



Public
Safety &
Security

Inwald Survey 5-Revised Report

Todd A Sample

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CONFIDENTIAL

Introduction

This report aids in the identification of individual characteristics and behavior patterns in a variety of settings. It is not intended to be used as a substitute for an interview, as a final evaluative report regarding a candidate's ultimate job suitability, or as a sole source for denying employment/promotion. The IS5-R report has been developed with the purpose of providing relevant material to be further explored in individual interviews, self-development counseling/training sessions and/or follow-up evaluations. These results are also intended to provide supportive material with regard to administrative hiring or promotional decisions. It is expected that these results will be used as one component in a comprehensive evaluation or training procedure including other elements such as written tests, interviews, and performance measures.

Lack of Conscientiousness/Reliability - Low Risk

Compared with others tested, this individual did not endorse items suggesting serious difficulties in the area of conscientiousness/reliability. Since this factor score includes several scales measuring different characteristics, a careful evaluation should be made of any antisocial behavior patterns in his background (F1 = LC, FR, DI, WA, AB, BP).

** Lack of Work Ethic - High Risk

Item endorsements indicate that he scored in the top 2% with regard to Lack of Work Ethic. A review of his recent work performance record may verify that he has difficulty meeting deadlines, lacks competitive drive, and/or appears unusually insensitive to social cues (F2 = LS, LM, WE).

Lack of Social Initiative - Low Risk

He scored in the "average" to "above-average" range on IS5 scales measuring social initiative. It does not appear that he has significant difficulties interacting with others (F3 = LE, IP).

Compared with others tested, this individual has been candid in his responses. He has been willing to admit to minor faults and has presented a realistic picture of himself.

- * This individual may be somewhat insensitive to the reactions of other people and to the effect his behavior has on them. He does not appear to be very concerned about gaining approval from others and may not become upset by social rejection. If he has also been defensive and guarded on this test (see comments above), he matches a profile common to those who may be disliked by co-workers due to thoughtless and/or inconsiderate behavior.
- * Compared with others tested, he is not particularly competitive in nature. He may prefer activities and jobs where his performance is not judged against the performance of others. This may be due, in part, to a lack of self-confidence. Avoidance of tasks that require competition may be evident. Some individuals with similar test results have been found to fail at jobs that require self-motivation or strong efforts to "win" where others compete for the same rewards.
- ** Compared with others tested, he is not driven with respect to work. Extra efforts are not usually made in order to excel or to reach goals more quickly. This person does not appear to be a workaholic and may take time off when there is work to be done. His relaxed attitude about the need to work hard may result in a lack of progress and/or low productivity.

- * Item endorsements indicate some history of work adjustment difficulties. A pattern of unauthorized absences, latenesses, disciplinary actions, and/or firing from a past job may be evident. A careful evaluation of recent job performance is recommended.
- * He has admitted to some antisocial attitudes. These may include expressed beliefs that stealing from employers is acceptable behavior and/or that it is not wrong to take advantage of others in order to "beat the system". Such attitudes have been linked with behaviors suggesting a lack of integrity or trustworthiness in the workplace. A careful check of this person's background with regard to antisocial behaviors is recommended.
- * This individual has admitted to some past antisocial behaviors. These may include fighting, theft, vandalism, and/or a history of brushes with the law. A careful background investigation is suggested in order to determine if there is any recent pattern of such behavior.
- * According to item endorsements, there may be some indication of domestic violence in his background. A careful background investigation is suggested in order to determine if there is a current pattern of such behavior. It should be noted that results from this scale were not included in the IS5 prediction equations. Since research on this scale currently is being developed, verification of item responses in this area is recommended.

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.

