



Inwald Survey 8 Report

Luke A Sample

October 12, 2011

CONFIDENTIAL

Introduction

This report is intended to be used as an aid in assessing an individual's suitability for employment. It is not intended as a substitute for a pre-employment interview, as a final evaluative report regarding a candidate's ultimate job suitability, or as a sole source for denying employment to an applicant. 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 hiring decisions. It is expected that the results will be used as one component in a comprehensive selection procedure, including other elements, such as written tests, interviews, and background investigations.

** Overall Score - High Risk

On this overall scale, this individual scored in the top 2% compared with others tested. Check the elevations on all of the IS8 scales carefully to verify this finding. A careful background investigation is recommended when a position of responsibility is being considered for this individual.

Denial of Shortcomings - Low Risk

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.

** Risk-Taking Tendencies - High Risk

Compared with others tested, this individual scored in the top 2% suggesting a restless, perhaps impatient and risk-taking individual who finds it difficult to slow down. He may also be outspoken, hyperactive, and/or impulsive.

** Lack of Temper Control - High Risk

Compared with others tested, this individual scored in the top 2% suggesting a tendency to become easily angered by the actions of others. A general lack of impulse/anger control may be evident and he may express his anger and hostility more frequently than others who face similar situations.

** Reckless Driving/Safety Patterns - High Risk

Compared with others tested, this individual scored in the top 2% suggesting a history of motor vehicle infractions and/or safety/driving difficulties. He may tend to take risks while driving and/or fail to comply with safety regulations.

** Firearms Interest - High Risk

Compared with others tested, this individual scored in the top 2% suggesting an interest in using/collecting firearms. His responses indicate a history of owning and/or collecting firearms for recreational purposes.

** Work Difficulties - High Risk

Compared with others tested, this individual scored in the top 2% suggesting a history of disciplinary infractions or reprimands on the job. A pattern of job difficulties and problems adjusting to the demands of work situations may also be evident. A very careful evaluation of recent job performance is recommended.

Lack of Responsibility - Low Risk

Compared with others tested, this individual did not endorse items suggesting a lack of concern over completing assigned tasks in a correct and/or timely manner. He may try to meet responsibilities so that he will not feel guilty or pressured.

Lack of Social Concern - Low Risk

Compared with others tested, this individual endorsed items suggesting that he is aware of and concerned with how his behavior is being judged by others. He may strive to help others or to gain others' approval.

Lack of Leadership - Low Risk

Compared with others tested, this individual endorsed items suggesting that he has participated in group activities and enjoys being a social leader.

Critical Items for Follow-up Evaluation

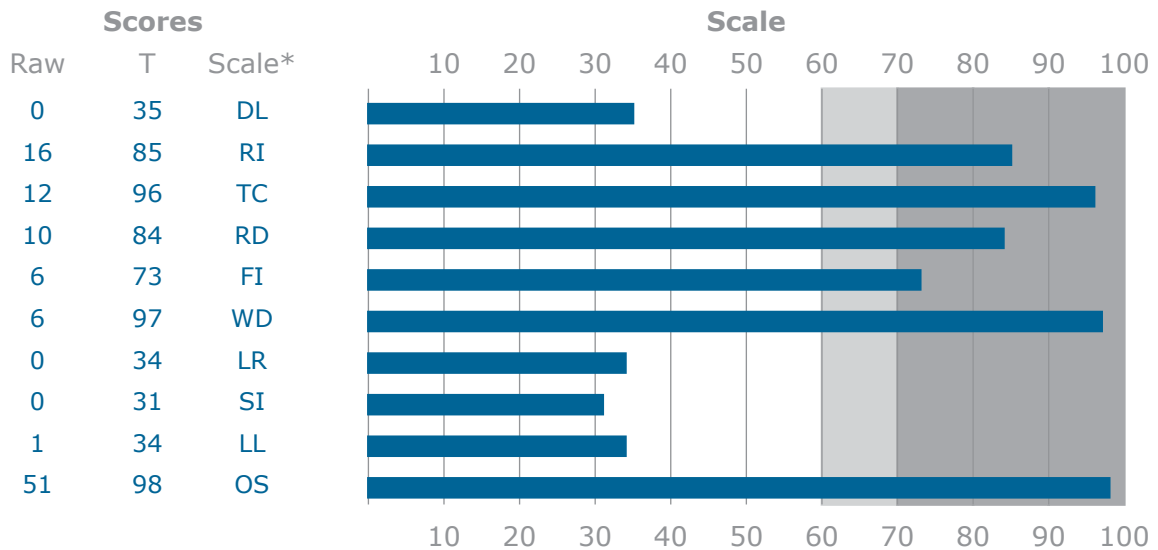
The following endorsed item(s) may provide useful leads for follow up interviews and/or further investigations. Since individual items may have been endorsed in error, they should not be used alone as a basis for making decisions, and should be verified by the tested individual and/or by outside sources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

