



INTEGRITY

Organization: Company -14008

Date: 2020-01-23

Duration: **22:19:01**

Language: **English**

PERSONAL

Personal Name: **xxxxxx**

Last Name: **xxx**

ID Type: **ID**

ID: **0002**

EMPLOYMENT

In Competing

Organization: **This is his first job.**

EDUCATION

Gun license: **Applied for a license to carry a weapon, and has not yet received an answer.**

EVALUATION

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

1. LOW RISK

Self control inhibition
Self discipline and employment stability
Resistance to frustration and stress
Good Impression

2. MEDIUM RISK

Responsibility
Sexual harassment
Violence
Strength and emotional stability
Authority acceptance

3. HIGH RISK

Addiction tendency (drugs, alcohol, gambling)
Reliability
Bribe

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 Addiction tendency (drugs, alcohol, gambling), Reliability, Bribe). 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 agreed to divulge the information of his own free will.

The candidate reports that he had two wrong answers to questions.

The applicant declared that he agrees to be tested by a polygraph (lie detector) if asked to do so.



EXTRAS

Army Service: **Did not serve.**

GOOD IMPRESSION

54%

(1)
Low risk

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

ADDICTION TENDENCY (DRUGS, ALCOHOL, GAMBLING)

95%

(3)
High risk

Presents strong deviance from the norm regarding various addictions (drugs, alcohol, gambling). Note that the majority of the population presents acceptable norms, and that only a minority presents high risk norms.

CANDIDATE'S CONFESSIONS

- ▶ Received money for drugs.
- ▶ Experimented several times with hard drugs.
- ▶ Experimented many times with soft drugs.
- ▶ Gambled many times in a casino in the past two years.
- ▶ Was absent from work in the past two years because of drinking alcohol.
- ▶ Gambled once for a sum exceeding 1000 dollars.
- ▶ Has a friend or relative with whom he currently is not in contact who gambled for large sums.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ Believes that a person cultivating drugs may give them to whomever he chooses, provided that they are soft drugs.
- ▶ The candidate wishes to answer additional questions on the subject of alcohol.
- ▶ The candidate indicates that he would prefer not to answer questions regarding Addictions (Alcohol, Drugs, Gambling) were he given such a choice.

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

- ▶ Was fired several times from his job due to infractions he had committed.
- ▶ Was convicted of committing a criminal offense (excluding traffic violations).
- ▶ Committed many criminal offenses (excluding traffic violations).
- ▶ Has business connections with people with a criminal background.
- ▶ Unsure whether he deliberately lied on something in this test.
- ▶ His driver's license has been revoked.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

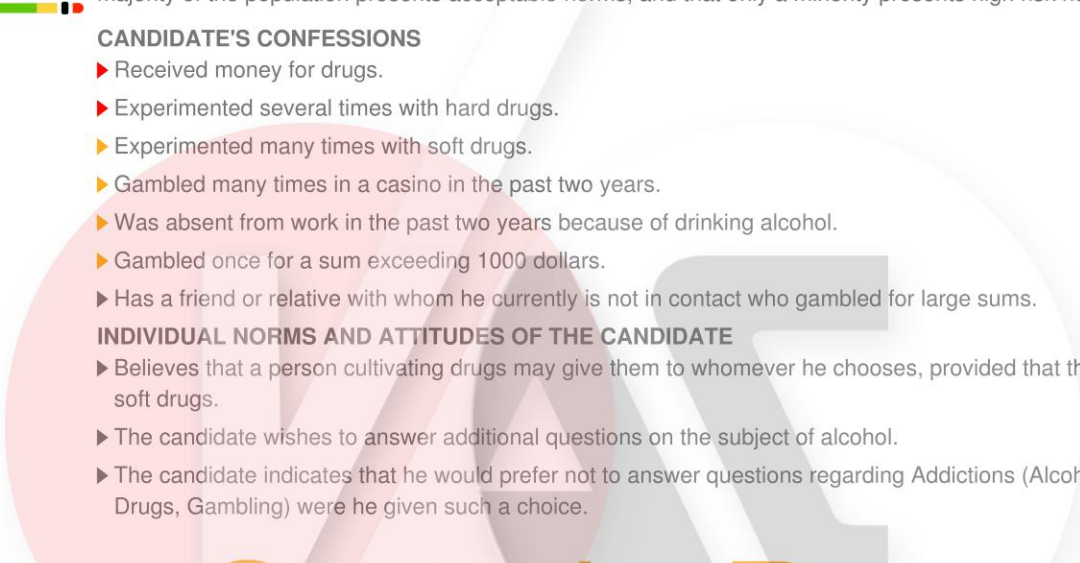
- ▶ Believes it is not desirable to admit problems in job interviews in order to succeed.
- ▶ Believes that this test does not examine his integrity well.
- ▶ Believes that an employer who catches an employee lying should not fire the employee unless the employee continues to lie.

CORRECTED ANSWERS

Q: Do you have any contact with people who have a criminal background?

A: Yes, a family connection. ➔ Yes, a business connection.

Sample Report



RESPONSIBILITY

85%

(2)
Medium risk

No substantial normative deviations were detected in the responsibility component.

CANDIDATE'S CONFESSIONS

- ▶ Feels that his superiors think that he doesn't sufficiently tend to the safety rules.
- ▶ Has violated the safety rules when using a weapon.
- ▶ Claims that he does not tend to obey instructions and act according to the accepted rules.
- ▶ Admits to having been in trouble with the law.
- ▶ He feels that He has often been punished without cause.

