk

The candidate is characterized by a certain introversion, tends to limited social involvement and little initiative in creating interpersonal relationships, and a preference for working in an environment which does not requires engaging with many contacts.

CANDIDATE'S CONFESSIONS

- ▶ Indicates that he doesn't have much patience for colleagues who don't like him because he finds them irritating.
- ▶ Occasionally got compliments for his service.
- ▶ Reports that he doesn't give others care and love at work.
- ▶ Reports that he identifies with coworkers' or clients' feelings to a degree that is similar to others.

CORRECTED ANSWERS

Q: I am not very patient with colleagues I dislike.

A: True, because they dislike me, too. ➔ True, because I find them irritating.

EMOTIONAL CARING STYLE

85%

(2)
Medium risk

Somewhat recognizes the emotional and developmental needs of the patient and demonstrates an adequate interest in the patient as a person.

CANDIDATE'S CONFESSIONS

- ▶ Finds it hard when a child cries because it gives him a headache.
- ▶ Has patience for caring for others only when he's calm.
- ▶ It matters to him what kind of patient he cares for.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ Patients can sometimes be nagging.

PROFESSIONAL ORIENTATION

20%

(1)
Low risk

Displays interest in the field of caregiving and derives satisfaction from working in the field.

CANDIDATE'S CONFESSIONS

- ▶ Reports that if a license / trade certificate were required in order to work in caregiving, he would look for families that don't care as much.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ Believes that most people think that working as a caregiver is something one does due to lack of choice.

PRACTICAL THERAPY STYLE

25%

(1)
Low risk

Displays an appropriate nursing attitude and finds superior importance in addressing the patient's physical needs.

CANDIDATE'S CONFESSIONS

- ▶ Has no problem caring for a patient as long as he gets backup for his actions.

RESPONSIBILITY

83%

(2)
Medium risk

No substantial normative deviations were detected in the personality component regarding responsibility.

CANDIDATE'S CONFESSIONS

- ▶ Occasionally has to overstep his authority to make things move along quickly.
- ▶ It is likely that he will do something contrary to the instructions he was given.
- ▶ Admits to having been in trouble with the law.
- ▶ As a child in school I used to give the teachers lots of trouble.
- ▶ I feel that I have often been punished without cause.
- ▶ When I was going to school I played hooky quite often.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ Believes that it is all right to bend the law as long as you don't actually break it.

CORRECTED ANSWERS

Q: It's unlikely that I would do something against an explicit instruction.

A: True: → Not true.

STRENGTH AND STABILITY

85%

(2)
Medium risk

Displays a general satisfaction and an adequate optimism in a relaxed, uneventful work environment. However it appears that in extreme situations the candidate's personal resilience may be affected, reducing their ability to cope effectively given difficulties and obstacles.

