

# Integrated Psychological Assessment report

**Name**     **Sample Candidate**

**Date**     **6 March 2014**

## Self Guided Report

This report is designed to help you draw your own conclusions about the psychological profiles of participants you are assessing. This tool should be used for recruitment purposes only and the report cannot be provided to the participant. Feedback should only be provided by a trained assessment advisor, so please do not provide this under any circumstances. If you want more information about how the requirements of specific jobs relate to the scores on this report, please contact SACS Consulting.

## Risk Summary

This is a brief summary of risk calculations and further explanations are provided within this report.

| Area of Assessment                | Risk Rating    |
|-----------------------------------|----------------|
| Intelligence                      | Low            |
| Honesty-Humility                  | High           |
| Counterproductive Work Behaviours | Low            |
| Personality                       | Medium         |
| Occupational Health & Safety      | Medium         |
| Values                            | Not Applicable |

## Intelligence High is better in all cases

The nature of the job will determine how important each type of intelligence is. Verbal reasoning is important for jobs which require effective communication, numerical reasoning is important for jobs with a financial or other arithmetic component, and abstract reasoning is important for jobs which have an intrinsic problem solving aspect – say strategy or tactics. Intelligence is recognised as a key predictor of success at work in all types of jobs.

### Verbal Reasoning

The capacity to use words at work

Reference Group

Manager Population

Percentile

62 - Average



### Numerical Reasoning

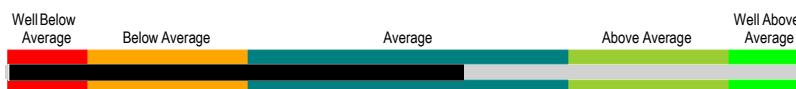
The capacity to use numbers and arithmetic at work

Reference Group

Manager Population

Percentile

57 - Average



## Abstract Reasoning

The capacity to solve problems at work which do not have verbal or numerical elements.  
Examples are strategic and tactical tasks.

Reference Group      Manager Population

Percentile      79 - Above Average



**Intelligence Risk: Low** Options are Low, Medium, High - Low Risk is better

This is a general assessment of the intelligence risk. Consider the specific requirements of your role in the context of this assessment. If you feel that verbal ability is very important for the role you are assessing for and the score is below average you should consider this to be a higher risk even if the assessment is low or medium.

## Honesty and Counterproductive Work Behaviours

Honesty and Integrity are key predictors of success at work. People higher in integrity tend to be more reliable and to abide by the rules of the organisation, the law and policy. People who are low in this are much more likely to engage in counterproductive work behaviours. Below are two measures of honesty and Counterproductive Work Behaviours. The first is a personality measure which has been shown to be an accurate predictor of positive and negative behaviours at work. People who are higher in Honesty-Humility are more likely to be honest and trustworthy, while those who are low are a greater risk of negative behaviours, including behaviours against colleagues and/or the organisation.

| Factor (Professional Population) |                | Score | Meaning  |
|----------------------------------|----------------|-------|----------|
| <b>Honesty-Humility</b>          | High is better | 43    | Low      |
| Sincerity                        | High is better | 65    | High     |
| Fairness                         | High is better | 52    | Average  |
| Greed Avoidance                  | High is better | 26    | Very low |
| Modesty                          | High is better | 38    | Low      |

**Honesty/Humility Risk: High** Options are Low, Medium, High - Low Risk is better

## Counterproductive Work Behaviours – Prediction Model

The second is a measure of the risk that the candidate will undertake counterproductive work behaviours (CWBs). The results come in the form of a score and admissions.

The scores come in three categories - overall counter-productive work behaviour risk, interpersonal counter-productive work behaviour risk and organisational counter-productive work behaviour risk.

Interpersonal counter-productive work behaviour risk relates to the risk that this candidate will undertake negative acts towards colleagues, supervisors and other people within their work environment. Examples of these might include intentional impoliteness, ignoring or snubbing people, or not committing to assist them. Organisational counter-productive work behaviours include inappropriate comments about the organisation, theft, or ignoring rules considered important by the company. Overall counter-productive work behaviours risk relates to a combination of these two scores.

