

The Insure Survey

EXTENDED REPORT

These result should not be construed as a recommendation to hire/not hire this individual in a pre-employment situation. The administrator must check previous work records, job skills required, current status, and personal references. Where safety of other workers or the public is of concern, a drug test should be administered, criminal background checks obtained, and a physical should be administered by a qualified physician. The scoring mechanism utilized to produce this report does not measure political opinions or whether an individual has a tendency to commit violet acts, has any type of psychotic condition, or is sexually deviant, and can not be used for purposes of identifying political views or predicting these types of behaviors/conditions.

Name:	POORE, PETE	PPlus Date Adm:	05/17/2006
Address:	113 Lonely Hearts	Index Date Adm:	
City, St, ZIP:	Deadend, VA 20089	Insure Date Adm:	05/03/2006
Position:	Fry Cook	Sales+ Date Adm:	
Administrator:	Jim		

Insure Distortion

Insure distortion deals with how candid and frank the respondent was while taking this assessment. Scores of 6 or less may indicate responses have been made in a less than candid manner. The letter I indicates the test is invalid due to too many unanswered questions in Section II.

The distortion score on this assessment is 8.

INSURE SURVEY (Scale: Low=1 High=9)

Q/ Integrity	: 2
R/ Substance Abuse	: 4
S/ Reliability	: 6
T/ Work Ethic	: 6

Low numbers indicate higher risk.

1 = High Risk
9 = Least Risky

If a person does not have basic values, don't be surprised if you see them abuse substances, steal, cheat, fake injuries, show up late for work, or not show up for work at all!

Using our Insure Survey, you can:

- reduce turnover
- lower absenteeism
- reduce time theft
- reduce tardiness,
- reduce employee theft
- improve safety in the workplace
- reduce fraudulent workers' compensation claims
- reduce drug and alcohol abuse in the workplace

EXTENDED REPORT

Poore, Pete

**INSURE SURVEY
SECTION I REPORT**

- (1) PP has never applied for a position at this company.
 - (2) PP is working now but is being laid off.
 - (3) PP has been working in his present position for over three years.
 - (5) PP reports that his most recent monthly salary has been between \$1251 and \$1700.
 - (6) PP states he will be ready to go to work in two weeks.
 - (12) PP states he could go back to work for his previous employer if the position was open.
 - (15) PP has not taken any unauthorized days off work in the past year.
 - (16) PP states in his opinion, employers should be concerned about illegal drug use in the workplace.
 - (17) PP has not been late to work for any reason in the past year.
 - (18) PP ESTIMATES THE VALUE OF ALL THE THINGS HE HAS STOLEN IS UNDER \$100.
 - (20) PP states his supervisor allowed him to complete and forward work without the supervisor's final approval.
 - (21) PP states he would have no problem working overtime if requested, even on a moment's notice.
 - (24) PP feels his supervisor on his present (or last) job will rate his performance as excellent.
 - (25) PP's opinion is that dress and appearance are important in the work environment.
 - (26) PP has supervised the work of others in previous positions.
 - (28) PP has no problem taking a drug test for illegal drugs if it is company policy.
 - (29) PP has never had a problem with his supervisor.
 - (32) PP NEEDS TO IMPROVE IN AREAS NOT LISTED IN QUESTIONS.
 - (34) PP considers himself "the best" at what he does at work.
 - (35) PP states he has not moved his residence in the past 5 years.
 - (37) PP would NOT be willing to take a part time position, he needs full time work.
 - (40) PP states the chances are "VERY LOW" that he will be moving out of the area within a year.
 - (43) PP states he left his last position because he was laid off.
 - (44) PP's present or previous job required filling out (or completing) detailed reports.
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Section I saves interviewers and employers time by gathering work related admissions. Section I responses do not affect the scores of the Insure Survey.

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Poore, Pete

VERBAL INTERVIEW SUGGESTIONS

Before asking the applicant these questions....

The Equal Employment Opportunity Commission's Title VII provisions restrict the interview from making inquiries which are not job-related. The interviewer must avoid questions about a person's lifestyle (like sex orientation or marital status). The American Disabilities Act restricts the interviewer from asking questions about past alcohol or drug use. Inquire only about current alcohol or drug use. Example: "Do you presently use illegal drugs?" NOT "Have you ever used illegal drugs?" Question 15 asks the applicant how many days of work she/he has missed in the past year. Note there are no suggested verbal interview questions to expand the applicant's response. The answer could reveal absences due to medical conditions protected by the ADA. Therefore, it is best for the interviewer not to inquire about reasons for absences.

- (2) When do you anticipate being laid off? What do you think is causing you company to cut back its workforce with layoffs?
- (3) You have been working in your present position for quite some time. It must have been a hard decision to decide to look for another job. Can you explain the process you went through to make that decision?
- (5) What do you expect to get paid for the position you are applying for?
- (6) What is keeping you from going to work in this new position today or tomorrow?
- (18) Give me an idea of the type of things you have stolen in the past.
- (20) Tell me how you won the trust of your supervisor to a point he or she would let you complete or forward work without final approval.
- (25) Tell me more about your feelings concerning dress and appearance in the workplace.
- (26) Tell me about your supervisory experience.
- (32) You indicated some other area you need to improve as an employee. What do you need to improve?
- (34) You state that you are "the best" at what you do. What makes you so good?
- (43) Explain the circumstances surrounding your being laid off.
- (44) What kind of detailed reports do you have to fill out at your present (or last) employer?

This section of the report provides optional interview questions for the interviewer.

Applicant: Poore, Pete
Company: Penmac

Date: 05/17/06

Scale		LOW							HIGH	
INTEGRITY Adherence to moral and ethical principles acceptable in the workplace	I N	1	2	3	4	5	6	7	8	9
SUBSTANCE ABUSE Substance abuse attitudes acceptable in the workplace and society	S U	1	2	3	4	5	6	7	8	9
RELIABILITY Attitudes toward tardiness and personal responsibility deemed acceptable in the workplace	R	1	2	3	4	5	6	7	8	9
WORK ETHIC Belief in the value of work and supervisory relationships acceptable in the workplace	E	1	2	3	4	5	6	7	8	9

This survey was validated by comparing convicted felons and top producers. The majority of convicted felons scored to the left of this line. The majority of top producers scored the right of the red line.

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Poore, Pete

Insure Survey

Q/ Integrity

2

- (46) PP feels that if he sees another employee stealing IT'S BEST TO KEEP HIS MOUTH SHUT AND NOT TELL HIS SUPERVISOR.
- (57) According to PP, THERE ARE GOOD REASONS TO STEAL FROM OTHERS.
- (80) PP states BUYING STOLEN GOODS DOESN'T MAKE HIM A THIEF.
- (118) It wouldn't bother PP to work with other employees who were stealing from the company.

R/ Substance Abuse

4

- (52) PP answered UNCERTAIN when asked if the media puts TOO MUCH EMPHASIS ON using COCAINE and smoking MARIJUANA.
- (63) PP IS UNCERTAIN AS TO WHETHER ILLEGAL DRUG USE AFFECTS A PERSON'S JOB PERFORMANCE.
- (78) PP is UNCERTAIN as to whether most people get addicted to COCAINE.
- (100) PP "CAN'T DECIDE" IF DRUG TESTING IS INVASIVE.

S/ Reliability

6

- (77) Working through his lunch break means he can go home early, according to PP.
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This section of the report extracts statements made by the applicant.
Employers are encouraged to ask probing questions regarding these statements.