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# Hilson Career Satisfaction Index Report

**Jack A Sample**

**October 12, 2011**

**CONFIDENTIAL**

## Introduction

This report is intended to be used as an aid in assessing an individual's emotional adjustment and current work satisfaction. It is not intended for use as a final evaluative report regarding a person's ultimate job suitability, fitness for duty, or for making final promotional decisions. It has been developed with the purpose of providing relevant material to be further explored in individual interviews and investigations. These results are also intended to provide supportive material with regard to administrative decisions. It is expected that the results will be used as one component in a comprehensive evaluation procedure including other elements such as written tests, interviews, and investigations.

## Response Style

This individual was willing to admit to minor shortcomings suggesting that he was candid in responding to items on this test.

## Stress Patterns

Compared to others tested, this person falls within the average range with regard to risk for stress-related behavior patterns.

He does not admit to a large number of physical symptoms or minor illnesses that might adversely affect job performance. He does not appear to be overly concerned about his health, and may not be particularly prone to stress-related physical complaints or illnesses.

- \*\* Based on responses to this test, this individual shows evidence of substance abuse tendencies. He may be seen by others to be a heavy drinker or may use marijuana or other drugs on a regular basis. A history of periodic overindulgence may be discovered through a careful check of drinking and/or drug use habits. This individual is at risk for dependence on chemical substances in times of stress.
- \* There is some indication that this person may not have significant friendships and/or family relationships that can provide support in times of stress. If there are physical stress symptoms present, lack of a social support network may suggest further risk for stress-related difficulties.

## Anger/Hostility Patterns

- \* Some antisocial behaviors or antagonistic attitudes relating to work and/or supervisors were endorsed on this inventory.
- \* He has admitted to some disciplinary infractions or reprimands on the job. It is suggested that a further investigation be made to determine whether or not there exists a chronic pattern of job adjustment difficulties. If he is being considered for a position of responsibility or authority, a careful evaluation of past work performance is recommended.

This individual has endorsed items indicating that he does not excuse or justify behaviors such as petty theft at work or chronic lateness or absence. He does not appear to feel entitled to abuse privileges afforded to employees.

- \*\* According to item responses, he appears to be an impulsive, perhaps even resentful, person who tends to overreact and may become volatile at times. He may have difficulty controlling his temper when under stress. He may also believe that life is usually unfair and that self-serving motives are most appropriate. Anger and hostility may be expressed more frequently by this individual than by others who face similar situations. A careful check of recent work performance is strongly recommended before he is placed in a position of authority.

## Dissatisfaction with Career

While all of his work-related goals may not be met at this time, he appears to be fairly content with his general career progress.

This individual reported having at least an adequate relationship with his supervisor(s). Item endorsements suggest that either there are no major conflicts at work or that he is not willing to admit negative feelings towards his boss(es).

He does not admit to any serious problems in getting along with co-workers. Relationships with peers at work appear to be at least adequate.

Serious complaints about the emotional rewards of his current job were not expressed on this inventory. He has denied most items suggesting any strong desire to leave or to significantly change his employment situation. He may be generally content with his current job.

## 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.

### Stress Symptoms/Interpersonal Support

71. I have frequent headaches at least partly due to stress at work (T)

### Job Difficulties

16. I have had a formal disciplinary action or reprimand at work (T)

68. I have received a formal disciplinary action or reprimand at work within the last year (T)

132. I can do a lot more than my supervisors think I can do on this job (T)

### Temperament

36. I have been reprimanded or disciplined for overreacting to a situation at work (T)

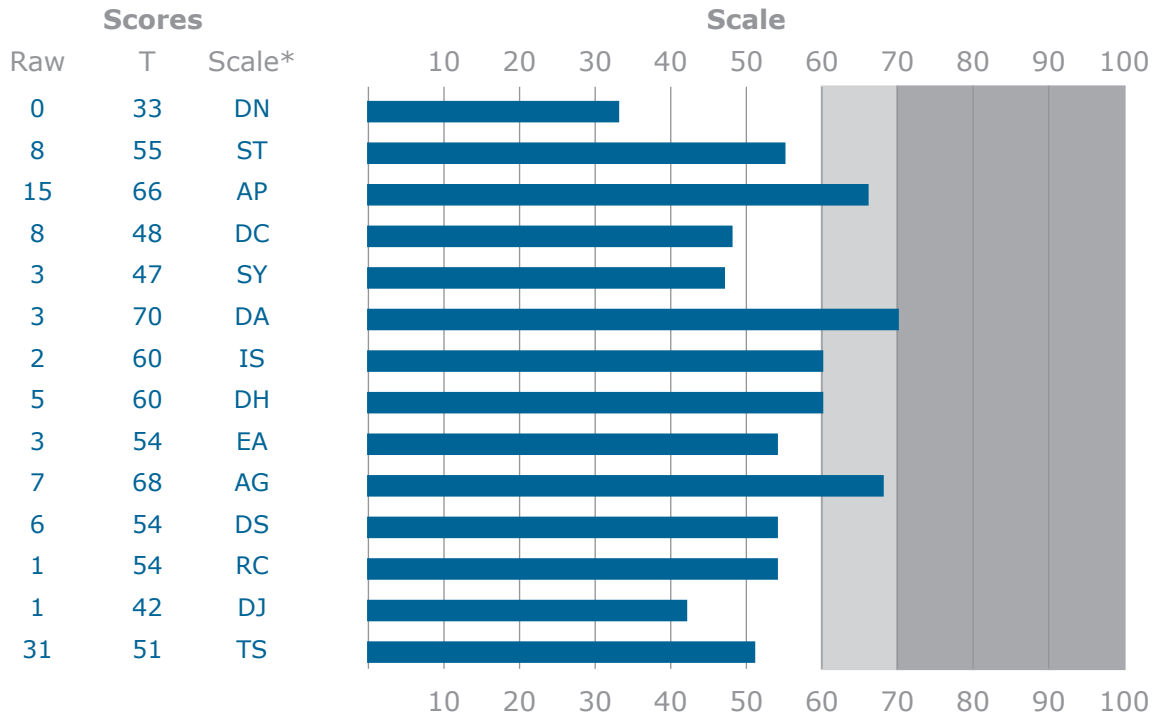
52. Some of my friends have said I get too excited when things go wrong (T)