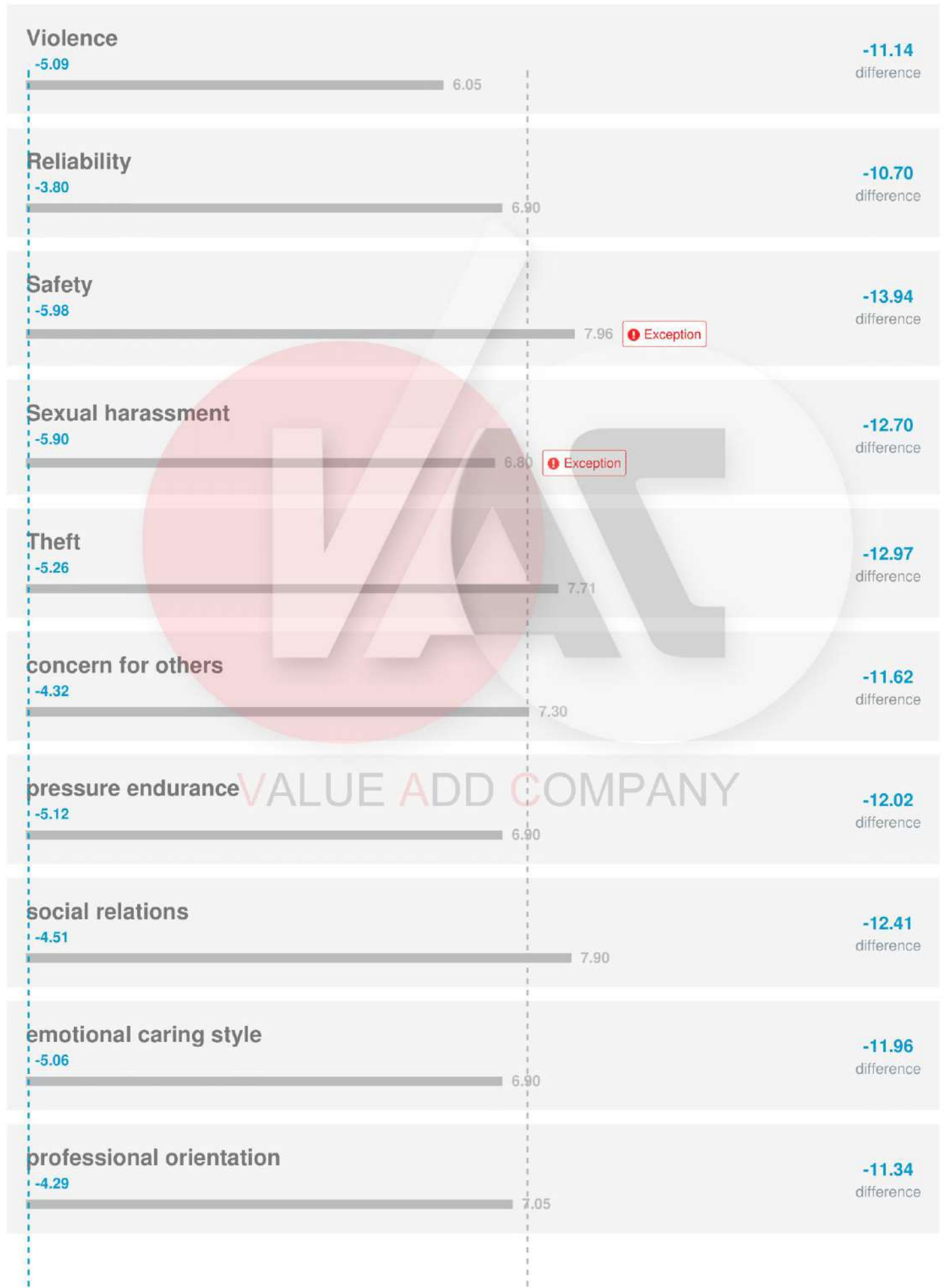
CANDIDATE'S CONFESSIONS

- ▶ Reports that when someone upsets him at work he loses his patience quickly.
- ▶ Sometimes things seem hopeless to him because things go wrong all the time.
- ▶ Tends to feel lonely at work since he finds it hard to blend in.
- ▶ At work there are upsetting things almost every day.
- ▶ It is very frustrating that he feels less successful than others at work.

VALUE ADD COMPANY

AVERAGE RESPONSE TIME

■ Candidate time (in seconds) ■ General average time (in seconds)



practical therapy style

-4.58

8.10

-12.68
difference

Responsibility

-4.34

8.00

-12.34
difference

Strength and Stability

-4.49

6.80

-11.29
difference

RESPONSE TIME SUMMARY:

Take note that abnormal response time for the candidate in several of the subjects tested was detected. It is recommended to ask the candidate for an explanation.



RECOMMENDATIONS FOR FOLLOW UP QUESTIONS

Violence

GENERAL QUESTIONS

- ▶ Have you been involved in any violent incidents (physical, verbal) and in which circumstances.
- ▶ Have you been interrogated or accused of any sort of violence towards another person?
- ▶ Has it happened that you lost control and burst out at someone at work and you regret it?

NOTES:

INDIVIDUAL QUESTIONS

- | Admits to having threatened and intimidated people in order to achieve his goals.
- ▶ Please describe the instances. Why and how did you threaten?

