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 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 - Medium Risk

Item endorsements indicate that he has scored in the top 16% with regard to Lack of Work Ethic. A review of his recent work performance record may verify that he tends to be relaxed about meeting deadlines, may be noncompetitive, and/or somewhat 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 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.
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.

53. I have been fired from a job. (T)

63. I have taken a small amount of money that did not belong to me in the last three years. (T)

44. At least once since the age of 20, I have hit someone in order to defend myself. (T)

86. I have had a few brushes with the law. (T)

162. I spend most of my spare time with other people. (F)

Critical Item Total = 5
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 Profile Graph

<table>
<thead>
<tr>
<th>Scores</th>
<th>Scale*</th>
<th>Raw</th>
<th>T</th>
</tr>
</thead>
<tbody>
<tr>
<td>LC</td>
<td>7</td>
<td>44</td>
<td>10</td>
</tr>
<tr>
<td>LE</td>
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<td>53</td>
<td>20</td>
</tr>
<tr>
<td>LS</td>
<td>9</td>
<td>65</td>
<td>30</td>
</tr>
<tr>
<td>IP</td>
<td>5</td>
<td>44</td>
<td>40</td>
</tr>
<tr>
<td>FR</td>
<td>2</td>
<td>45</td>
<td>50</td>
</tr>
<tr>
<td>LM</td>
<td>7</td>
<td>58</td>
<td>60</td>
</tr>
<tr>
<td>DI</td>
<td>2</td>
<td>44</td>
<td>70</td>
</tr>
<tr>
<td>SO</td>
<td>39</td>
<td>49</td>
<td>80</td>
</tr>
<tr>
<td>WE</td>
<td>11</td>
<td>71</td>
<td>90</td>
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<tr>
<td>WA</td>
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<td>62</td>
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<tr>
<td>AB</td>
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<td>BP</td>
<td>3</td>
<td>57</td>
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<tr>
<td>ER</td>
<td>22</td>
<td>67</td>
<td></td>
</tr>
<tr>
<td>OT</td>
<td>61</td>
<td>59</td>
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<tr>
<td>F1</td>
<td>22</td>
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</tr>
<tr>
<td>F2</td>
<td>27</td>
<td>69</td>
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</tr>
<tr>
<td>F3</td>
<td>12</td>
<td>48</td>
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</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Scale</th>
<th>Content Area Descriptions</th>
<th>Scale</th>
<th>Content Area Descriptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>LC</td>
<td>Lack of Insight/Candor</td>
<td>AB</td>
<td>Attitudes: Antisocial Behaviors</td>
</tr>
<tr>
<td>LE</td>
<td>Leadership Avoidance</td>
<td>BP</td>
<td>Behavior Patterns: Integrity Concerns</td>
</tr>
<tr>
<td>LS</td>
<td>Lack of Sensitivity</td>
<td>ER</td>
<td>Total Score: Lack of Employee Reliability</td>
</tr>
<tr>
<td>IP</td>
<td>Introverted Personality Style</td>
<td>OT</td>
<td>Overall Total: Lack of Service Orientation/Employee Reliability</td>
</tr>
<tr>
<td>FR</td>
<td>Frustration/Anger Patterns</td>
<td>F1</td>
<td>Factor I: Lack of Conscientiousness/Reliability</td>
</tr>
<tr>
<td>LM</td>
<td>Lack of Competitive Motivation</td>
<td>F2</td>
<td>Factor II: Lack of Work Ethic</td>
</tr>
<tr>
<td>DI</td>
<td>Distrust of Others</td>
<td>F3</td>
<td>Factor III: Lack of Social Initiative</td>
</tr>
<tr>
<td>SO</td>
<td>Total Score: Lack of Service Orientation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WE</td>
<td>Work Effort Concerns</td>
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<tr>
<td>WA</td>
<td>Work Adjustment Difficulties</td>
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</tbody>
</table>
Item Printout

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

Lack of Insight/Candor (LC)

7  F  34  F  43  F  64  T  75  T  99  F  111  F

Score = 7

Leadership Avoidance (LE)

2  F  20  F  46  T  62  F  125  F  141  F  145  F

Score = 7

Lack of Sensitivity (LS)

14  F  32  F  67  F  93  F  101  F  115  F  117  F  139  F
153  F

Score = 9
Introverted Personality Style (IP)

26  F  56  F  91  F  127  F  144  F

Score = 5

Frustration/Anger Patterns (FR)

35  T  *44  T

Score = 2

Lack of Competitive Motivation (LM)

50  F  58  F  79  F  103  F  119  T  133  F  148  F

Score = 7

Distrust of Others (DI)

13  T  *162  F

Score = 2

Work Effort Concerns (WE)

15  F  45  F  57  F  68  F  78  F  88  F  98  F  108  F

Score = 11

Work Adjustment Difficulties (WA)

12  F  *53  T  70  F  80  T  94  F  112  T  116  T

Score = 7

Attitudes: Antisocial Behaviors (AB)

130  F

Score = 1
Behavior Patterns: Integrity Concerns (BP)

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<thead>
<tr>
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<tbody>
<tr>
<td>51</td>
<td>F</td>
<td>*63</td>
<td>T</td>
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</tbody>
</table>

**Score = 3**

**Omissions:**

**Total Omissions = 0**