

THE ORION SYSTEM PROFILE OF

PE-3 CS Good Profile

VALIDITY INDEX

PE-3 CS Good Profile 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.

Positive Areas

PE-3 CS Good Profile

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 management should admit mistakes to employees.
-Follows rules consistently.
-Offers no excuses for underachievement.
-Tends to accept supervision well.
-Takes orders well.
-Shows patience with people.
-Won't over-supervise.

Work Attitudes

-Views tardiness to work negatively.
-Is attentive to details.
-Is not averse to working long hours.
-Feels strongly that an employee should never call in sick when he is not.

Negative Areas

PE-3 CS Good Profile

Workplace Drug Use Attitudes

-Has tendencies toward a permissive attitude regarding marijuana.

Organizational Attitudes

-May not follow company policies and procedures closely.

Supervisory Attitudes

-Believes that seniority is more important than merit when promoting.
-Tends to believe that one gets to the top by means other than hard work.

Work Attitudes

-May have permissive attitude toward unexplained absences.

Comparative Analysis

When the responses of **PE-3 CS Good Profile** 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?)	Above Average
Work Attitudes (Views on tardiness and absenteeism.)	Above Average
Workplace Drug Use Attitudes	Low Risk

Workplace Theft Attitudes

Low Risk

Prospects for Long-Term Employment

Above Average

Customer Service

Below Average

FOLLOW-UP SUGGESTIONS

...None

Post-Survey Interview

PE-3 CS Good Profile 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?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Organizational Attitudes

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

4. A good employee should always support the organization when outsiders criticize it.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Organizational Attitudes

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

24. A company's policies and procedures should be followed without deviation.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

When should you not follow company policies and procedures?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

8. When promoting, merit (good job performance) should be given more weight than seniority.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

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?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Theft Attitudes

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

44. A person who takes \$5.00 a year from his/her employer is a thief.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Are there different degrees of thievery?

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

Wednesday, November 20, 2002

The Orion System is a pre-employment survey of applicants opinions concerning relevant subjects. The Orion System is not intended, nor should it ever be used, as the sole determining factor in hiring the most qualified applicant.

Copyright ©2002 Orion Systems. All rights reserved.