

Workplace Behavioural Profile (WBP)

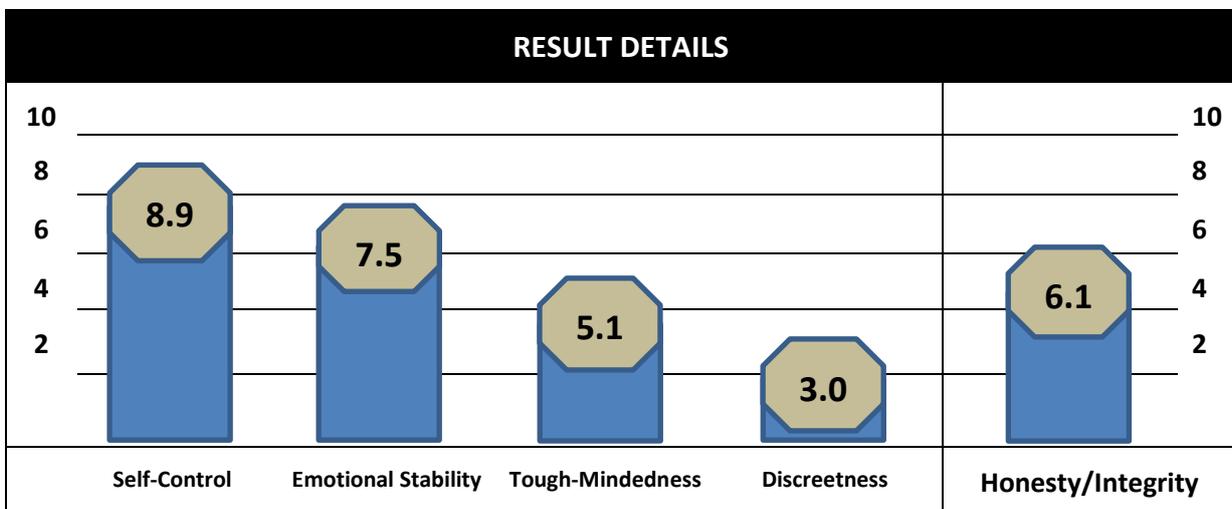
The WBP is a personality assessment that determines how influential and confident a candidate will engage in constructive behaviours in their working environment especially in highly stressful situations. The WBP will therefore attempt to determine the candidate’s degree of self-control, emotional stability, strength-of-mind as well as integrity. The first three major factors (traits) refer to the individual’s likely working habits. The latter (honesty) is to determine the individual’s attitude and response regarding counterproductive work behaviours.

Honesty in this instance is an important reflection of integrity which is the ultimate purpose of this assessment. Having integrity is making decisions and bringing changes in the best interest of the company. It's a personality trait that we admire since it means a person has a moral compass that doesn't waver. It means having "wholeness" of character, just as an *integer* is a "whole number" with no fractions. However, it should be noted that being honest doesn’t mean you have integrity. But to have integrity you need to be honest.

CANDIDATE INFORMATION	
Name:	Joe Sample
Position:	Deputy Director: Administration & Employee Relations
Date of Test:	15 March 2021
Company:	ABC Stores

RESULTS SUMMARY
Overall Rating
“Moderately High”

RESULTS EXPLANATION
Applicants who receive “ moderately high ” ratings will generally be described as dependable employees. Their focus will mainly be on constructive behaviours supported by a favourable attitude towards truthfulness and honesty. Although a casual or expedient concern towards honesty might not be entirely excluded, especially in extreme situations, this candidate’s score reflects that of a person with higher integrity.



Introduction

The WBP is a personality assessment that seeks reassurance in respect of employee personal characteristics that are generally a cause for concern to employers. It contributes valuable additional information to pre-employment screening and should therefore be considered alongside other opportunities for job candidates to convey their abilities, their personalities, and their integrity.

Validity research suggests that, in general, the dimensions covered in this report can identify prospective employees that are less likely to be problematic.

It is not intended for these results when interpreted negatively as confirming undesirable qualities or characteristics and it would be inappropriate to use these test scores to categorise individuals emphatically.

Rather the test results should be considered in terms of the reassurance that they may contribute towards other valuable information, for example, a consideration of previous work history, interview performance, or character references. Assessment of Integrity, reliability, and employability can never be absolute but, used correctly, these results will add confidence to the making of a selection decision.

For each profile below, several primary scales combine to determine the global factor score. Sometimes a low score on a primary scale contributes to a high score on a global factor and vice versa. Occasionally, a primary scale score does not fall in the direction expected based on the overall global factor score. These unusual factor combinations or conflicting scores can be revealing; it may be useful to explore how the test-taker's behaviour reflects such combinations.