- 64. Once a co-worker and I took something from work without permission. (T)
- 160. Within the last 3 years, I have been with a friend who took items from a store without paying. (T)

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

- 100. I am late for work more often than my co-workers. (T)
- 119. At least twice during each year I find an excuse for not going to work. (T)

- 62. When I was younger, a member of my family became violent and tried to hurt me. (T)
- 74. I was physically abused. (T)
- 80. When I was growing up, I saw members of my family hitting each other. (T)
- 92. I have had to hold back from hitting a member of my family when his/her temper was out of control. (T)

Critical Item Total = 10

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

High Risk for Future Performance Difficulty:

In a validation study of 397 candidates, 30% of the candidates receiving this IS5 "High Risk" rating were rated "High Risk-Do Not Recommend" by the evaluating psychologist. A candidate with this "High Risk" rating is five times (5X) more likely to be predicted as a "High Risk" by a psychologist when compared with those rated "Low-Medium Risk" by the IS5 (where only 6% received a "Do Not Recommend" rating from the 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).

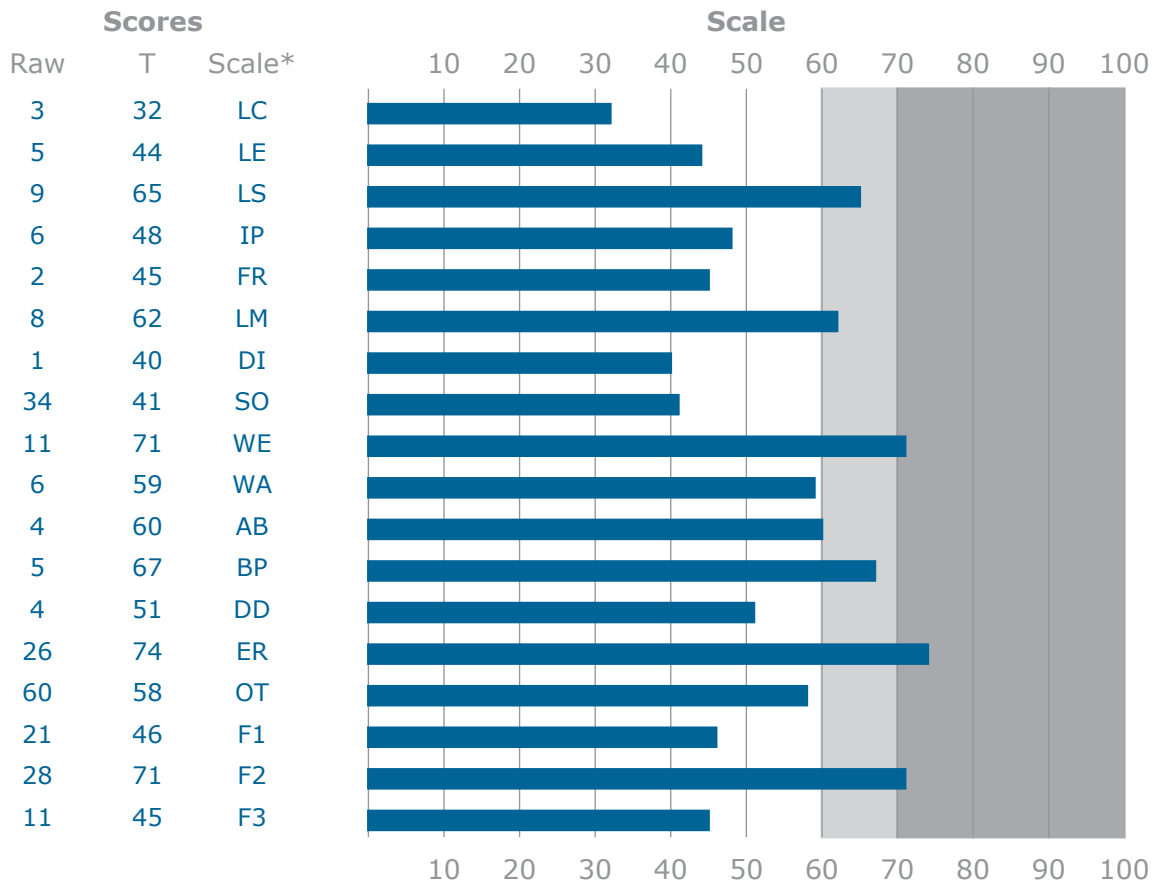
- * Low-Medium risk for termination
- High Risk for termination

