

Integrated Psychological Assessment report

Name Sample Candidate

Date 19 October 2015

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	High
Personality	Medium
Occupational Health & Safety	Medium
Emotional Intelligence	High
Engagement	Medium
Values	Not Applicable

Intelligence - Australian Council for Education Research 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 Professional Population

Percentile 73 - Above Average



Numerical Reasoning

The capacity to use numbers and arithmetic at work

Reference Group Professional Population

Percentile 91 - Well Above 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 Professional Population

Percentile 85 - 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 (General Population)		Score	Meaning
Honesty-Humility	High is better	35	Low
Sincerity	High is better	39	Low
Fairness	High is better	42	Low
Greed Avoidance	High is better	41	Low
Modesty	High is better	32	Very low

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

Counterproductive Work Behaviours

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 SACS Personal Style 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		Score	Meaning
Total	Low is better	61	High
Interpersonal	Low is better	65	High
Organisational	Low is better	55	Average

Admissions

- I am extremely frequently late for appointments
- When I have been ill but not so ill I could not attend work I have extremely frequently taken a sick day
- I have extremely frequently left jobs in the past because I could not get on with someone I worked with
- When I am at work I have extremely frequently found myself distracted by activities such as conversing with colleagues on non work related matters
- I have extremely frequently found it necessary to be impolite to others at work
- I have extremely frequently taken the property of organisations I have worked for
- I have extremely frequently ignored or not followed safety or Occupational Health and Safety rules at work
- I have extremely frequently been critical of organisations I worked for to others
- If I don't like someone at work I have extremely frequently ignored or snubbed them
- I have extremely frequently ignored or got around policies at work which I did not respect

Counterproductive Work Behaviour Risk: High 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 (General Population)		Score	Meaning
Emotionality	Low is better	56	High
Fearfulness	Low is better	50	Average
Anxiety	Low is better	54	Average
Dependence	Low is better	60	High
Sentimentality	Low is better	53	Average
Extraversion	Depends on job	42	Low
Social Self-Esteem	Depends on job	24	Very low
Social Boldness	Depends on job	55	Average
Sociability	Depends on job	50	Average
Liveliness	Depends on job	43	Low
Agreeableness	Depends on job but low of concern	52	Average
Forgiveness	Depends on job but low is of concern	59	High
Gentleness	Depends on job but low is of concern	65	High
Flexibility	Depends on job but low is of concern	34	Very low
Patience	Depends on job but low is of concern	46	Average
Conscientiousness	High is better	48	Average
Organization	High is better	50	Average
Diligence	High is better	44	Low
Perfectionism	High is better	52	Average
Prudence	High is better	47	Average
Openness to Experience	Depends on job	50	Average
Aesthetic Appreciation	Depends on job	47	Average
Inquisitiveness	Depends on job	51	Average
Creativity	Depends on job	52	Average
Unconventionality	Depends on job	50	Average
Altruism	Depends on job	47	Average

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

Occupational Health and Safety - 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 HEXACO Personality Inventory and the Schwartz Personal Values Questionnaire. Research has demonstrated that safety behaviour can be predicted with 37% accuracy using this method, very high by comparison with other methods.

The scores are the form of:

- An overall assessment, which reflects the likelihood that the candidate will behave appropriately in respect of OH&S behaviour
- Safety Motivation – how motivated the candidate is to make the workplace safer
- Safety Compliance – the degree to which the candidate is likely to obey your safety rules
- Safety Participation – the degree to which the candidate is likely to willingly participate in your safety efforts
- An overall risk rating which reflects the risks associated with these scores

Occupational Health and Safety Index (Prediction Model)		Score	Meaning
Overall	High is better	41	Low
Safety Motivation	High is better	37	Low
Safety Compliance	High is better	38	Low
Safety Participation	High is better	46	Average

Occupational Health and Safety Risk: Medium Options are Low, Medium, High - Low is Better

Emotional Intelligence

Emotional Intelligence has been shown by international research to be largely driven by personality. Three characteristics of emotional intelligence have been shown to affect a person's performance in jobs which interact with other people – leadership, customer service, stakeholder management, etc. These are the three outlined below. SACS undertook a major research project to identify whether these three emotional intelligence characteristics could be identified by a combination of personality and values assessment. We found these characteristics to be highly predictable, particularly by the HEXACO personality measure. The scores on these three measures have been calculated based on a mathematical model derived from the research mentioned above.

Recognising and Interpreting Emotions

A core capability of emotional intelligence is the capacity to recognise and interpret emotions in oneself and others. This has an impact on the capacity to build empathy and to function effectively in environments where the ability to interpret emotions is important. The higher the better for this measure.

