

SAMPLE REPORT: COUNTERPRODUCTIVE BEHAVIOR

This is a sample of the PsyMax Solutions' Counterproductive Behavior Report. This report is instantly delivered via the internet after a candidate completes the Counterproductive Behavior Work Style Assessment® inventory.

Counterproductive Behavior Work Style Assessment®



Confidential Candidate Results About
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Associate
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Assessed on: 06.04.2007

SAMPLE



Assessing People • Maximizing Performance
A Max-Ventures Portfolio Company

Good hiring decisions rely on detailed information from multiple sources. What you learn about a candidate based on the results of this assessment should always be evaluated in conjunction with other information such as prior job experience, work credentials, and information from references. Furthermore, results should be handled in a confidential manner consistent with your organization's human resource policies. Store this document in a secure place whether it is in print or electronic format. Shred and/or delete the document when no longer needed. As state and local laws vary, be sure to check that counterproductive behavior-related assessments are permissible in your area.



AREAS ASSESSED

The items in the Counterproductive Behavior Work Style Assessment inventory are grouped into four major sections:

- **Business Ethics** is the unwillingness to engage in unethical business practices; also, the adherence to organizational norms and using sound judgment.
- **Loyalty and Safety** include the willingness to exert considerable effort for the organization and a strong desire to stay in the organization; control of accidents and following of procedures; and, the avoidance of reckless behavior.
- **Organizational Deviancy** includes those intentional acts by employees that harm organizations, employees, or stakeholders (e.g., violence, vandalism, harassment, fraud and pilferage).
- **Substance Abuse and Delinquency** are the tendencies toward substance abuse; and, a willingness to maintain relationships with individuals who perform illegal or antisocial behaviors.

OVERALL COUNTERPRODUCTIVE BEHAVIOR SCORE

All sections of the Counterproductive Behavior Work Style Assessment inventory were taken into consideration, and the individual's overall score is considered to be in the low range.



In general, higher scores are indicative of positive characteristics; whereas low scores point toward less than desirable characteristics. Not all applicants with scores in the low (red) zone will have unacceptable tendencies, but PsyMax Solutions research suggests that selecting individuals with scores in the high range (green) bolsters the likelihood of hiring those with positive characteristics.

Regardless of the individual's overall score, there may be some sections that had lower values. If a candidate had a lower score in any of the four major sections of the assessment, interview suggestions are provided on the following page.



INTERVIEW SUGGESTIONS

If an individual scored lower than average in one or more of the major assessment areas, then consider asking these or other interview questions related to the descriptions provided. As state and local laws vary, be sure to check that counterproductive behavior-related questions are permissible in your area.

Business Ethics is the unwillingness to engage in unethical business practices; also, the adherence to organizational norms and using sound judgment.

- How do you keep up with your work assignments to ensure their timely completion? How do you keep track of what others are doing on common tasks? What do you do when (your) work falls behind schedule?
- Tell me about an unsuccessful team of which you were a member. What, if anything, could you have done differently to help the team achieve success?
- What are the important qualities a person should have to be an effective leader (team member)? How do ethics and sound judgment relate to this role in the organization?

Loyalty and Safety include the willingness to exert considerable effort for the organization and a strong desire to stay in the organization; control of accidents and following of procedures; and, the avoidance of reckless behavior.

- Can you meet the attendance requirements of this job? What hours and days can you work? Are there specific times that you cannot work?
- List some typical accidents in your workplace and discuss their causes. How do you prevent these accidents from happening?
- Are you prepared to perform duties (tasks) that may not be part of your normal routine or job description? Provide examples of when you have done this in the past. Do you like doing this? Why or why not?

Organizational Deviancy includes those intentional acts by employees that harm organizations, employees, or stakeholders (e.g., violence, vandalism, harassment, fraud and pilferage).

- Describe a situation in which you had to work with a difficult person (e.g., customer, coworker, boss). How did you handle the situation and what was the result? What would you have done differently?
- Describe a time when you or someone else became very upset and "flew off the handle" at work. How did the situation turn out? How did others react? How did you react?
- Do you consider yourself to be a risk-taker? What types of risk do you see as appropriate? Please give an example of one or two (work-related) risks that you have taken and the associated outcomes.
- If you owned a company and had hard evidence that an employee was stealing, what would you do? Is there a dollar amount, say, less than \$10, \$20, \$50, or \$100, that you would allow the person "another chance?"

Substance Abuse and Delinquency are the tendencies toward substance abuse; and, a willingness to maintain relationships with individuals who perform illegal or antisocial behaviors.

- Would you consider yourself a dependable employee? Would your coworkers consider you to be dependable? Why? What behaviors do you engage in that make you reliable?
- How important are deadlines to you? What do you do to ensure that you will meet deadlines? How often have you missed a deadline? What was the reason?
- Describe a successful team of which you were a member. What was the most outstanding characteristic of that team? What did you contribute to the team?