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-R 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
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
SO	Total Score: Lack of Service Orientation
WE	Work Effort Concerns
WA	Work Adjustment Difficulties

Scale	Content Area Descriptions
AB	Attitudes: Antisocial Behaviors
BP	Behavior Patterns: Integrity Concerns
DD	Domestic Difficulties
ER	Total Score: Lack of Employee Reliability
OT	Overall Total: Lack of Service Orientation/Employee Reliability
F1	Factor I: Lack of Conscientiousness/Reliability
F2	Factor II: Lack of Work Ethic
F3	Factor III: Lack of Social Initiative

Item Printout

1	F	26	F	51	F	76	F	101	F	126	F	151	T	176	F
2	F	27	T	52	F	77	F	102	F	127	F	152	F	177	F
3	F	28	F	53	F	78	F	103	T	128	F	153	F	178	F
4	F	29	T	54	T	79	F	104	F	129	F	154	F	179	T
5	F	30	T	55	F	80	T	105	F	130	F	155	F	180	F
6	F	31	F	56	F	81	T	106	F	131	F	156	T	181	F
7	T	32	F	57	T	82	T	107	T	132	T	157	F	182	F
8	F	33	F	58	F	83	F	108	F	133	F	158	F	183	T
9	F	34	F	59	T	84	T	109	F	134	F	159	F	184	F
10	F	35	F	60	F	85	F	110	F	135	F	160	T	185	F
11	F	36	F	61	F	86	F	111	F	136	T	161	F	186	F
12	F	37	F	62	T	87	F	112	F	137	F	162	T	187	F
13	F	38	F	63	F	88	F	113	T	138	F	163	F	188	F
14	F	39	T	64	T	89	T	114	F	139	F	164	F	189	T
15	F	40	F	65	T	90	F	115	F	140	F	165	F	190	F
16	F	41	F	66	F	91	F	116	T	141	F	166	F	191	T
17	F	42	T	67	F	92	T	117	F	142	T	167	T	192	T
18	T	43	F	68	F	93	T	118	T	143	F	168	F		
19	F	44	T	69	F	94	T	119	T	144	F	169	F		
20	F	45	F	70	F	95	F	120	T	145	F	170	F		
21	F	46	F	71	F	96	F	121	F	146	F	171	F		
22	F	47	F	72	F	97	F	122	F	147	T	172	F		
23	T	48	F	73	F	98	F	123	F	148	F	173	F		
24	F	49	F	74	T	99	F	124	T	149	F	174	F		
25	F	50	F	75	F	100	T	125	T	150	T	175	F		

Lack of Insight/Candor (LC)

18 T 50 F 189 T

Score = 3

Leadership Avoidance (LE)

2 F 72 F 169 F 173 F 181 F

Score = 5

Lack of Sensitivity (LS)

15 F 36 F 78 F 101 F 111 F 137 F 140 F 166 F
182 F

Score = 9

Introverted Personality Style (IP)

1 F 22 F 44 T 108 F 152 F 172 F

Score = 6

Frustration/Anger Patterns (FR)

54 T 125 T

Score = 2

Lack of Competitive Motivation (LM)

11 F 32 F 58 F 67 F 122 F 142 T 159 F 177 F

Score = 8

Distrust of Others (DI)

113 T

Score = 1

Work Effort Concerns (WE)

17 F 34 F 52 F 66 F 79 F 91 F 104 F 129 F
141 F 153 F 165 F

Score = 11

Work Adjustment Difficulties (WA)

13 F 69 F 94 T * 100 T 112 F * 119 T

Score = 6

Attitudes: Antisocial Behaviors (AB)

30 T 84 T 89 T 167 T

Score = 4

Behavior Patterns: Integrity Concerns (BP)

* 64 T 77 F * 136 T * 151 T * 160 T

Score = 5

Domestic Difficulties (DD)

* 62 T * 74 T * 80 T * 92 T

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

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