NOTES:

Reliability

GENERAL QUESTIONS

- ▶ Are you currently involved in any legal proceedings? Please detail them their nature and the stage they have reached.
- ▶ Do you have or have you had large debts? Please specify whether your account has been limited and whether collection proceedings have been initiated against you. What is your condition at present?
- ▶ Have you been interrogated by the police as a suspect? When and about what? What were the results of the procedure?
- ▶ Have you been tried for military discipline offenses? Please detail the incidents and the penalties received.
- ▶ Have you ever committed a serious offense you now regret?
- ▶ Has it happened that a your superior somehow doubted your reports? What was behind this and were steps taken to prevent similar incidents?
- ▶ Are any of your immediate family involved in crime?

NOTES:

INDIVIDUAL QUESTIONS

- | Committed two criminal offenses (excluding traffic violations).
- ▶ Has it happened that you committed a criminal offences? If so, please describe when, the nature of the offences and whether you were questioned about them. What caused you to commit them?
- | Was fired from his job due to an offense he committed.
- ▶ Please describe the incident. When and in which organization did this happen? What were the claims against you and do you believe them to be justified?
- | Had been an accomplice to a serious offense that was not reported to the police.
- ▶ Have you committed or been an accomplice to any serious offence, which was not reported to the police? Please describe the incident and state whether you now regret it.
- | Was questioned by the police as a suspect, and procedures are currently ongoing.
- ▶ What was the background for your questioning as a suspect? Due to what and for what were you suspected? When did the events occur and to the best of your knowledge, what is the status of the matter? When is it expected to be completed?
- | Participated or is considering participating in an alcohol rehab program.
- ▶ Please describe when and how you came about taking part in a rehab program or considered participating in one? What are your drinking habits at present?
- | Was asked to take a polygraph test but refused to do so.
- ▶ When did this happen, what brought about the request for you being tested and why did you refuse?
- | His checks bounced many times due to lack of coverage.
- ▶ Please describe the incidents and when they took place.
- | Experimented many times with hard drugs in the past two years.
- ▶ Please describe when you last used drugs. Have you experimented with hard drugs? When and what kinds? What were the circumstances and how did you feel?
- | Does not recall deliberately lying on something in this test.
- ▶ Have you lied or erred in your answers to the test? If so, please explain why and try to remember in which questions or specific issues.

Was caught lying to his superiors once and was fired as a result.

- ▶ Where and when did these incidents occur, please describe them and do you believe that it was justifiable to fire you for this?

NOTES:

Safety

GENERAL QUESTIONS

- ▶ Has it happened that you were not meticulous or that you deviated from the safety rules or the regulations in companies in which you worked?
- ▶ Has it happened that your managers commented to you that you are not meticulous regarding the safety rules or the company regulations?

NOTES:

INDIVIDUAL QUESTIONS

The examinee reports having been injured in one of his previous jobs.

- ▶ Please describe the incident. When and from what were you hurt? What brought about this harm?

NOTES:

Sexual harassment

GENERAL QUESTIONS

- ▶ Do you think it is a problem in need of being addressed in work places?
- ▶ Has it happened that you were suspected of sexual harassment (verbal or physical)? If so, please detail the reasons for this and whether they were at all justifiable?

NOTES:

Theft

GENERAL QUESTIONS

- ▶ Has it happened that you took items from your work place without permission? Please detail and provide examples.
- ▶ Has it happened that you were caught or suspected of theft? Please detail exactly what happened.
- ▶ Have you seen employees stealing? If so, what did you do? Did you address them or report to your superiors?

NOTES:

concern for others

GENERAL QUESTIONS

- ▶ Which group of people do you think gets too much governmental aid?

NOTES:

INDIVIDUAL QUESTIONS

Believes that one should help only those who are willing to help themselves.

- ▶ If you happen to see someone who isn't willing to help themselves, how will you act?

NOTES:

pressure endurance

GENERAL QUESTIONS

- ▶ Tell me of a case where you had to handle an unpredictability. How did you act?
- ▶ Tell me of a time when you handled stress which in hindsight was wrong. What would you do differently?
- ▶ Tell me of a busy day at work. How did you decide what to handle first and what to handle later? What were your considerations?

NOTES:

INDIVIDUAL QUESTIONS

Reports that in times of stress he becomes irritable.

