



# Correctional Officer Work Habits Profile

Ginger Rogers

Date and Time Started: 08/18/2019 7:28 PM  
Date and Time Completed: 08/18/2019 7:31 PM  
Total Administration Time: 3 minutes

Candidate ID: 177806  
Email: gphelps@roadrunner.com  
Job Title Applying For: n/a

Organization: Iowa DOC  
Requested By: Diana Clarke (info@hirerighttesting.com)

To ensure you are obtaining the full benefits available to you from the use of this assessment, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the assessment results.

While this assessment was designed to help assess various aspects of personality and/or skills, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

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## What this Assessment Measures

The HR Testing Library offers employers the ability to create assessments that measure the specific skills and behavioral dispositions required of any job. This "custom" approach to talent assessment ensures organizations are only testing for those skills and behaviors that are relevant to the job, therefore increasing validity while at the same time reducing test administration time significantly.

Based on a careful evaluation of the job being filled and a review of the assessments offered through the HR Testing Library, the following skills and/or behaviors were selected as important for job success.

The areas assessed by this Profile are:

Organization	Organization measures the degree to which the individual is organized, structured and thoughtful about his/her work.
Reliability 5	Reliability measures the degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of his/her work.
Responsibility 5	Responsibility measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.
Rules Compliance 5	Rules Compliance measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier) and positions of authority (security guards, police officers).
Safety 5	Safety measures the degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents. These characteristics are appropriate for jobs that involve the use of equipment (e.g., tools, forklifts, machinery), including jobs in warehouse, production, assembly and light industrial settings.

## Candidness of the Correctional Officer Work Habits Profile Results

This Profile includes a candidness check to determine the degree to which the individual may have exaggerated his/her responses in order to present themselves more favorably. The results of this validity check with interpretation is presented on the following page.

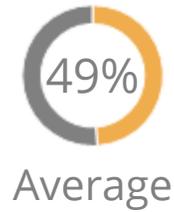
## Interpreting the Profile Results

The following page also presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.



## Total Score Summary



### Total Score Interpretation

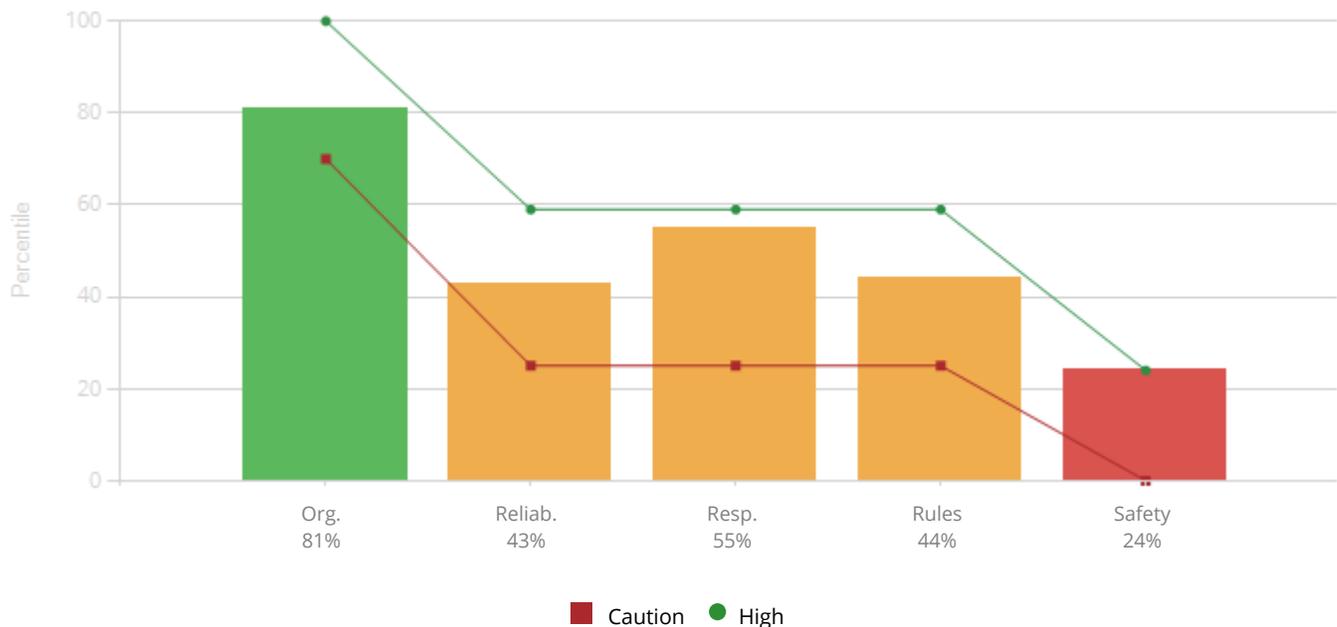
This candidate's total Profile score falls within the Average range. This candidate generally demonstrates average to moderate levels of the behaviors/skills assessed by this Profile. Review the individual scale details to better understand strengths and potential shortcomings. The candidate's total score is consistent with that of most other candidates.

