



Public
Safety &
Security

Hilson Background Investigation Inventory-Revised Report

Alex A Sample

October 12, 2011

CONFIDENTIAL

Critical Items for Follow-up Evaluation

The following endorsed item(s) may provide useful leads for follow up interviews and/or further investigations. Since individual items may have been endorsed in error, they should not be used alone as a basis for making decisions, and should be verified by the tested individual and/or by outside sources whenever possible.

Temper/Anger Control

- 45. At least once since the age of 20, I have hit someone in order to defend myself. (T)
- 154. I feel safe on the street when I carry a weapon. (T)

Work Related Problems

- 235. I have been accused of using unnecessary force on the job. (T)

Antisocial Behaviors

- 115. I have driven a car in the street even though I did not have a license at the time. (T)
- 128. I have been out with friends when they wrote on walls or damaged property. (T)

Firearms Interest

- 170. I have owned more than one gun at a time. (T)
- 176. I enjoy handling and using guns. (T)

Safety Issues

- 194. I have been involved in a car accident while driving. (T)

Critical Item Total = 8

Psychologist's Rating Prediction

The IS5 prediction of a psychologist's rating is a prediction of the job performance risk rating a psychologist would assign to a job candidate after administering an independent battery of tests. In a research study, psychologists with no access to the IS5 results rated individuals as either "Low-Medium Risk" or "High Risk-Do Not Recommend". Fisher's linear discriminant function equations were developed utilizing IS5 scale scores in order to predict the risk category assigned by the psychologist.

In order to generate the predictions below, this individual's IS5 scale scores were entered into the equations developed for each rating category. Equation totals were compared and the equation with the highest total was selected to make the prediction (see asterisk below):

- * Low-Medium risk for future performance difficulty
- High risk for future performance difficulty

Low-Medium Risk for Future Performance Difficulty:

In a validation study of 397 candidates, 94% of the candidates receiving this IS5 "Low-Medium Risk" rating were also independently rated as "Low-Medium Risk" by the psychologist. Only 6% of the IS5 "Low-Medium Risk" candidates were rated "High Risk-Do Not Recommend" by the independent psychologist.

NOTE: In this study (n=397), 78.8% of all candidates tested were correctly classified by the IS5. In a cross validation study using 251 additional candidates, 77.7% were correctly classified by the IS5 regarding the psychologist's rating.

Prediction of Termination

The IS5 "prediction of termination from high risk jobs" is an estimate of the best prediction of termination found using the Inwald Personality Inventory (IPI). In a research study, IS5 scale scores were used to predict the presence or absence of more than ten IPI Critical Items and an IPI prediction of termination. This IPI combination of predictors has been found to be a useful indicator of future job failure.

In order to generate the predictions below, this individual's IS5 scale scores were entered into the equations developed for each of the two rating categories. Equation totals were compared and the equation with the highest total was selected to make the prediction (see asterisk below).

