

# 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 does not appear to be attempting to alter the results of the survey.

## Self-Assessments

The subject has made the following self-assessments:

- Gave up some safety considerations in order to work faster in previous jobs.
- Took safety risks at work in previous jobs.
- Has been cautioned about safety violations committed in previous jobs.

## Attitudes

|                                     |  |
|-------------------------------------|--|
| Supervisory Attitudes:              | <b>Above Average</b>                   |
| Work Attitudes:                     | <b>Average</b>                         |
| Workplace Drug Use Attitudes:       | <b>Low Risk</b>                        |
| Workplace Theft Attitudes:          | <b>Low Risk</b>                        |
| Prospects for Long-Term Employment: | <b>Above Average</b>                   |
| Customer Service:                   | <b>Below Average</b>                   |
| Safety and Risk Avoidance:          | <b>Medium Risk - Counsel Level Two</b> |

**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.

## Post-Survey Interview

| <u>Response</u>        | <u>Question</u>   |
|------------------------|---|
| Totally Disagree       | 8. When promoting, merit (good job performance) should be given more weight than seniority.     |
| Very Strongly Disagree | 21. A majority of individuals succeed in business by performing their job in a superior manner. |

|                  |  |
|------------------|--|
| Totally Disagree | 44. A person who takes \$5.00 a year from his/her employer is a thief.   |
|                  | <u>Follow-Up:</u><br>Are there different degrees of thievery?  |
| Strongly Agree   | 72. The days of 'the customer is always right' are over.   |
|                  | <u>Follow-Up:</u><br>What do you think is the best way to treat a customer?  |
| Strongly Agree   | 58. In previous jobs I gave up some safety considerations in order to work faster.                                   |
|                  | <u>Follow-Up:</u><br>What kind of safety considerations did you give up? Why did you feel you needed to work faster? |
| Strongly Agree   | 60. In previous jobs I took safety risks at work, but I usually knew what I was doing.                               |
|                  | <u>Follow-Up:</u><br>When do you think it is reasonable to take safety risks?  |
| Strongly Agree   | 62. In previous jobs I've been cautioned about safety violations I have committed.                                   |
|                  | <u>Follow-Up:</u><br>Can you give me some examples of your previous safety violations?                               |

The Orion System is a pre-employment survey of an applicant's opinions concerning relevant subjects. The Orion System is not intended, nor should it ever be used, as the sole determining factor in hiring the most qualified applicant.

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