Recognising and Interpreting Emotions		Score	Meaning
Recognising Emotions	High is better	25	Very Low

Recognising Emotions Risk: High Options are Low, Medium, High - High risk is better

Optimism and the Ability to Self Regulate Emotions

To be considered to be genuinely high in emotional intelligence a person must be able to manage his or her own emotions. People who can do so are able to pick themselves up when they are down and tend to take an optimistic perspective on their lives. People who have a low capacity to do this tend to depend on others to be lifted out of sadness or other negative emotions. This has a significant impact on issues such as leadership, customer service, and the capacity to contribute to corporate culture.

Ability to Self Regulate Emotions		Score	Meaning
Self regulate emotions	High is better	38	Low

Ability to Self Regulate Emotions: Medium Options are Low, Medium, High - High risk is better

Using Emotions for Decision Making

The third characteristic for emotional intelligence is the degree to which people factor emotions into their decision making. Unlike the two characteristics above, it cannot be said that a high score is always best. For instance, if you seek rational decision making for a particular role a high score on this dimension is a potential concern.

Using Emotions for Decision Making		Score	Meaning
Using Emotions for Decision Making	Depends on Job	38	Low

Prediction of Engagement

Below is a prediction of how likely it is that the candidate assessed will be highly engaged in their work. We define engagement in the contemporary sense of the term (eg. Bakker 2011). In this definition the engaged employee brings:

- A sense of energy and vigour to their work,
- High levels of dedication and commitment,
- High levels of absorption in their work so that time passes quickly.

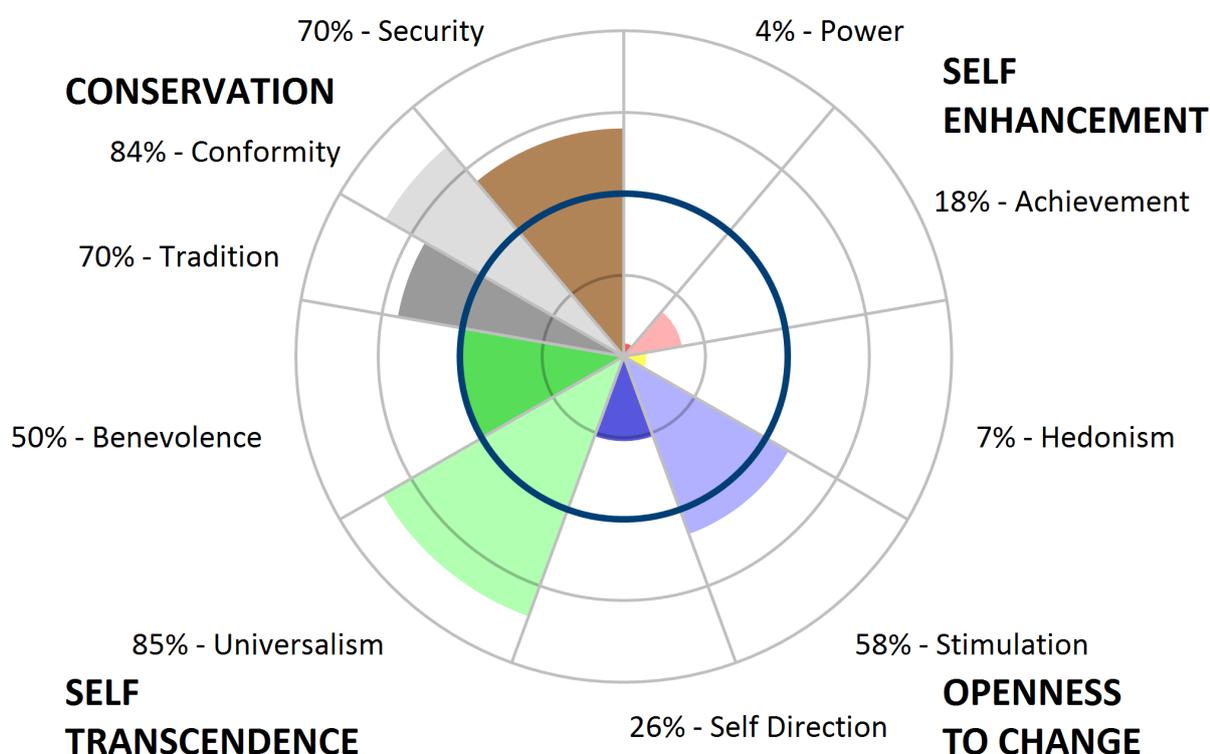
Employees who are highly engaged can be shown on average to be more productive, create greater customer and client satisfaction and contribute to a number of other organizational positives, such as higher levels of discretionary effort and lower levels of negative behaviours. Engagement levels are affected by the leadership which staff members experience in their organization, but research also shows that engagement is up to 30% caused by a combination of a person's personality and value set as confirmed in a substantial research project completed by SACS in late 2014. Knowing an employee's predisposition to engagement before they are hired is valuable knowledge. The score for engagement below is a prediction based on a mathematical model developed from the above research project and is based on the candidate's personality and values scores.

Prediction of Engagement		Score	Meaning
Engagement	High is better	42	Low

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.