Self-Control (Impulse Control)

This major factor measures the ability to control one's urges. Self-Controlled individuals can inhibit their impulses. They are seen as serious, rule-conscious, practical, and strive towards perfectionism. It measures their consistency of behaviour - will they do what they say they will do? The practical significance of understanding and measuring this concept is enormous. Occurrences that plague modern individuals in our society — addiction, overeating, crime, domestic violence, sexually transmitted diseases, prejudice, debt, unwanted pregnancy, educational failure, underperformance at school or work, lack of savings, failure to exercise — have some degree of self-control failure as a central aspect. This candidate, therefore, measures as follows:

		Sten	1	2	3	4	5	6	7	8	9	10		
Self-Control	8.9	Follows own urges												Reliable
Liveliness (F)	4.0	Serious												Lively
Rule-Consciousness	8.0	Expedient (G)												Rule-Conscious
Abstractness (M)	6.0	Grounded												Abstracted
Perfectionism (Q3)	9.0	Tolerates disorder												Perfectionistic

The candidate can set aside their wishes and desires to meet organisational goals and responsibilities. While being perceived as highly conventional or principled, the person may also seem overly restrained or inflexible sticking to what is required of them. The person favours a setting where guidelines and expectations are clear and well spelled out to follow.

- The person's social demeanour tends to be one of caution and restraint. They, therefore, tend towards a more moderate self-control approach; however, this style will occasionally be tempered with spontaneity and a moderately lively approach.
- The person shows great respect for externally imposed rules and agreements as well as a willingness to adhere to them in most instances.
- The candidate shows comfortableness with ideas and theories when focussing on pragmatic, down-to-earth matters.
- The candidate is a conscientious person who tends to be self-disciplined, planful, and organised. These qualities suggest a high preference for an ordered and structured environment.

Emotional Stability (Anxiety)

"Emotional stability" refers to a person's ability to remain calm or even keel when faced with pressures or stress. Emotionally stable people are typically more successful in their careers, often beyond what would be predicted from their general ability, aptitude, or education. They are typically calm, optimistic, and self-confident; people who view life's challenges and any unexpected setbacks as a challenge rather than a problem. They are likely to be confident, emotionally consistent, and able to handle stress well.

At the extreme, emotionally unstable people may be moody, irritable, unduly sensitive to criticism, and difficult to manage. They can be difficult to work with and seem irritable, tense, temperamental, and defensive. They are prone to take things personally, often seeing criticism where none was intended, and will generally not cope well under stress. Emotionally unstable persons are more volatile, which indicates they are inclined to react with violent, harmful, or counterproductive behaviours when in stressful situations.

	Sten		1	2	3	4	5	6	7	8	9	10	
Anxiety	2.5	Low anxiety											High anxiety
Emotional Stability (C)	9.0	Reactive											Emotional stable
Vigilance (L)	3.0	Trusting											Vigilant
Apprehension (O)	6.0	Self-Assured											Apprehensive
Tension (Q4)	2.0	Relaxed											Tense

The candidate describes themselves as feeling notably placid, casual and self-satisfied. Consciously they feel reasonably relaxed. It thus seems that they do not experience any significant exterior pressure and generally feel unfrustrated.

- The person meets challenges with calm and inner strength. Overall, the person appears to feel in control of life's current demands.
- The candidate shows a strong tendency to be trusting and accepting of other people and their motives. The candidate tends to trust other people's intentions rather than to question them. Their acceptance of others may make them susceptible to people taking advantage of them. The candidate therefore readily trusts other people. Because they are so accepting of others, they may not think to examine the motives behind their actions or behaviours.
- The candidate is no more likely to doubt themselves or be self-critical than most people.
- The candidate appears to have high levels of calmness which in this case could affect their sense of urgency to meet the demands placed on them.

Tough-mindedness

This factor concerns how an individual processes information and makes decisions; that is, the extent to which they will take an objective and unsentimental approach, have a practical and concrete focus, and value the status quo, compared to the extent to which they will be interpersonally sensitive, subjective and interested in new ideas and experiences.

Tough-minded people are much less likely to be swayed by their feelings than by their intellect. A tough-minded person can face difficult facts and long odds with resolute optimism. Tough-minded people put the truth above happiness, and they normally start with objective facts and look inwardly at subjective feelings. Tough-minded people are not easily influenced by others' points of view, requests or demands (including bribes), or unusual people.

