

Attitude Assessment

Features:

- **Web-Based**
- **Easy to Read Reports**
- **Multi-Language Availability**
- **Paper / Pencil Assessment Option**
- **Standard & Optional Scales**
- **True / False Format**
- **Pre-Employment**

Employers recognize that recruiting and training new employees can result in serious non-recoverable costs if new hires are not productive, stable members of their work force. One of the paramount employee problems is deviant behavior. It is helpful to be able to identify these attitudes, if possible, before hiring a new employee.

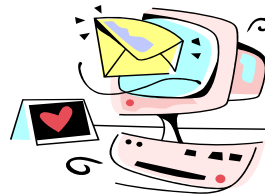
PeopleClues[®] Attitude assessment is a proven, cost-effective screening tool for identifying job applicants whose behavior, attitudes, and work ethics are likely to interfere with their success as employees, thus company profitability.

There are 4 core scales (Conscientiousness, Hostility, Integrity, Good Impression) and 3 optional scales (Computer Misuse, Substance Abuse, Sexual Harassment). With 20 questions per scale, the Attitude assessment can be 80 to 140 true/false questions.

Depending on how many scales

are included, it can be completed by the job applicant in 10-15 minutes.

Use of optional scales depends on whether or not the counterproductive behaviors are important in your work environment.



Scales:

Conscientiousness / Dependability: from dependable, conscientious, and reliable to undependable, careless, lazy, and disorganized.

Hostility / Aggression: from handling feelings well and unlikely to be disruptive to lack of control, aggressive, hostile, and disruptive.

Integrity / Honesty: from no problem with workplace dishonesty to high potential for dishonest workplace behavior.

Computer Abuse: from productive business use of workplace computers to unrelated and disruptive use.

Substance Abuse: from no problems with alcohol and/or illegal drugs to substantial / disruptive use of alcohol and/or illegal drugs.

Sexual Harassment: from unlikely to engage in sexual harassment at work to having attitudes and behaviors likely to be considered as harassment by the opposite sex.

Good Impression: from being open about acknowledging their normal faults and imperfections to denying normal shortcomings, exaggerating personal virtues which suggest that their scores on the other scales may be artificially depressed by their efforts to make a good impression.

Reports

PeopleClues[®] generates objective reports addressing the degree of potential concern regarding the six major scales and an internal validity scale identified above.

Each applicant's set of scores are standardized to indicate the degree to which each score should be regarded as either *posing no particular concern*, *posing some concern* or *posing serious concern*."

Reports :

- **Interpretive:** Describes the score in each scale and what it means.
- **Graphic:** A quick snapshot of the participant's scores and what level of concern they fall into.
- **Behavioral Interview Questions:** Follow-up questions based on which assessment items the participant answered in a "counterproductive" manner.

