

THE ORION SYSTEM PROFILE OF

John Doe

VALIDITY INDEX

John Doe 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

John Doe

Workplace Drug Use Attitudes

... 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.

... 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.

... feels strongly that an employee should never call in sick when they are not.

Negative Areas

John Doe

Workplace Drug Use Attitudes

...has a permissive attitude toward the use of 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 a permissive attitude toward unexplained absences.

Comparative Analysis

When the responses of **John 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.)	Average
Workplace Drug Use Attitudes	Low Risk
Workplace Theft Attitudes	Low Risk
Customer Service	Below Average
Communication (Willingness to listen and communicate effectively.)	Average
Competitiveness (Views on competition and motivation.)	Average
Sales Attitudes (Attitudes towards sales work.)	Average

FOLLOW-UP SUGGESTIONS

...None

Post Survey Interview

John Doe should be asked the following questions:

WORKPLACE DRUG USE ATTITUDES

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

36. 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:

Why shouldn't he be fired?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

ACCEPTABLE

MARGINAL

UNACCEPTABLE

How do you feel about drug use in the workplace?

EXPLANATION:

Do you feel that a person's job performance can suffer as a result of drug use?

EXPLANATION:

Do you wish to work in a drug free environment?

EXPLANATION:

Is it reasonable for your co-workers to expect to work in a drug-free environment?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

ORGANIZATIONAL ATTITUDES

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

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

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

SUPERVISORY ATTITUDES

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

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

EXPLANATION:

When should you not follow company policies and procedures?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

ACCEPTABLE

MARGINAL

UNACCEPTABLE

SUPERVISORY ATTITUDES

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

12. When promoting, merit (successful job performance) should be given more weight than seniority?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

SUPERVISORY ATTITUDES

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

42. 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 '**Very Strongly Disagree**'?

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

EXPLANATION:

Why shouldn't a thief be exposed in public?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

ACCEPTABLE

MARGINAL

UNACCEPTABLE

WORKPLACE THEFT ATTITUDES

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

83. A person who takes \$5 a year from his/her employer is a thief?

EXPLANATION:

Are there different degrees of thievery?

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

ACCEPTABLE

MARGINAL

UNACCEPTABLE

WORK ATTITUDES

Why did you answer the following question with '**Very Strongly Disagree**'?
28. John is absent from a day of work and gives no explanation to his supervisor. He should be fired?

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

Why did you answer the following question with '**Very Strongly Disagree**'?
60. I like sales goals because they give me something to push for.

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

Why did you answer the following question with '**Very Strongly Disagree**'?
76. I push hard for success.

EXPLANATION:

ACCEPTABLE MARGINAL UNACCEPTABLE

Why did you answer the following question with '**Very Strongly Disagree**'?
54. How I treat the customer is probably at least as important as the quality of the products I sell.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

WORKPLACE TRAINABILITY ATTITUDES

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

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

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

WORKPLACE TRAINABILITY ATTITUDES

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

98. I enjoy finding new and faster ways to perform my job.

EXPLANATION:

ACCEPTABLE

MARGINAL

UNACCEPTABLE

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