### Score Validity

**Candidness:** Moderate: While some of the candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors, others may be somewhat exaggerated in order to present themselves more favorably. Most candidates will score in this range. Follow-up interview questions are recommended to corroborate high scores.



### Score Profile



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.



## Organization



### Score Details

Organization measures the degree to which the individual is organized, structured and thoughtful about his/her work.

Ginger Rogers scored in the 81st percentile on Organization (High), meaning Ginger scored better than 81 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Organization behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Organization.



### Expected Job Behaviors

- Is organized and structured.
- Is conscientious.
- Consistently establishes priorities and contingency plans.
- Dislikes disorganization.



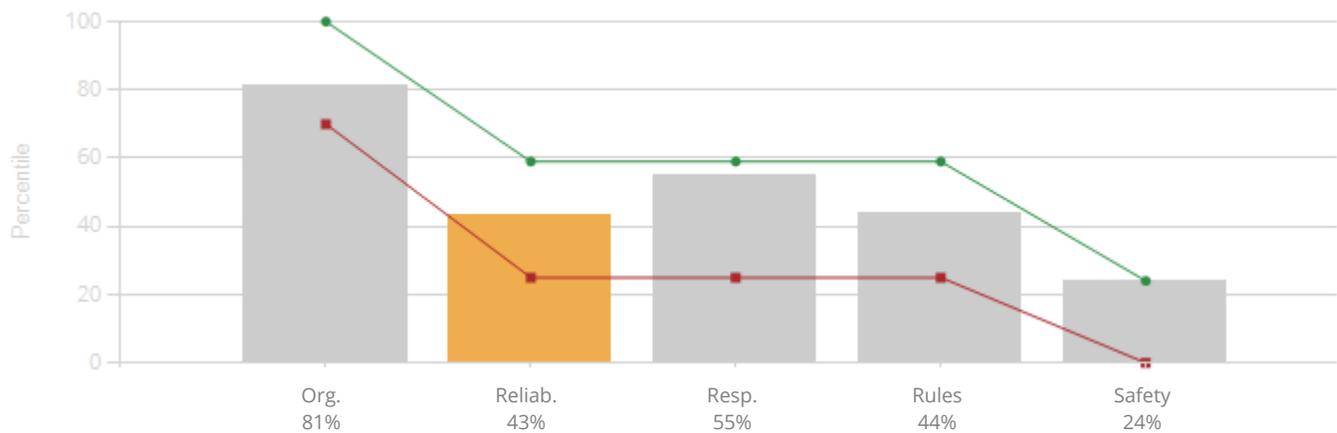
## Reliability 5



### Score Details

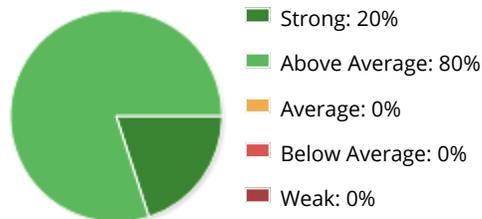
Reliability measures the degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of his/her work.

Ginger Rogers scored in the 43rd percentile on Reliability 5 (Average), meaning Ginger scored lower than 57 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Reliability 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Reliability 5.



### Expected Job Behaviors

- This individual is generally dependable and plans ahead from time to time.
- On occasion, work responsibilities may require some follow-up
- This individual's reliability score is consistent
- The quality of his/her work is satisfactory.
- Is moderately organized.



## Responsibility 5



### Score Details

Responsibility measures the degree to which the individual is likely to be dependable, stable, takes responsibility for his/her actions and as a result, is not likely to have attendance problems. This characteristic is appropriate for all jobs.

Ginger Rogers scored in the 55th percentile on Responsibility 5 (Average), meaning Ginger scored better than 55 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Responsibility 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Responsibility 5.