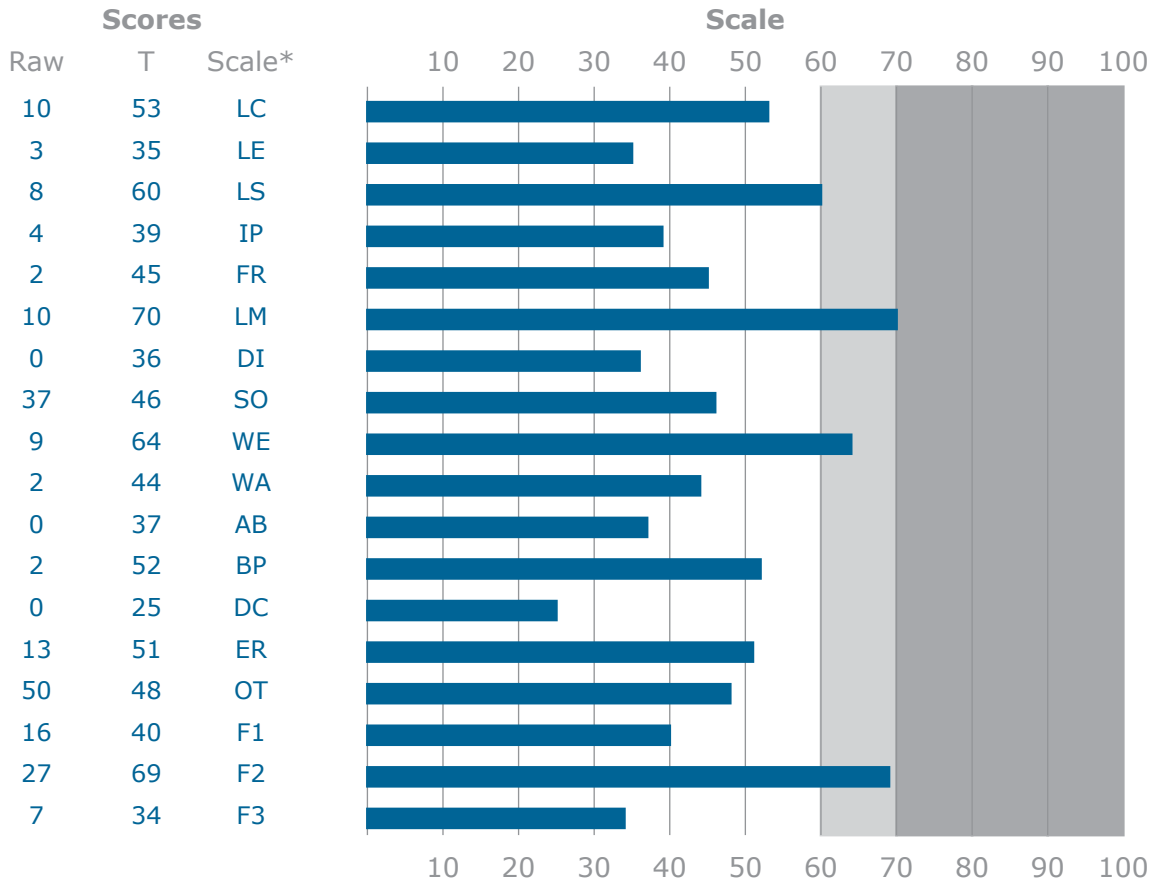
- * Low-Medium risk for termination
- High Risk for termination

Low-Medium Risk for Termination:

In a validation study of 454 candidates, 97% of the candidates receiving this IS5 "Low-Medium Risk" rating did not show the combination of the Inwald Personality Inventory (IPI) predictions for job failure. Only 3% of the IS5 "Low-Medium Risk" candidates were rated "High Risk" by the IPI critical items and termination prediction equations.

NOTE: In this study (n=454), 87.4% of all candidates tested were correctly classified by the IS5. In a cross-validation study using 290 additional candidates, 88.6% were correctly classified by the IS5 regarding the combination of more than 10 IPI Critical Items and a prediction of termination.

IS5 Profile Graph



Scores over 69T are 'significantly' elevated and point to areas for further exploration. Each scale over 69T falls outside the 'average range' and indicates the person tested has scored higher than 97.7% of the norming group.

Scores over 59T may point to areas for further exploration and indicate that the person tested has scored higher than 84.1% of the norming group.