SELF CONTROL INHIBITION

64%

(1)
Low risk

It appears that the candidate usually manifests proper self control.

CANDIDATE'S CONFESSIONS

- ▶ Claims that it is true that he often regrets things he said.
- ▶ Admits that he sometimes enjoys going against the rules and doing things that should not be done.
- ▶ Reports having strange and peculiar thoughts.
- ▶ Feels that people misunderstand his behavior.
- ▶ It is untrue that any criticism he been given, he gladly accepts.

CONTRADICTIONS

The testee stated in one question that he has difficulties identifying with others who procrastinate tasks, and stated in another, that he tends to procrastinate until the last moment.

SELF DISCIPLINE AND EMPLOYMENT STABILITY

63%

(1)
Low risk

Presents proper norms concerning his tendency to persevere in his workplace and to act out of discipline and self commitment. Note that most of the population presents acceptable norms and only a minority presents high risk norms.

CANDIDATE'S CONFESSIONS

- ▶ The candidate does not see this job as a personal challenge.
- ▶ The subject's current financial situation is not good.
- ▶ The subject does not think that his performance at work is better than that of other employees.
- ▶ The subject reports to have other alternatives if he was not accepted to this position.
- ▶ The subject will continue to look for a job even after he starts working in the new job.
- ▶ Tends to strive the least possible at work.
- ▶ The candidate is not satisfied with the salary that was offered to him for the given position.

CORRECTED ANSWERS

Q: I always meet the schedules I set for myself.

A: It is useless to set schedules in advance. ➔ Trying to.

SEXUAL HARASSMENT

85% ⁽²⁾
Medium risk

Presents certain deviance from the norm regarding aspects pertaining to sexual harassment. 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

- ▶ Was suspected of sexual harassment.
- ▶ The candidate indicates that when he is interested in getting attention from another employee, he usually comment on her/ his body.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ Sees no reason why not to hire a candidate previously suspected of inappropriate conduct towards the other gender.
- ▶ In his opinion, in most cases the accusations of sexual harassment are false accusations of the complainer.

VIOLENCE

85% ⁽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 having acted with violence several times toward someone during an argument.
- ▶ Admits that people distanced themselves from him since he reacted aggressively, and does not regret it.
- ▶ Regrets using a weapon which was in his possession.
- ▶ Would hesitate to use a weapon even if it might cause harm to innocent people.
- ▶ Did not use a weapon to threaten someone illegally.
- ▶ Admits to having lost control in the past, bursting out at others and regretting it.
- ▶ Believes that no one dares to disagree with him in his presence.
- ▶ Admits having resorted to violence once due to a conflict or quarrel.

INDIVIDUAL NORMS AND ATTITUDES OF THE CANDIDATE

- ▶ Believes that in some cases police officers should be given complete freedom of action in the use of weapons.
- ▶ Feels confident when he goes out clubbing because he knows how to respond with force.
- ▶ Notes that if his relatives are maligned or hurt he will have no choice but to react with force.
- ▶ Believes that in situations where the law is of no help, there is sometimes a need to use force in order to obtain justice.
- ▶ Notes that people know that when he threatens he follows up on it when he is irritated.
- ▶ Believes that if a police officer does not use a weapon, he sometimes demonstrates weakness towards offenders.
- ▶ Does not believe that if he had a weapon, he would immediately use it to solve a problem.

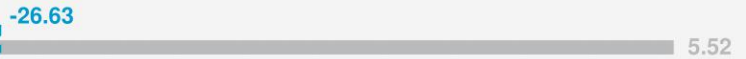
CONTRADICTIONS

The testee stated in one question that he is always able to control himself, and stated in another, that he reacted with violence following a conflict or an argument several times in the past.

AVERAGE RESPONSE TIME

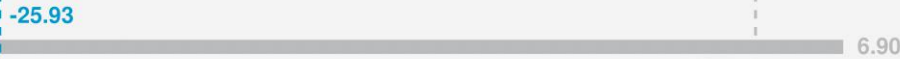
■ Candidate time (in seconds) ■ General average time (in seconds)

Addiction tendency (drugs, alcohol, gambling)



-32.15
difference

Reliability



-32.83
difference

Responsibility



-32.18
difference

Self control inhibition



-31.95
difference

Self discipline and employment stability



-33.22
difference

Sexual harassment



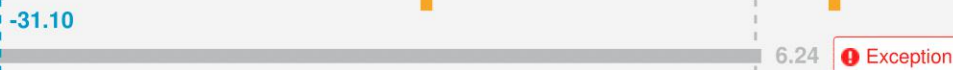
-34.12
difference

Violence



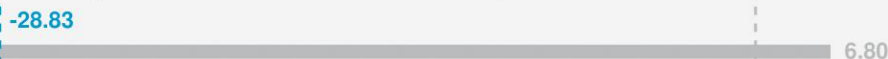
-33.42
difference

Bribe



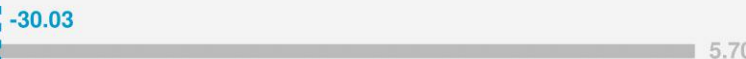
-37.34
difference

Strength and emotional stability



-35.63
difference

Resistance to frustration and stress



-35.73
difference

VALUE ADD COMPANY
Sample Report