

THE ORION SYSTEM PROFILE OF

Jennifer Doe

SSN 333-33-3333

Validity Index

Jennifer Doe has a validity index located in Level 1 and is within acceptable limits.

Occasionally a positive area and a negative area may appear contradictory. However, a closer reading of these finely defined statements will reveal a distinct difference.

Positive Areas

Jennifer Doe

Workplace Drug Use Attitudes

...Believes any drug use reflects negatively upon an employer.

Organizational Attitudes

...Won't criticize the company to others.

...Believes an employee is an important part of a big company.

...Doesn't believe rank should be given special privileges.

Supervisory Attitudes

...Follows superior's orders closely.

...Believes management should admit mistakes to employees.

...Follows rules consistently.

...Believes that when promoting, merit is more important than longevity.

...Takes orders well.

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.

Negative Areas

Jennifer Doe

Workplace Drug Use Attitudes

....Is inclined to rationalize the use of marijuana.

Supervisory Attitudes

....Believes a majority of individuals succeed in business by 'who they know.'

....May offer excuses for his/her underachievement.

....Tends to believe a majority of individuals succeed in business by cheating.

....May question ability of supervisor.

....Is inclined to be impatient with people.

....May over-supervise.

Work Attitudes

....Has a permissive attitude toward employees who call in sick when they are not.

Comparative Analysis

When the responses of **Jennifer Doe** 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	Marginal Risk
Prospects for Long-Term Employment	Above Average
Customer Service	Above Average
Safety and Risk Avoidance	Counsel Level One

Counsel Level One - Counsel the applicant on the importance of safety and risk avoidance. Continue with pre-hire procedures.

FOLLOW-UP SUGGESTIONS

Counsel the subject on company's policies regarding theft in the workplace.

Post-Survey Interview

Jennifer Doe should be asked the following questions:

Workplace Drug Use Attitudes

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

49. These days almost everyone experiments with marijuana.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

3. A majority of individuals succeed in business by 'who they know'.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

31. Cheating is the way a majority of individuals succeed in business.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Supervisory Attitudes

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

45. Many employees could do a better job than their supervisors.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Do you believe that most supervisors deserve their jobs?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Workplace Safety Attitudes

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

56. I believe many work place safety rules exist merely to satisfy government regulations.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Based on company guidelines, this applicant may be considered further for employment. Proceed with company guidelines for further evaluation of the applicant.

Sunday, August 01, 2004

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.

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