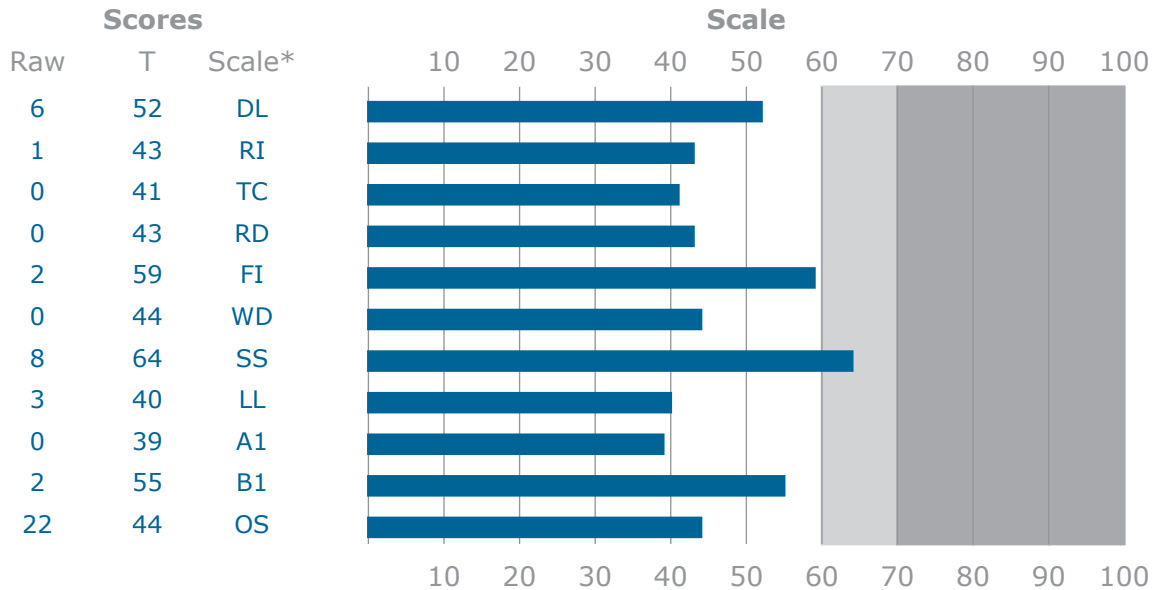
Scale

LC	Lack of Insight/Candor
LE	Leadership Avoidance
LS	Lack of Sensitivity
IP	Introverted Personality Style
FR	Frustration/Anger Patterns
LM	Lack of Competitive Motivation
DI	Distrust of Others
WE	Work Effort Concerns
WA	Work Adjustment Difficulties
AB	Attitudes: Antisocial Behaviors

Scale

BP	Behavior Patterns: Integrity Concerns
DC	Domestic Concerns (From IS5-R)
SO	Total Score: Lack of Service Orientation
ER	Total Score: Lack of Employee Reliability
OT	Overall Total: Lack of Svc. Orientation/ Empl. Reliability
F1	Factor I: Lack of Conscientiousness/ Reliability
F2	Factor II: Lack of Work Ethic
F3	Factor III: Lack of Social Initiative

IS2 Profile Graph



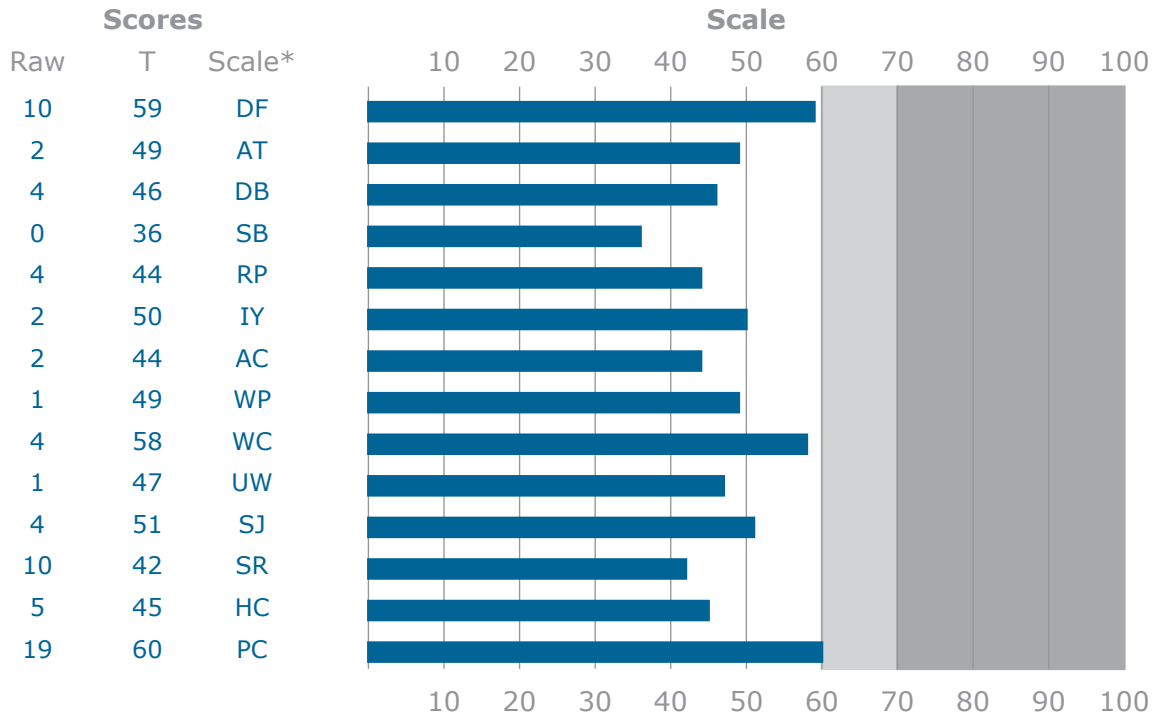
Scores over 69T are 'significantly' elevated and point to areas for further exploration. Each scale over 69T falls outside the 'average range' and indicates the person tested has scored higher than 97.7% of the norming group.