Sten			1	2	3	4	5	6	7	8	9	10	
Tough-Mindedness	5.1	Receptive											Tough-Minded
Warmth (A)	7.0	Reserved											Warm
Sensitivity (I)	5.0	Utilitarian											Sensitive
Abstractness (M)	6.0	Grounded											Abstracted
Open to Change (Q1)	1.0	Traditional											Open to change

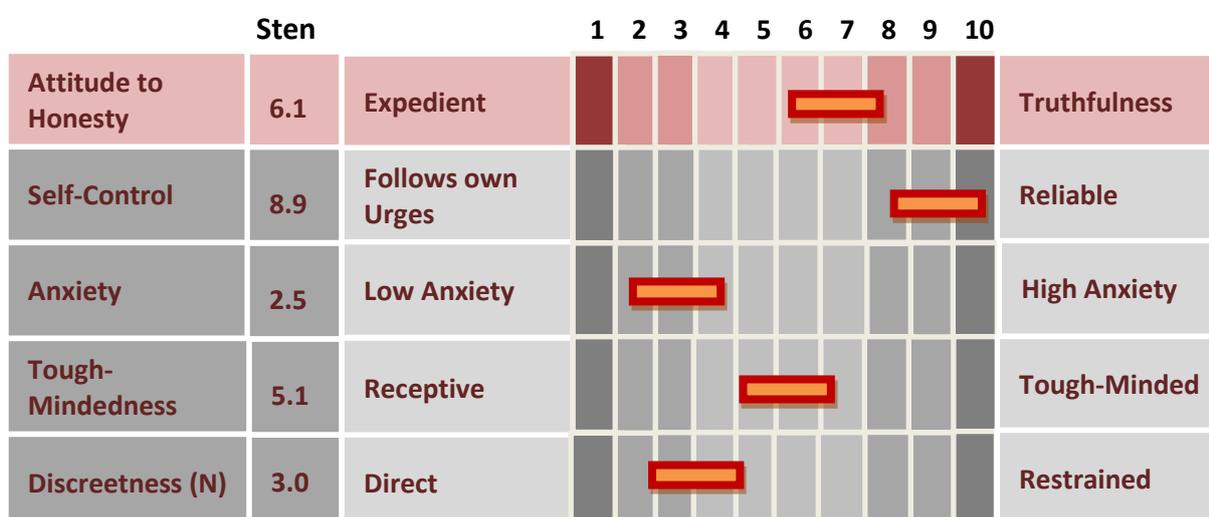
Generally, the candidate tends to balance toughness with sympathy and receptivity. The person may sometimes adhere to their current way of thinking, while at other times they may be open to new approaches and experiences.

- When experiencing challenging situations, the candidate leans strongly towards being attentive to others while retaining some sense of detachment when necessary.
- The candidate takes a well-balanced view of matters and considers both rational arguments as well as their feelings in handling problems. The candidate therefore usually balances their personal feelings with logic and objectivity when making decisions.
- The candidate leans towards getting absorbed in ideas and thoughts, whilst still maintain contact with practical matters.
- The candidate is notably conservative with a preference for orthodox ideas and methods. Rather than questioning traditional views, the candidate is inclined to respect conventions. They may be hesitant to try new ideas or approaches. The candidate might therefore be hesitant to change tried-and-tested ways, preferring to stay with familiar ideas and methods.

Attitude towards Honesty

This scale is based on an integration of the three previous scales (self-control, emotional stability, and tough-mindedness) plus an additional personality triad called “nondisclosure” also known as “privateness”. People with an attitude towards honesty are normally associated with a real concern for truthfulness and righteousness.

People of the opposite demonstrate a more casual or expedient attitude towards these issues. In general, this scale is capable of providing reassurance about the likely integrity of those with high scores. Although the majority who score low will indeed have attitudes towards honesty that reflect lower integrity, it is important to appreciate that this will not always be the case. The results for low scores should therefore be interpreted as failing to provide reassurance on this issue and, for high scores, as supporting the view that the appointment of such candidates will reduce the risk associated with employee dishonesty.



Generally speaking, the candidate expresses a positive attitude towards honesty. The majority of candidates scoring at this level will therefore be authentic and can normally be associated with some concern for truthfulness and righteousness.

However, at the same time, it should be mentioned that individuals (minority) with similar scores are likely to have a somewhat expedient attitude towards moral issues rather than having a clear moral philosophy. This report, therefore, recognises that there will be several cases where individuals with comparable scores could have different levels of integrity. For this reason, any additional evidence available from other sources should also be carefully considered and taken into consideration.

In Conclusion

The value of psychometric assessments is maximised by achieving a balanced view about the contribution available from this technology.

This is a matter of recognising both its capabilities and its limitations. The background to this approach is the difficulty we all have in achieving reliable evaluation of another individual over a short period – on a first acquaintance or at the interview. No method of assessment achieves 100% reliability, but selection decisions have demonstrated time and again to be improved by the inclusion of psychometric testing with its 100 years of history of research and development behind it. Even when using this technology, suitable candidates will sometimes be overlooked, and unsuitable applicants are sometimes appointed. On a percentage basis, however, using the right psychometric assessment tools can assist in managing the risk of staff selection.