



Security Selection Report

2091193

Mark Sample

July 11, 2016

CONFIDENTIAL

Introduction

This report was designed specifically for use in selection for positions in protective services and other public safety roles involving the protection of people, property, and/or assets. In reviewing this report, keep in mind that it considers only the results of a normal personality assessment. As such, it represents only one component of a comprehensive evaluation.

This report is intended to be used in conjunction with professional judgment. The information it contains should be viewed as hypotheses to be validated against other sources of job-related data. All information in this report should be treated confidentially and responsibly.

This report was processed using 16pf[®] Questionnaire US combined-sex norms.

Ratings and Recommendations

Impression Management Rating

There are no concerns regarding Mr. Sample's item responses. He appeared to be forthcoming when responding to items.

Overall Recommendation

Low Risk	Average Risk	High Risk

Based on Mr. Sample's ratings on the Protective Services Dimensions, he would be considered an **Average Risk** for employment difficulties.

Ratings on the Protective Services Dimensions

Emotional Adjustment

Low Risk	Average Risk	High Risk

This dimension assesses how the respondent adjusts to challenging situations, i.e., his or her tendency to remain calm and act appropriately in stressful situations.

Integrity/Control

Low Risk	Average Risk	High Risk

This dimension assesses whether the respondent is likely to act in a dependable, conscientious, and self-controlled manner.

Intellectual Efficiency

Low Risk	Average Risk	High Risk

This dimension assesses the typical style of decision-making used by the respondent and their ability to reason and solve problems.

Interpersonal Relations

Low Risk	Average Risk	High Risk

This dimension assesses the respondent's manner of relating to others and typical preference for interaction and cooperation versus solitude and independence.

Suggested Follow-up Inquiries

Emotional Adjustment

Mr. Sample received a rating of **Average Risk** on Emotional Adjustment.

Interview Questions:

- Which coping strategies do you commonly use to manage or reduce stress?
- How do you typically resolve negative feelings such as disappointment, frustration and anger?
- Describe a situation when you were under a great deal of pressure at work and how you managed the situation.

Integrity/Control

Mr. Sample received a rating of **Average Risk** on Integrity/Control.

Interview Questions:

- Have you ever been disciplined in an academic or employment setting? (If "yes" explain).
- How do you address mistakes that you have made?
- How would you proceed in an unusual situation where clear rules or policies have not yet been established?



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