Scores over 59T may point to areas for further exploration and indicate that the person tested has scored higher than 84.1% of the norming group.

Scale

- DL Denial of Shortcomings
- RI Risk-Taking/Reckless Behavior
- TC Lack of Temper Control
- RD Reckless Driving/Safety Patterns
- FI Firearms Interest
- WD Work Difficulties
- SS Lack of Social Sensitivity
- LL Lack of Leadership Interest
- A1 Attitudes: Antisocial Behaviors
- B1 Behavior Patterns: Integrity Concerns
- OS Overall Score

HSRI Profile Graph



Scores over 69T are 'significantly' elevated and point to areas for further exploration. Each scale over 69T falls outside the 'average range' and indicates the person tested has scored higher than 97.7% of the norming group.

Scores over 59T may point to areas for further exploration and indicate that the person tested has scored higher than 84.1% of the norming group.

Scale	Content Area Descriptions	Scale	Content Area Descriptions
DF	Defensiveness Responses	WC	Lack of Work Ethic Concerns
AT	Safety Attitudes	UW	Undue Worry
DB	Driving Behaviors	SJ	Lack of Social Judgment
SB	Safety Behaviors	SR	Safety Risk
RP	Risk Taking Patterns	HC	Lack of Hostility Control
IY	Lack of Integrity Concerns	PC	Preparation Concerns
AC	Lack of Anger Control		
WP	Work Problems		

Item Printout

1	T	41	F	81	T	121	T	161	F	201	T	241	T	281	F
2	F	42	F	82	F	122	F	162	T	202	F	242	F	282	F
3	F	43	F	83	F	123	F	163	F	203	F	243	T	283	T
4	F	44	F	84	F	124	F	164	T	204	F	244	F	284	F
5	F	45	T	85	F	125	F	165	T	205	T	245	F	285	T
6	F	46	F	86	T	126	F	166	F	206	F	246	F	286	F
7	F	47	T	87	F	127	T	167	T	207	T	247	F	287	T
8	F	48	F	88	T	128	T	168	F	208	F	248	T	288	F
9	F	49	F	89	T	129	F	169	F	209	F	249	F	289	F
10	F	50	T	90	F	130	F	170	T	210	F	250	F	290	F
11	F	51	F	91	F	131	F	171	F	211	F	251	F	291	T
12	T	52	T	92	T	132	T	172	F	212	F	252	T	292	F
13	F	53	F	93	F	133	F	173	F	213	F	253	F	293	F
14	F	54	F	94	F	134	F	174	F	214	F	254	F	294	F
15	F	55	F	95	F	135	F	175	F	215	F	255	T	295	T
16	T	56	F	96	F	136	F	176	T	216	F	256	F	296	F
17	F	57	T	97	F	137	T	177	F	217	T	257	F	297	F
18	F	58	F	98	F	138	F	178	F	218	F	258	F	298	T
19	T	59	F	99	T	139	F	179	F	219	F	259	F	299	T
20	T	60	F	100	F	140	F	180	F	220	F	260	F	300	F
21	F	61	F	101	F	141	T	181	T	221	F	261	F	301	F
22	F	62	F	102	F	142	F	182	F	222	T	262	F	302	F
23	F	63	T	103	F	143	T	183	F	223	F	263	F	303	F
24	T	64	F	104	F	144	F	184	F	224	F	264	T	304	F
25	T	65	F	105	T	145	F	185	F	225	F	265	F	305	F
26	F	66	F	106	F	146	F	186	T	226	T	266	F	306	F
27	F	67	T	107	F	147	F	187	F	227	F	267	F	307	F
28	F	68	F	108	F	148	T	188	F	228	F	268	F	308	T
29	F	69	F	109	T	149	F	189	F	229	F	269	F	309	T
30	F	70	T	110	F	150	F	190	T	230	F	270	F		
31	F	71	T	111	F	151	F	191	F	231	F	271	F		
32	F	72	F	112	F	152	F	192	F	232	F	272	F		
33	F	73	F	113	T	153	F	193	F	233	T	273	T		
34	F	74	F	114	F	154	T	194	T	234	T	274	F		
35	T	75	F	115	T	155	T	195	F	235	T	275	F		
36	F	76	T	116	F	156	F	196	F	236	F	276	F		
37	F	77	F	117	F	157	T	197	F	237	F	277	F		
38	T	78	F	118	F	158	F	198	T	238	F	278	F		
39	F	79	F	119	F	159	F	199	T	239	F	279	T		
40	F	80	F	120	F	160	F	200	T	240	F	280	F		