58. As an adult, I have had at least one fistfight that was not job-related (T)

105. Some people have said I should learn to control my temper better at work (T)

**Critical Item Total = 8**

## HCSI 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

DN	Defensiveness
ST	Stress Patterns
AP	Anger/Hostility Patterns
DC	Dissatisfaction with Career
SY	Stress Symptoms
DA	Drug/Alcohol Abuse
IS	Lack of Interpersonal Support

### Scale Content Area Descriptions

DH	Disciplinary History
EA	Excusing Attitudes
AG	Aggression/Hostility
DS	Dissatisfaction with Supervisor
RC	Relationship with Co-Workers
DJ	Dissatisfaction with Job
TS	Total Score

## HCSI Profile Graph

### HCSI Promotional Norms



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## Item Printout

1	T	23	F	45	T	67	T	89	T	111	F	133	F	155	T
2	T	24	F	46	F	68	T	90	F	112	F	134	F	156	T
3	T	25	T	47	F	69	T	91	F	113	F	135	F	157	T
4	T	26	T	48	F	70	F	92	F	114	F	136	F	158	T
5	F	27	F	49	F	71	T	93	F	115	T	137	F	159	T
6	F	28	T	50	F	72	F	94	F	116	F	138	F	160	F
7	F	29	F	51	F	73	T	95	F	117	T	139	T	161	T
8	T	30	F	52	T	74	F	96	T	118	F	140	T		
9	T	31	F	53	F	75	F	97	F	119	T	141	F		
10	F	32	F	54	F	76	F	98	F	120	F	142	F		
11	T	33	F	55	T	77	F	99	T	121	F	143	F		
12	F	34	F	56	T	78	F	100	F	122	F	144	F		
13	F	35	T	57	F	79	T	101	F	123	F	145	F		
14	F	36	T	58	T	80	F	102	F	124	F	146	F		
15	T	37	T	59	T	81	F	103	T	125	F	147	F		
16	T	38	F	60	F	82	F	104	F	126	F	148	F		
17	T	39	F	61	F	83	T	105	T	127	F	149	T		
18	F	40	F	62	F	84	F	106	T	128	F	150	F		
19	T	41	F	63	F	85	F	107	T	129	F	151	F		
20	F	42	F	64	F	86	F	108	F	130	F	152	F		
21	T	43	T	65	F	87	T	109	F	131	F	153	F		
22	F	44	F	66	F	88	F	110	T	132	T	154	F		

### Defensiveness (DN)

**Score = 0**

### Stress Patterns (ST)

2	T	8	T	25	T	28	T	35	T	*71	T	96	T	115	T
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**Score = 8**

### Anger/Hostility Patterns (AP)

3	T	9	T	*16	T	19	T	*36	T	43	T	*52	T	*58	T
61	F	*68	T	77	F	79	T	99	T	*105	T	107	T		

**Score = 15**

Dissatisfaction with Career (DC)

11 T 34 F 95 F 103 T 119 T \* 132 T 136 F 147 F

**Score = 8**

Stress Symptoms (SY)

2 T 71 T 115 T

**Score = 3**

Drug/Alcohol Abuse (DA)

8 T 28 T 96 T

**Score = 3**

Lack of Interpersonal Support (IS)

25 T 35 T

**Score = 2**

Disciplinary History (DH)

16 T 36 T 61 F 68 T 107 T

**Score = 5**

Excusing Attitudes (EA)

9 T 19 T 77 F

**Score = 3**

Aggression/Hostility (AG)

3 T 43 T 52 T 58 T 79 T 99 T 105 T

**Score = 7**

Dissatisfaction with Supervisor (DS)

95 F 103 T 119 T 132 T 136 F 147 F

**Score = 6**



Relationship with Co-Workers (RC)

11 T

**Score = 1**

Dissatisfaction with Job (DJ)

34 F

**Score = 1**

**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

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