The scores are generated by a mathematical model based on the candidate's responses to the HEXACO Personality Inventory and the Schwartz Personal Values Questionnaire. You may also see admissions underneath the person's scores. The admissions are included separately - they are a simple report of the candidate's answers to questions which asked them whether they had undertaken these negative behaviours in the past. The counter-productive work behaviour risk scores are not in any way affected by these admissions - they are generated by the mathematical model mentioned above. You should interpret scores by the numerical score (50 is average) and risk ratings shown. The mathematical model is the result of a peer-reviewed research that SACS undertook into the link between counter-productive work behaviours, personality and values.

| Counterproductive Work Behaviour (Prediction Model) |               | Score | Meaning |
|-----------------------------------------------------|---------------|-------|---------|
| <b>Total</b>                                        | Low is better | 37    | Low     |
| Interpersonal                                       | Low is better | 42    | Low     |
| Organisational                                      | Low is better | 35    | Low     |

### Admissions

No Admissions

**Counterproductive Work Behaviour Risk: Low** Options are Low, Medium, High - Low Risk is better

## Personality

Personality is a key determinant of success at work. Different jobs require different personality elements, but there are some personality elements which appear to be crucial for any roles. Below is the table of results for the personality assessment.

| Factors (Professional Population) |                                      | Score | Meaning   |
|-----------------------------------|--------------------------------------|-------|-----------|
| <b>Emotionality</b>               | Low is better                        | 56    | High      |
| Fearfulness                       | Low is better                        | 59    | High      |
| Anxiety                           | Low is better                        | 60    | High      |
| Dependence                        | Low is better                        | 54    | Average   |
| Sentimentality                    | Low is better                        | 40    | Low       |
| <b>Extraversion</b>               | Depends on job                       | 63    | High      |
| Social Self-Esteem                | Depends on job                       | 59    | High      |
| Social Boldness                   | Depends on job                       | 66    | Very high |
| Sociability                       | Depends on job                       | 61    | High      |
| Liveliness                        | Depends on job                       | 53    | Average   |
| <b>Agreeableness</b>              | Depends on job but low of concern    | 57    | High      |
| Forgiveness                       | Depends on job but low is of concern | 51    | Average   |
| Gentleness                        | Depends on job but low is of concern | 66    | Very high |
| Flexibility                       | Depends on job but low is of concern | 56    | High      |
| Patience                          | Depends on job but low is of concern | 48    | Average   |
| <b>Conscientiousness</b>          | High is better                       | 63    | High      |
| Organization                      | High is better                       | 64    | High      |
| Diligence                         | High is better                       | 62    | High      |
| Perfectionism                     | High is better                       | 46    | Average   |
| Prudence                          | High is better                       | 62    | High      |
| <b>Openness to Experience</b>     | Depends on job                       | 45    | Average   |
| Aesthetic Appreciation            | Depends on job                       | 44    | Low       |
| Inquisitiveness                   | Depends on job                       | 41    | Low       |
| Creativity                        | Depends on job                       | 47    | Average   |
| Unconventionality                 | Depends on job                       | 56    | High      |
| <b>Altruism</b>                   | Depends on job                       | 64    | High      |

**Personality Risk: Medium** Options are Low, Medium, High - Low Risk is better

## Occupational Health and Safety Risk - Prediction Model

Below is an assessment of the candidate's risk rating in respect of Occupational Health and Safety behaviours. The assessment is based on a mathematical equation which is calculated from the candidate's scores on the Personal Style Inventory and the Schwartz Personal Values Questionnaire. Research has demonstrated that safety behaviour can be predicted with 25% accuracy using this method, very high by comparison with other methods.

The scores are in the form of:

- An overall assessment, which reflects the likelihood that the candidate will behave appropriately in respect of OH&S behaviour
- A risk rating which reflects the risks associated with this score