Lack of Insight/Candor (LC)

7 F 16 T 25 T 44 F 76 T 100 F 112 F 125 F
153 F 162 T

Score = 10

Leadership Avoidance (LE)

2 F 47 T 147 F

Score = 3

Lack of Sensitivity (LS)

14 F 33 F 68 F 95 F 102 F 116 F 118 F 156 F

Score = 8

Introverted Personality Style (IP)

26 F 93 F 129 F 146 F

Score = 4

Frustration/Anger Patterns (FR)

* 45 T * 154 T

Score = 2

Lack of Competitive Motivation (LM)

10 F 28 F 51 F 59 F 80 F 104 F 121 T 135 F
148 T 151 F

Score = 10

Distrust of Others (DI)

Score = 0

Work Effort Concerns (WE)

15 F 31 F 46 F 58 F 69 F 79 F 119 F 130 F
140 F

Score = 9

Work Adjustment Difficulties (WA)

81 T 113 T

Score = 2

Attitudes: Antisocial Behaviors (AB)

Score = 0

Behavior Patterns: Integrity Concerns (BP)

* 115 T * 128 T

Score = 2

Domestic Concerns (DC)

Score = 0

Denial of Shortcomings (DL)

25 T 44 F 100 F 112 F 125 F 153 F

Score = 6

Risk-taking/Reckless Behavior (RI)

181 T

Score = 1

Lack Of Temper Control (TC)

Score = 0

Reckless Driving/Safety Patterns (RD)

Score = 0

Firearms Interest (FI)

* 170 T * 176 T

Score = 2

Work Difficulties (WD)

Score = 0

Lack of Social Sensitivity (SS)

14 F 33 F 68 F 95 F 102 F 116 F 118 F 156 F

Score = 8

Lack of Leadership Interest (LL)

2 F 47 T 179 F

Score = 3

Attitudes: Antisocial Behaviors (A1)

Score = 0

Behavior Patterns: Integrity Concerns (B1)

* 115 T * 128 T

Score = 2

Defensive Responses (DF)

7 F 16 T 25 T 44 F 76 T 100 F 112 F 125 F
153 F 162 T

Score = 10

Safety Attitudes (AT)

200 T 231 F

Score = 2

Driving Behaviors (DB)

* 194 T 218 F 263 F 291 T

Score = 4

Safety Behaviors (SB)

Score = 0

Risk Taking Patterns (RP)

* 154 T 181 T 279 T 287 T

Score = 4

Lack of Integrity Concerns (IY)

199 T 264 T

Score = 2

Lack of Anger Control (AC)

196 F 298 T

Score = 2

Work Problems (WP)

* 235 T

Score = 1

Lack of Work Ethic Concerns (WC)

31 F 119 F 130 F 140 F

Score = 4

Undue Worry (UW)

243 T

Score = 1

Lack of Social Judgment (SJ)

95 F 102 F 116 F 118 F

Score = 4

Omissions:

Total Omissions = 0

For the US and rest of the world, contact:



IPAT Inc.
PO Box 1188
Champaign, IL 61824-1188
USA

t 217 352 4739
t 800 225 4728
f 217 352 9674
custserv@ipat.com
www.ipat.com

For Europe, contact:



OPP Ltd.
Elsfield Hall
15-17 Elsfield Way
Oxford OX2 8EP
UK

t +44 (0)845 603 9958 (client services UK)
f +44 (0)1865 511 222
enquiry@opp.eu.com
www.opp.eu.com

© Copyright 2004, 2011 OPP Ltd, Elsfield Hall, 15-17 Elsfield Way, Oxford, OX2 8EP, UK. All rights reserved. Distributed, under license, by the Institute for Personality and Ability Testing, Inc. (IPAT). IPAT is a wholly-owned subsidiary of OPP Ltd.

Other than for the purpose of using IPAT's electronic assessment service, no portion of this publication may be translated or reproduced in whole or in part, stored in a retrieval system, or transmitted in any form or by any means (electronic, mechanical, photocopying, recording or otherwise) without the prior written permission of the copyright owner. This publication may not be resold, rented, lent, leased, exchanged, given or otherwise disposed of to third parties. Neither the purchaser nor any individual test user employed by or otherwise contracted to the purchaser may act as agent, distribution channel or supplier for this publication.

™ HBI-R is a trademark of OPP Ltd.

® OPP is a registered trademark of OPP Ltd in the European Community.