



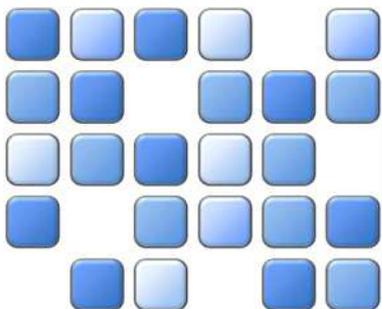
integrity /in'tegriti/ noun

1 the quality of being honest and having strong moral principles

2 the state of being whole and undivided : unimpaired

- the condition of being unified, unimpaired
- moral consistency or lack of corruption in conduct

integument /in'tegy.unt/ noun



Stanton Survey of Integrity

STANDARD REPORT

Introduction

Waiver

The SSI is an indicator only. This report must be interpreted in the context of other relevant factors.

Context

This profile arises from a self-report questionnaire and must be interpreted in the context of other relevant factors such as actual experience, vocational interests, training, personality, motivation, skills and aptitudes. The SSI is **not** a test of ability.

Norm Group

The ratings and commentary in this report are relative to a comparison group of 1742 NZ Respondents.

Stanton Survey and Integrity Rating

The Stanton Survey has been designed to identify applicants who are less prone to counter-productive incidents and have a high degree of work ethic and integrity. The applicant's responses to the survey are used as an indicator of their attitudes and behaviour concerning employee theft, non-work theft, and organisational policy infringements.

The standardised score reported by the Stanton Survey reflects the applicant's tendency to follow organisational policies and to refrain from theft of organisational property. In using this tool, employers can obtain a consistent measure upon which to compare applicants to organisational guidelines.

As a guide, people who score low on this survey may be easily led astray, unpredictable, impulsive, less likely to follow-through on commitments made, and non-conforming.

Note that the Stanton Survey is an indicator exercise only and is not designed to provide extensive, in-depth evidence of an individual's level of integrity. An individual's level of honesty and integrity is too complex to be captured by a single, self-report instrument.

Private & Confidential

This is a strictly confidential assessment report on Tamsin Trial which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Tamsin Trial. This analysis should be considered in the context of other relevant information such as actual experience, vocational interests, skills and aptitudes.

Stanton Survey of Integrity Rating

Summary of Results

Courtney responded to all questionnaire items. Furthermore, an analysis of her score suggests that she has made a reasonable attempt to answer this questionnaire honestly.

Courtney's overall score on the Stanton Survey is in the average range of the comparison group of NZ Respondents. People who score in this band on the Stanton Survey are likely to comply with organisational policies. They tend to be conscientious and self-disciplined employees and will act in a responsible manner. In line with this, they can usually be trusted in work environments where there is minimal supervision.

Scale	Raw	1	2	3	4	5	6	7	8	9	10	%ile
SSI Integrity Score	41											35
Credibility	4											9

Scores based on sten values with Mean=5.5 and SD=2.

Norms based on a sample of 1742 NZ Respondents.

Stanton Survey Admissions and Supplementary Questions

Specific Items of Integrity: Introduction

Admissions by Courtney of dishonesty, breaches of policy or beliefs sympathetic to the preceding are reported below. Follow-up questions are provided as a guide to probe for context and details.

Work-Related Theft

- May engage in workplace dishonesty.
Under what circumstances would you consider it acceptable to 'bend the rules' on the job?

Theft Outside the Workplace

- Has kept excess change.
Under what circumstances have you kept excess change when it is given to you? Have you ever given excess change back? Why/why not?
- Admits to switching price tags.
How often have you switched price tags in a store? Why do you think this is acceptable?
- Admits to past theft.
Under what circumstances do you think it is acceptable to take things from other people?
- Admits to teenage shoplifting.
Why do you think it is normal for teens to shoplift? Under what conditions have you shoplifted?
- Admits to shoplifting in the past 3 years.
Under what circumstances did you shoplift during the last 3 years?

Organisational Policy Infringement

- May disregard organisational policy.
Why do you think it is sometimes alright to disregard organisational rules or policy?