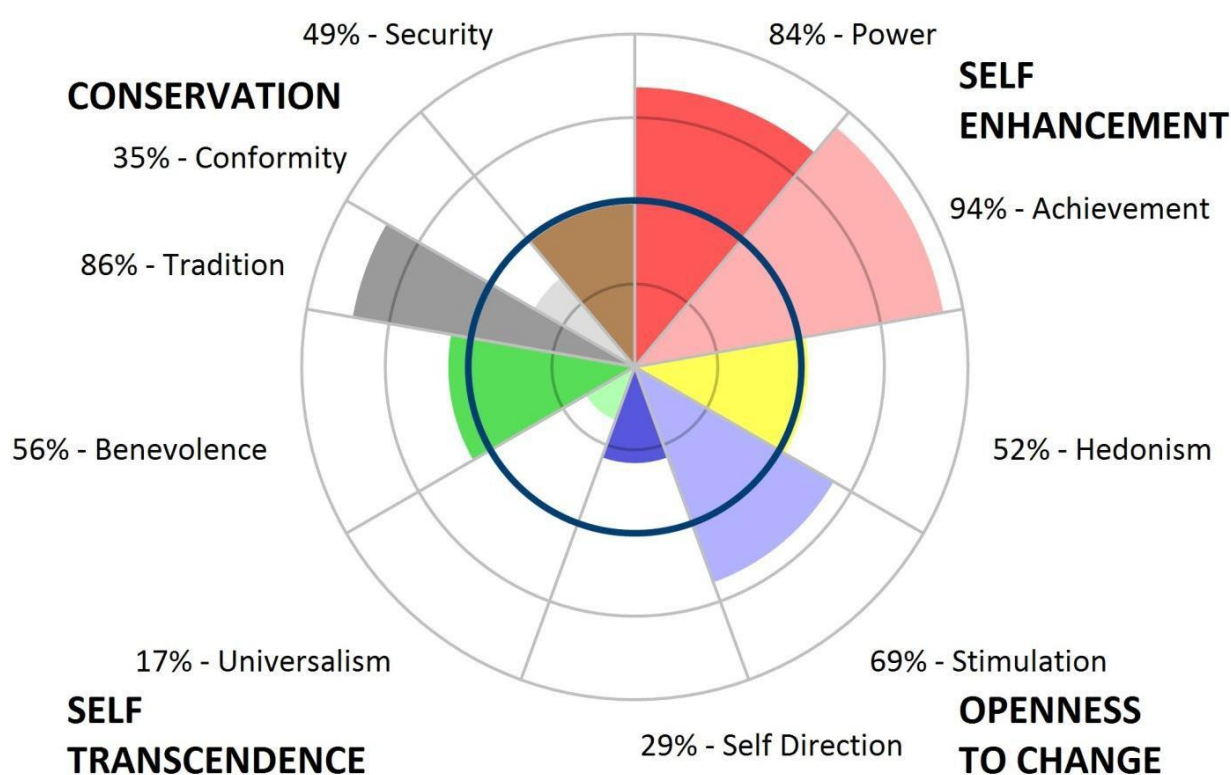
| Occupational Health and Safety Prediction |                | Score | Meaning |
|-------------------------------------------|----------------|-------|---------|
| Overall                                   | High is better | 53    | Average |

**Occupational Health and Safety Risk: Medium** Options are Low, Medium, High – Low is better

## Schwartz Personal Values Questionnaire

Values are a key aspect of an individual's competencies. Values influence certain aspects of a person's behaviour and are significant predictors of positive and negative work outcomes. The Schwartz personal values questionnaire was developed through decades of research by Professor Shalom H Schwartz, one of the world's most prominent and respected researchers on this topic.

Professor Schwartz found that across cultures 10 dominant individual values could be identified. Below are the results on the Personal Values Questionnaire.



**Values Risk:** There is no overall risk rating for values. Each team or organisation must decide the values they consider to be important to them and then evaluate the potential values match from an individual's values results.



## Explanation of Values Terminology

**Self-Direction:** Freedom of thought and action.

**Stimulation:** Excitement, novelty, and change.

**Hedonism:** Pleasure or sensuous gratification.

**Achievement:** Success according to social standards and focus on career achievement and career progression. Low levels of achievement do not indicate an individual is unable to achieve in the workplace. Rather they suggest a lack of a strong focus on achieving career success and career progression and that other issues are more important to them.

**Power:** Control over resources and people.

**Security:** Safety, stability and order.

**Tradition:** Maintaining and preserving cultural, family and/or religious traditions.

**Conformity:** Avoidance of violating informal or formal social expectations. High levels of Conformity do not suggest a sheepish obedience. Instead it represents an individual's level of respect for the rules of groups they belong to and is a crucial ingredient in teamwork.

**Benevolence:** Promoting the welfare of one's in-groups.

**Universalism:** Understanding, appreciation, tolerance, and protection for the welfare of all people and for nature. High levels of Universalism suggest that an individual has a strong focus and commitment towards social justice and/or environmental sustainability.