



**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 NORMAL PROFILE EXTENDED INTERPRETIVE REPORT (I)

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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EXTENDED INTERPRETIVE REPORT

Freedom From Disruptive Alcohol and Illegal Drug Use - A

This scale assesses the likelihood that a candidate's work performance will be reliable, in that if the person uses alcohol or illegal drugs, his/her performance will not be disrupted by behaviors such as inattentiveness, unauthorized absence/lateness, failing to follow through on assignments, or other inappropriate work behaviors.

It is important to emphasize that this scale does not assess the extent of prior or current alcohol or illegal drug use. Similarly, it is not designed to reveal, nor should it be used for the purpose of revealing, the existence, nature, or severity of a disability.

2-B

This is a good score. The candidate answered the questionnaire statements similarly to individuals whose work performance has not been disrupted by behaviors such as inattentiveness, unauthorized absence/lateness, failing to follow through on assignments, or other inappropriate work behaviors.. The candidate's score on this scale is poorer than 37% of job candidates. . This suggests that if the candidate uses alcohol or illegal drugs, there is a reasonably good likelihood that job performance will not be disrupted by such use.

Courtesy - C

This scale assesses the likelihood that a candidate's work performance will be reliable in that it will be characterized by a high level of courtesy and commitment to service.

3-B

The candidate's score on this scale is poorer than 80% of job candidates. This suggests that if the candidate will be interacting with customers/guests, these interactions may not be characterized by a high level of courtesy and customer service. For this reason, you should use the structured follow-up questions for the C scale during interviews and reference checks to further clarify/confirm this possibility.

In general, candidates who get poorer scores on this scale tend to have the following personality characteristics: (1) Being cynical, outspoken, and liking to avoid pressure or hard work; (2) Feeling discontented, dull, and having difficulties relating to strangers; and (3) Avoidance of interacting with or being involved with other people; (4) Rigid inflexibility. During interviews and reference checks you should ask additional questions which can help you determine whether or not these particular personality characteristics are present in this candidate. This represents an additional technique for clarifying/confirming the accuracy of the candidate's score on this scale.



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Emotional Maturity - E

This scale assesses the likelihood that a candidate's work performance will be reliable, in that it will be characterized by mature behavior, and that it will not be disrupted due to the presence of maladaptive personality traits such as irresponsibility, poor judgement, 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.

3-A

The candidate's score on this scale is poorer than 78% of job candidates. This suggests there is an above average likelihood that job performance may be disrupted by maladaptive personality traits such as irresponsibility, poor judgement, difficulty in working cooperatively with others, poor frustration tolerance, or poor impulse control. For this reason, you should use the structured follow-up questions for the E scale during interviews and reference checks to further clarify this possibility.

In general, candidates who get poorer scores on this scale tend to have the following personality characteristics: (1) The presence of maladaptive personality traits; (2) Frequently fluctuating self esteem; and (3) Pervasive denial of any form of frustration or inner conflict. During interviews and reference checks you should ask additional questions which can help you determine whether or not these particular personality characteristics are present in this candidate. This represents an additional technique for clarifying/confirming the accuracy of the candidate's score on this scale.

Conscientiousness - F

This scale assesses the likelihood that a candidate will perform on the job in a conscientious manner, will follow rules and procedures, and will not be fired work performance will be reliable, in that it will be characterized by mature behavior, and will not be fired.

2-B

The candidate's score on this scale is poorer than 69% of job candidates. This suggests there is a moderate likelihood that job performance will be characterized by an acceptable level of conscientiousness and compliance with rules and procedures.



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Trustworthiness - H

This scale assesses the likelihood that a candidate will perform on the job in a trustworthy manner.

2-B

The candidate's score on this scale is poorer than 67% of job candidates. This suggests there is a moderate likelihood that job performance will be characterized by an acceptable level of trustworthiness.

Long Term Job Commitment - Q

This scale assesses the likelihood that a candidate will make a long term commitment to the job and will not quit shortly after being hired.

3-A

The candidate's score on this scale is poorer than 82% of job candidates. This suggests there is a below average likelihood that job performance will be characterized by an acceptable level of long-term job commitment. For this reason, you should use the structured follow-up questions for the Q scale during interviews and reference checks to further clarify this possibility.

In general, candidates who get poorer scores on this scale tend to have the following personality characteristics: (1) Experiencing personal feelings of dullness and a lack of involvement in one's life and society; (2) Having a hedonistic outlook (living for the pleasure of the moment); and (3) Avoidance of personal involvement, challenge, or complexity. During interviews and reference checks you should ask additional questions which can help you determine whether or not these particular personality characteristics are present in this candidate. This represents an additional technique for clarifying/confirming the accuracy of the candidate's score on this scale.

Safe Job Performance - S

This scale assesses the likelihood that a candidate will perform on the job in a safe manner and will not have a significant on-the-job accident.

2-B

This is a good score. The candidate's score on this scale is poorer than 46% of job candidates. This suggests there is a reasonably good likelihood that the candidate will perform on the job in a safe manner.