- 15. I am a gambler at heart. (T)
- 24. Sometimes I cannot help doing things even though I know full well that people will become angry with me. (T)
- 42. I am often impatient with others. (T)
- 43. I love taking risks. (T)
- 67. There have been times when I did not know what I was doing or what was going on around me. (T)
- 6. I have had to argue a lot to make my point known to some people at work. (T)
- 16. I sometimes become very angry over minor incidents at work. (T)
- 26. I used to have a really bad temper. (T)
- 50. I have been known to become very upset when people don't listen to what I am saying. (T)
- 56. Sometimes I have wanted to punch my boss though I would never really do it. (T)
- 61. When I become angry, I find my voice becoming louder and louder. (T)
- 64. When people hurt me, I usually try to get them back or get even. (T)
- 68. If someone harms me, I usually find a way to pay them back. (T)
- 70. There are times when I really have to hold myself back from punching someone. (T)
- 72. Sometimes I have to really hold myself back from losing my temper at work. (T)
- 4. Someone has told me that I drive too fast. (T)
- 14. When I drive, I take some risks to test myself. (T)
- 33. It annoys me when a family member tells me to slow down when I am driving. (T)
- 41. I am tired of someone telling me to be a more careful driver. (T)
- 59. When I drive, I sometimes take risks. (T)
- 66. I have been told more than once that I am a fast driver. (T)
- 10. I enjoy collecting guns. (T)
- 19. I have owned more than one gun at a time. (T)
- 29. I have owned a gun that was not required for my job. (T)
- 37. I am a gun collector. (T)
- 46. I like to talk about guns and how they work. (T)
- 52. I enjoy handling and using guns. (T)
- 36. This year, I have been reprimanded for being late. (T)
- 45. I have received a formal written disciplinary action or reprimand at work within the past year. (T)
- 51. I have had counseling for problems that were at least partly caused by this job. (T)

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

Critical Item Total = 31

IS8 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
DL	Denial of Shortcomings
RI	Risk-Taking Tendencies
TC	Lack of Temper Control
RD	Reckless Driving/Safety Patterns
FI	Firearms Interest
WD	Work Difficulties
LR	Lack of Responsibility/Work-related Concerns
SI	Lack of Social Concern
LL	Lack of Leadership
OS	Overall Score

Item Printout

1	T	11	T	21	T	31	T	41	T	51	T	61	T	71	T
2	T	12	T	22	T	32	T	42	T	52	T	62	T	72	T
3	T	13	T	23	T	33	T	43	T	53	T	63	T	73	T
4	T	14	T	24	T	34	T	44	T	54	T	64	T	74	T
5	T	15	T	25	T	35	T	45	T	55	T	65	T	75	T
6	T	16	T	26	T	36	T	46	T	56	T	66	T	76	T
7	T	17	T	27	T	37	T	47	T	57	T	67	T		
8	T	18	T	28	T	38	T	48	T	58	T	68	T		
9	T	19	T	29	T	39	T	49	T	59	T	69	T		
10	T	20	T	30	T	40	T	50	T	60	T	70	T		

Denial of Shortcomings (DL)

Score = 0

Risk-Taking Tendencies (RI)

5	T	9	T	* 15	T	* 24	T	25	T	34	T	* 42	T	* 43	T
49	T	55	T	60	T	63	T	* 67	T	71	T	73	T	75	T

Score = 16

Lack of Temper Control (TC)

* 6	T	* 16	T	* 26	T	35	T	44	T	* 50	T	* 56	T	* 61	T
* 64	T	* 68	T	* 70	T	* 72	T								

Score = 12

Reckless Driving/Safety Patterns (RD)

* 4	T	* 14	T	23	T	* 33	T	* 41	T	48	T	54	T	* 59	T
62	T	* 66	T												

Score = 10

Firearms Interest (FI)

*10 T *19 T *29 T *37 T *46 T *52 T

Score = 6

Work Difficulties (WD)

17 T 27 T *36 T *45 T *51 T *57 T

Score = 6

Lack of Responsibility/Work-related Concerns (LR)

Score = 0

Lack of Social Concern (SI)

Score = 0

Lack of Leadership (LL)

65 T

Score = 1

Omissions:

Total Omissions = 0

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