- ▶ Oftentimes when people are under pressure they become irritable. How does this manifest with you?

NOTES:

social relations

GENERAL QUESTIONS

- ▶ Tell me of a disagreement you had with a coworker.
- ▶ We all get upset with others occasionally. Tell me of a case where you got upset at work.
- ▶ With what types of people will you have a hard time working?

NOTES:

INDIVIDUAL QUESTIONS

- ▶ Indicates that he doesn't have much patience for colleagues who don't like him because he finds them irritating.
- ▶ We all get to work with people we don't like as much. Tell me about someone for whom you've lost your patience.
- ▶ Reports that he identifies with coworkers' or clients' feelings to a degree that is similar to others.
- ▶ Tell me of a case involving a client or a coworker that you were particularly touched by.
- ▶ Reports that he doesn't give others care and love at work.
- ▶ Many workplaces see warm relationships between workers as a source of time waste. What is your stand on the subject?
- ▶ Occasionally got compliments for his service.
- ▶ In which cases did you get compliments for your service? And in which cases didn't you?

NOTES:

emotional caring style

GENERAL QUESTIONS

- ▶ Tell me of a case where you didn't manage to form a bond with a patient. What did you do?
- ▶ For which parts of caregiving do you find it hard to gather the necessary patience?
- ▶ What types of work with a patient involve less pleasure?

NOTES:

INDIVIDUAL QUESTIONS

- ▶ Has patience for caring for others only when he's calm.
- ▶ Caring for others requires a degree of calm. What do you do when it's not there?
- ▶ Finds it hard when a child cries because it gives him a headache.
- ▶ A child's cry can be hard to bear. Tell me how you handle this.
- ▶ Patients can sometimes be nagging.
- ▶ Tell me of a nagging patient you once had. How did you handle the situation?
- ▶ It matters to him what kind of patient he cares for.
- ▶ What kinds of patients would you prefer to care for?

NOTES:

professional orientation

GENERAL QUESTIONS

- ▶ What made you choose work as a caregiver?
- ▶ What do people around you think of your occupation?
- ▶ What in your view is a necessary trait for a caregiver?

NOTES:

INDIVIDUAL QUESTIONS

- ▶ Reports that if a license / trade certificate were required in order to work in caregiving, he would look for families that don't care as much.

▶ If a license / trade certificate were needed for working in caregiving, how would you go about finding families that wouldn't observe these requirement?

Believes that most people think that working as a caregiver is something one does due to lack of choice.

▶ Why do you think most people see caregiving work as something that one does when they have no other choice? How do you see this?

NOTES:

practical therapy style

GENERAL QUESTIONS

- ▶ Which of the physical needs of the patient are easier to address, and which are less easy?
- ▶ What in your view is an ideal daily routine in caregiving?
- ▶ With which types of patients are you most comfortable?

NOTES:

INDIVIDUAL QUESTIONS

Has no problem caring for a patient as long as he gets backup for his actions.

▶ What type of backup do you find important at work in general and as a caregiver in particular?

NOTES:

Strength and Stability

GENERAL QUESTIONS

- ▶ Tell me of a day where worries made it difficult for you to perform at work. How did you cope?
- ▶ Tell me of a coworker you really couldn't get along with. How did you cope?
- ▶ Tell me of a time when you felt helpless at work.

NOTES:

INDIVIDUAL QUESTIONS

Reports that when someone upsets him at work he loses his patience quickly.

▶ Tell me about a time when someone at work upset you and you lost your patience. How did you act?

Sometimes things seem hopeless to him because things go wrong all the time.

▶ Tell me about things that have gone wrong which brought about a situation of hopelessness.

Tends to feel lonely at work since he finds it hard to blend in.

▶ Tell me of a job you held where you felt lonely at the workplace.

It is very frustrating that he feels less successful than others at work.

▶ It can be really frustrating to feel less successful than others. What solutions do you find for such frustration?

NOTES:

Questioning Summary:

Recommendations

Assessment:

Status tag:

Empty

This report is based on the analysis of a self-reporting questionnaire answered by the candidate. All the information in this report is confidential and should be used only by the organization that ordered the assessment. This report should not be made public.

