



**Employee Reliability Inventory
Screening System
POSITION PROFILING WORKSHEET - 2 COLORS**

| ERI® Scales | Behavior Assessed |
|--|--|
| <i>Freedom From Disruptive Alcohol and Illegal Drug Use (A)</i> | <p>This scale assesses the likelihood that an applicant's work performance will be reliable in that the applicant's work performance will not be disrupted by inattentiveness, unauthorized absence/lateness, failing to follow through on assignments and other inappropriate work behaviors.</p> <p>A poor score on this scale suggests that behaviors such as inattentiveness, unauthorized absence/lateness, or failing to follow through on assignments, <i>may</i> be a problem if the applicant is hired.</p> |
| <i>Courtesy (C)</i> | <p>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.</p> <p>A poor score on this scale suggests that behaviors such as being cynical, avoiding pressure and hard work, or having difficulty in relating comfortably to strangers, <i>may</i> be a problem if the applicant is hired.</p> |
| <i>Emotional Maturity (E)</i> | <p>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.</p> <p>A poor score on this scale suggests that behaviors such as poor judgment, impulsivity, and difficulty in dealing with frustration, <i>may</i> be a problem if the applicant is hired.</p> |
| <i>Conscientiousness (F)</i> | <p>This scale assesses the likelihood that an applicant will perform on the job in a productive and conscientious manner.</p> <p>A poor score on this scale suggests that behaviors such as being loud and outspoken, or being somewhat bitter and alienated, <i>may</i> be a problem if the applicant is hired.</p> |
| <i>Trustworthiness (H)</i> | <p>This scale assesses the likelihood that an applicant will perform on the job in a trustworthy manner and will not engage in various forms of untrustworthy behavior.</p> <p>A poor score on this scale suggests that behaviors such as behaving unreliably, or behaving in an untrustworthy manner, <i>may</i> be a problem if the applicant is hired.</p> |
| <i>Long-Term Job Commitment (Q)</i> | <p>This scale assesses the likelihood that an applicant will be involved, and will make a long-term commitment to the job.</p> <p>A poor score on this scale suggests that 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, <i>may</i> be a problem if the applicant is hired.</p> |
| <i>Safety (S)</i> | <p>This scale assesses the likelihood that an applicant will perform on the job in a safe manner and will not have a significant on-the-job accident.</p> <p>A poor score on this scale suggests that behaviors such as having difficulty in dealing with pressure and conflict at work, and not noticing or not reacting effectively to potentially unsafe situations, <i>may</i> be a problem if the applicant is hired.</p> |



Employee Reliability Inventory Screening System

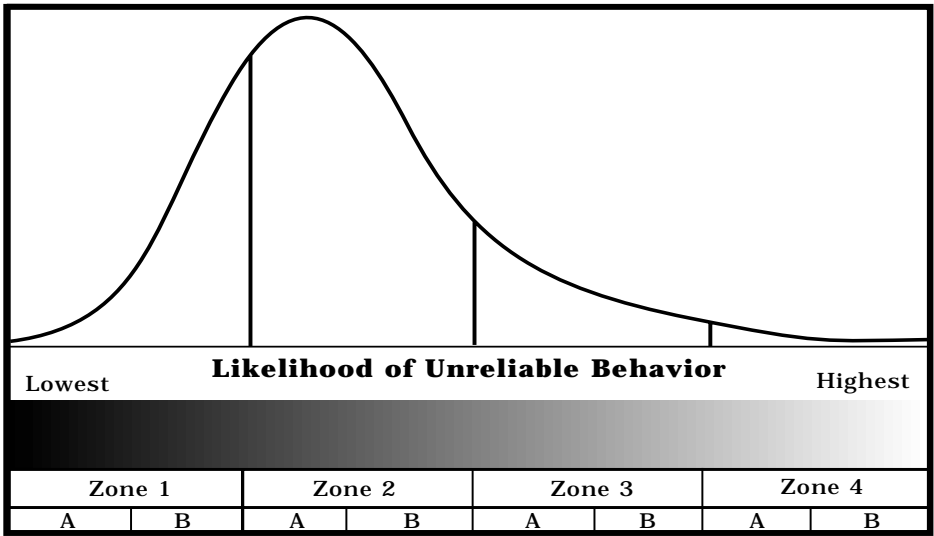
POSITION PROFILING WORKSHEET - 2 COLORS

Position Being Evaluated: _____ Date of _____
 Evaluator's Name: _____ Evaluation: _____

Directions

Using the following guidelines, please profile this position in terms of how important each of the seven behavioral scales of the ERI[®] is for productive and reliable performance on the job: (1) the description of each of the seven ERI[®] scales on the other side of this form; and (2) the modified "bell-shaped" curve below, showing the approximate frequency distribution of ERI[®] scores, obtained by the general population of job applicants. These should help you to balance two critical factors in creating the profile: (1) the desire to maximize the productivity and reliability of your work force by setting demanding criteria; and (2) the need to have a sufficiently large applicant pool from which to choose, in order to retain a reasonable degree of flexibility in making hiring decisions.

Key:
 G = Recommended Zone
 Y = Further Inquiry Required, with appropriate follow-up questions



SAMPLE ⇒

| ERI [®] SCALE | ZONE 1 | | ZONE 2 | | ZONE 3 | | ZONE 4 | |
|------------------------|--------|---|--------|---|--------|---|--------|---|
| | A | B | A | B | A | B | A | B |
| A | G | G | G | G | G | Y | Y | Y |
| C | G | G | G | Y | Y | Y | Y | Y |
| E | G | G | G | Y | Y | Y | Y | Y |
| F | G | G | G | G | Y | Y | Y | Y |
| H | G | G | Y | Y | Y | Y | Y | Y |
| Q | G | G | G | G | G | Y | Y | Y |
| S | G | G | G | G | G | G | Y | Y |

YOUR EVALUATION ⇒

| ERI [®] SCALE | ZONE 1 | | ZONE 2 | | ZONE 3 | | ZONE 4 | |
|------------------------|--------|---|--------|---|--------|---|--------|---|
| | A | B | A | B | A | B | A | B |
| A | | | | | | | | |
| C | | | | | | | | |
| E | | | | | | | | |
| F | | | | | | | | |
| H | | | | | | | | |
| Q | | | | | | | | |
| S | | | | | | | | |