

# THE ORION SYSTEM PE-1ST PROFILE OF: Chris Sample

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## VALIDITY INDEX

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Chris Sample 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.

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## Positive Areas

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Chris Sample

### Workplace Drug Use Attitudes

- .... disapproves of the use of marijuana.
- .... believes that any drug use reflects negatively upon an employer.

### Organizational Attitudes

- .... won't criticize company to others.
- .... believes an employee is an important part of a big company.

### Supervisory Attitudes

- .... follows rules consistently.
- .... follows superior's orders closely.
- .... offers no excuses for underachievement.
- .... believes that when promoting, merit is more important than longevity.
- .... takes orders well.
- .... shows patience with people.
- .... tends to accept supervision well.
- .... won't over-supervise.
- .... believes management should admit mistakes to employees.

### Work Attitudes

- .... views tardiness to work negatively.
- .... is attentive to details.
- .... is not averse to working long hours.
- .... believes in strong action against unexplained absences.
- .... feels strongly that an employee should never call in sick when they are not.

Chris Sample

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Negative Areas  
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Chris Sample  
...NONE

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Comparative Analysis  
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When the responses of Chris Sample 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.)

**Above Average**

**Workplace Drug Use Attitudes**

**Low Risk**

**Workplace Theft Attitudes**

**Low Risk**

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FOLLOW-UP SUGGESTIONS  
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...None

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**Post Survey Interview**  
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Chris Sample should be asked the following questions:

**WORKPLACE THEFT ATTITUDES**

Why did you answer the following question with '**Strongly Disagree?**'

19. An employee who steals should be exposed in public?

EXPLANATION:

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Why shouldn't a thief be exposed in public?

EXPLANATION: '

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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**WORKPLACE SAFETY ATTITUDES**

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

7. Many workplace safety rules exist merely to satisfy government regulations.

EXPLANATION:

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ACCEPTABLE

MARGINAL

UNACCEPTABLE

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Chris Sample

**WORKPLACE SAFETY ATTITUDES**

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

17. I tend to take chances at work when other people wouldn't.

EXPLANATION:

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ACCEPTABLE

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MARGINAL

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UNACCEPTABLE

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**WORKPLACE SAFETY ATTITUDES**

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

27. It's all right to take physical risks on the job, as long as it doesn't endanger anyone else.

EXPLANATION:

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ACCEPTABLE

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MARGINAL

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UNACCEPTABLE

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**WORKPLACE SAFETY ATTITUDES**

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

57. Once in a while workplace safety rules have to be ignored in order to complete a project on time.

EXPLANATION:

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ACCEPTABLE

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MARGINAL

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UNACCEPTABLE

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**WORKPLACE TRAINABILITY ATTITUDES**

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

12. Martha had been the most productive employee in her group for 5 years, doing things her own way. She resisted her company's efforts to change her methods, because she knew the new way would slow her down temporarily and she believed her way was better. Martha was right.

EXPLANATION:

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ACCEPTABLE

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MARGINAL

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UNACCEPTABLE

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**WORKPLACE TRAINABILITY ATTITUDES**

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

22. Ability is more important than training when it comes to job success.

EXPLANATION:

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ACCEPTABLE

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MARGINAL

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UNACCEPTABLE

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**WORKPLACE TRAINABILITY ATTITUDES**

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

32. New tasks or projects really get me excited, even if it means extra work.

EXPLANATION:

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ACCEPTABLE

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MARGINAL

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UNACCEPTABLE

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