



**CONFIDENTIAL INFORMATION
FOR USE ONLY BY AUTHORIZED INDIVIDUALS**

Report of ERI® Results For 101-45-9552
Questionnaire Number : 05000121
Position: Food Server
Date Scored: 12/29/99 15:59:14

SAMPLE PREFERRED PROFILE STANDARD INTERPRETIVE REPORT (B)

In order to maximize proper use, accuracy, confidentiality, and security, Bay State Psychological Associates, Inc. (BSPA) requires that only properly trained and authorized individuals have access to ERI® documentation, materials, and results. To ensure all of these requirements, it is necessary that the administration, scoring, interpretation, and use of ERI® results be restricted to those individuals in your organization who:

- 1) Have read and have been fully trained to administer, score, interpret, and use the ERI® according to the Procedures and Instructions contained in the *ERI® User's Manual*, as well as any subsequent revisions or updates, which may have been sent to you by BSPA.
- 2) Have been authorized by your organization to make use of ERI® procedures and results.

Limitations To The Use Of The ERI®

- 1) The ERI® was developed and validated to be used as a pre-employment assessment tool. It is to be used for the assessment of new job applicants. *Under no circumstances should the ERI® be administered to current employees, or used for any purpose other than as an aid in the pre-employment selection process.*
- 2) The ERI® is not designed to reveal, nor should it be used for the purpose of revealing, the existence, nature, or severity of a disability, as defined under the Americans With Disabilities Act (ADA) and EEOC regulations.
- 3) The decision to hire or not hire a specific applicant should not be based solely on the applicant's ERI® scores. *Hiring decisions should be based on a review of ALL information collected during the conduct of the total selection process.* In addition, because of the variability inherent in any type of scores, small differences in results should never be the basis for making decisions about candidates or for comparing candidates.
- 4) Laws regarding questionnaires such as the ERI® vary from state to state. Users are responsible for the monitoring of any such laws.

The following results are based upon the analysis of the candidate's pattern of responses to the 81-item questionnaire.

If you have questions regarding any aspect of administration, scoring, or interpretation of the ERI® please call ERI® technical support at (617) 367-8400 or if outside the 617 area, (800) 438-2772.



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Likelihood of Unreliable Behavior

SCALE	Likelihood of Unreliable Behavior							
	Lowest						Highest	
	ZONE 1		ZONE 2		ZONE 3		ZONE 4	
	A	B	A	B	A	B	A	B
Freedom From Disruptive Alcohol Or Illegal Drug Use	[Hatched bar]		[Hatched bar]		[Hatched bar]			
Courtesy	[Hatched bar]		[Hatched bar]		[Hatched bar]		[Solid black bar]	
Emotional Maturity	[Hatched bar]		[Hatched bar]		[Hatched bar]		[Solid black bar]	
Conscientiousness	[Hatched bar]		[Hatched bar]		[Hatched bar]			
Trustworthiness	[Hatched bar]		[Hatched bar]		[Hatched bar]			
Job Commitment	[Hatched bar]		[Hatched bar]		[Hatched bar]		[Solid black bar]	
Safe Job Performance	[Hatched bar]		[Hatched bar]		[Hatched bar]			

Company's Preferred Profile [Hatched bar]

Applicant's Profile [Solid black bar]



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SCALES OUTSIDE THE PREFERRED PROFILE

Courteous Job Performance - This scale assesses the likelihood that an applicant's interactions with customers will be characterized by a high level of courtesy and commitment to service.

The candidate answered the questionnaire statements similarly to individuals whose work performance has been characterized by behaviors such as being cynical, avoiding pressure and hard work, or having difficulty in relating comfortably to strangers.

Emotional Maturity - This scale assesses the likelihood that an applicant's work performance will be characterized by mature behavior, and that it will not be disrupted by personality traits such as irresponsibility, poor judgment, difficulty in working cooperatively with others, poor frustration tolerance, or poor impulse control.

It is important to emphasize that this scale does not assess, nor should it be used to assess, for the presence of a mental or psychological impairment or disorder, or an applicant's general physical or psychological health.

The candidate answered the questionnaire statements similarly to individuals whose work performance has been characterized by behaviors such as poor judgment, impulsivity, and difficulty in dealing with frustration.

Long Term Job Commitment - This scale assesses the likelihood that an applicant will be involved, and will make a long term commitment to the job.

The candidate answered the questionnaire statements similarly to individuals whose work performance has been characterized by behaviors such as a lack of involvement in the job, a lack of long term goals, or a lack of commitment to doing a high quality job.