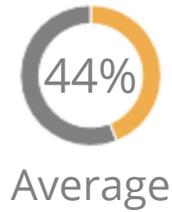


### Expected Job Behaviors

- This individual is generally dependable.
- Usually takes responsibility for his/her actions, although at times, may blame outside factors for poor performance.
- Th
- Exhibits satisfactory levels of performance.
- Can generally be counted on to get the job done.



## Rules Compliance 5



### Score Details

Rules Compliance measures the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management. This characteristic is appropriate for most, if not all jobs, with special emphasis on jobs requiring much trust (e.g., bank teller, cashier) and positions of authority (security guards, police officers).

Ginger Rogers scored in the 44th percentile on Rules Compliance 5 (Average), meaning Ginger scored lower than 56 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Rules Compliance 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Rules Compliance 5.



### Expected Job Behaviors

- This individual may bend the rules here and there.
- May be tempted at times to not follow directives if they strongly disagree with them.
- May follow the more obvious rules and policies in place but may be tempted to take short cuts when possible.
- This indi



## Safety 5



Caution

### Score Details

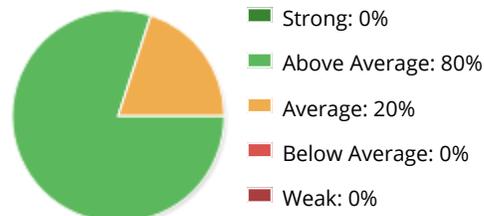
Safety measures the degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents. These characteristics are appropriate for jobs that involve the use of equipment (e.g., tools, forklifts, machinery), including jobs in warehouse, production, assembly and light industrial settings.

Ginger Rogers scored in the 24th percentile on Safety 5 (Caution), meaning Ginger scored lower than 76 percent of other candidates who have completed this assessment.



### Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Safety 5 behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Safety 5.



### Expected Job Behaviors

- This individual is not very safety conscious.
- Is not very conscientious or thoughtful about the manner in which his/her work is conducted.
- Does not make an effort to ensure his/her work is always done in a safe manner.
- At times, tends to take unnecessary



# Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

## Organization

- This individual values being organized and structured and expects those around him/her to be the same. Therefore, if these behaviors are valued, they should be rewarded.
- Try to let him/her set their own priorities and structured way of doing things. He/sh



- Organization 81%
- Reliability 5 43%
- Responsibility 5 55%
- Rules Compliance 5 44%
- Safety 5 24%

## Reliability 5

- This individual may need some supervision and an occasional push to be more organized, and thoughtful about his/her work.
- He/she should be guided when developing training plans and setting goals.
- The importance of consistency, punctuality and reliability



- Organization 81%
- Reliability 5 43%
- Responsibility 5 55%
- Rules Compliance 5 44%
- Safety 5 24%

## Responsibility 5

- Candidates who score in this range may need some supervision at times to ensure responsible/dependable behavior.
- If he/she exhibits less than responsible behaviors, point it out to him/her and stress their importance.
- The importance of taking responsib



- Organization 81%
- Reliability 5 43%
- Responsibility 5 55%
- Rules Compliance 5 44%
- Safety 5 24%



## Rules Compliance 5

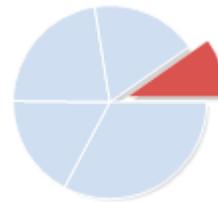
- Supervise him/her on occasion to ensure directives are being followed.
- Offer recognition when he/she follows management's directives particularly when you know he/she has other views.
- Have policies in place for those who break the rules and enforce them c



- Organization 81%
- Reliability 5 43%
- Responsibility 5 55%
- Rules Compliance 5 44%
- Safety 5 24%

## Safety 5

- When he/she demonstrates safety conscious behavior, offer praise and recognition to reinforce the behavior.
- Make sure rules and regulations that pertain to safety issues are thoroughly explained and understood. This should be mandatory for this individua



- Organization 81%
- Reliability 5 43%
- Responsibility 5 55%
- Rules Compliance 5 44%
- Safety 5 24%



## Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

### Organization

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.

### Reliability 5

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.

### Responsibility 5

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.



## Rules Compliance 5

The candidate responded positively to all questions in this scale, therefore follow-up questions are not provided for this dimension.

## Safety 5

**Question:**

Describe work situations when you have engaged in risky behaviors rather than playing it safe.

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

Sum of Ratings

Number of Questions Rated

Average Rating

(Sum of all ratings divided by the number of questions rated.)

