

The Orion System Profile

Applicant

Name: **Tony Smith**
Company: **AB & C Company**
Store #: **0001**
Phone Number: **450-645-5320**
Survey Scored: **07/13/2016 at 11:10 AM**

Validity Index

Level 1 - Low Risk

The subject has a validity index located in Level 1 and is within acceptable limits.

Occasionally a positive area and a negative area may appear contradictory. However, a closer reading of these finely defined statements will reveal a distinct difference.

Positive Areas

Workplace Drug Use Attitudes

- Believes any drug use reflects negatively upon an employer.
- Disapproves of the use of marijuana.

Organizational Attitudes

- Won't criticize the company to others.
- Believes an employee is an important part of a big company.

Supervisory Attitudes

- Follows superior's orders closely.
- Believes management should admit mistakes to employees.
- Follows rules consistently.
- Offers no excuses for underachievement.
- Tends to accept supervision well.
- Takes orders well.
- Shows patience with people.
- Won't over-supervise.

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 he is not.

Negative Areas

Workplace Drug Use Attitudes

- Has tendencies toward a permissive attitude regarding 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 permissive attitude toward unexplained absences.

Comparative Analysis of Attitudes

When the responses of **Tony Smith** are analyzed and/or compared with other subjects with like or similar responses, the following general observations can be made:

Supervisory Attitudes: Above Average

(Does the subject accept supervision well?)

(Does the subject have acceptable supervisory potential?)

Work Attitudes: Average

(Views on tardiness and absenteeism)

Workplace Drug Use Attitudes: Low Risk

Workplace Theft Attitudes: Low Risk

Prospects for Long-Term Employment: Above Average

Customer Service: Below Average

Safety and Risk Avoidance: Medium Risk - Counsel Level Two

Counsel Level Two - This applicant should be counseled regarding safety and risk avoidance issues. Refer to the applicant's responses to the questions identified for post-survey interview in the safety and risk avoidance area.

Follow-Up Suggestions

None.

Post-Survey Interview

Tony Smith should be asked the following questions:

Supervisory Attitudes

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

8. When promoting, merit (good 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**?

21. 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 **Totally Disagree**?

44. A person who takes \$5.00 a year from his/her employer is a thief.

EXPLANATION

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Are there different degrees of thievery?

Customer Service

Why did you answer the following question with **Strongly Agree**?

72. The days of 'the customer is always right' are over.

EXPLANATION

ACCEPTABLE

MARGINAL

UNACCEPTABLE

What do you think is the best way to treat a customer?

Workplace Safety Attitudes

Why did you answer the following question with **Strongly Agree**?

58. In previous jobs I gave up some safety considerations in order to work faster.

EXPLANATION

ACCEPTABLE

MARGINAL

UNACCEPTABLE

What kind of safety considerations did you give up? Why did you feel you needed to work faster?

Workplace Safety Attitudes

Why did you answer the following question with **Strongly Agree**?

60. In previous jobs I took safety risks at work, but I usually knew what I was doing.

EXPLANATION

ACCEPTABLE

MARGINAL

UNACCEPTABLE

When do you think it is reasonable to take safety risks?

Workplace Safety Attitudes

Why did you answer the following question with **Strongly Agree**?

62. In previous jobs I've been cautioned about safety violations I have committed.

EXPLANATION

ACCEPTABLE

MARGINAL

UNACCEPTABLE

Can you give me some examples of your previous safety violations?

Workplace Safety Attitudes

Why did you answer the following question with **Strongly Agree**?

64. In previous jobs I have violated safety rules at work, but no one was ever hurt.

EXPLANATION

ACCEPTABLE

MARGINAL

UNACCEPTABLE

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