

# ORION PRE-EMPLOYMENT ASSESSMENT

## IDENTIFY SUPERIOR JOB CANDIDATES FOR:

Bank Staff

Restaurant Staff

Retail Clerk

Store Stocking Staff

Warehouse Staff

Production Workers

## THIS PRE-EMPLOYMENT ASSESSMENT IS:

Well Validated

Free from Adverse Impact

Able to Minimize Interviewer Bias

Easy to Use

Designed to Deliver Results

Quick and Easy Scoring Process

EEOC / ADA Compliant

## Know your applicants *before* you hire them

Orion Pre-employment Surveys are as close as you can get to this kind of information. And, you can get it in minutes. Orion surveys give a quick snap-shot of an applicant's:

- work-related attitudes
- attitudes that lend to on-the-job behavior
- behavior that either boosts or shrinks profits

### An applicant's Orion Profile includes four sections. Each section includes information vital to hiring the best applicant.

#### Validity Level

The Validity Level tells to what extent the applicant tried to tell you what he / she thought you wanted to hear. This is the first information on the Profile because it tells about the reliability of the remaining information

#### Self-Assessments

Certain questions ask the applicant to describe past behavior along with work activities the applicant likes and dislikes. The Self-Assessments highlight potential problems or positives.

#### Attitude Scales

Depending on the survey version used, the Profile provides a combination of work-related attitudes scales. Every Profile includes Supervisory, Work, Drug Use, and Theft Attitude Scales. The remaining scales appear in various combinations on different survey versions.

#### Supervisory

How the applicant is to accept direction from supervisors and follow company policies and procedures. Also reflects the applicant's supervisory potential.

#### Work

How likely the applicant is to be absent or tardy; also how well the applicant values the workplace and working with a team.

#### Workplace Drug Use

Tells you how permissive the applicant's attitudes are toward illegal workplace drug use and its impact on the workplace.

#### Workplace Theft

Tells you how likely the applicant is to rationalize workplace theft and cheating.

Other Attitude Scales — depends upon the Orion Profile used:

#### Prospects for Long-Term Employment

Customer Service

Safety and Risk Avoidance

Communication

Competitiveness

Sales Attitudes

**REPORT OPTIONS:**

**PE3-CS** (68 Questions)

Use this version when priorities include:...

Lowering:

- turnover
- workplace theft
- workplace drug use
- absenteeism

Selecting applicants who:

- will work well with supervision
- provide excellent customer services

**PE3-Safe** (67 Questions)

Use this version when priorities include:...

Increasing:

- workplace safety

Lowering:

- workplace accidents
- turnover
- workplace theft
- workplace drug use
- absenteeism

Selecting applicants who:

- will work well with supervision

**PE3-Safe** (80 Questions)

Use this version when priorities include:...

Increasing:

- workplace safety

Lowering:

- workplace accidents
- turnover
- workplace theft
- workplace drug use
- absenteeism

Selecting applicants who:

- will work well with supervision
- provide excellent customer services

**LANGUAGE:**

English

**SCORING OPTIONS:**

TeleScore™

FaxServ™

NetServ™

Computer

**ORION MEASURES**

**REPORT VERSIONS**

<b>ATTITUDE SCALES:</b>	<b>PE-CS</b>	<b>PE3-SAFE</b>	<b>PE3-SAFE-CS</b>
<b>Supervisory Attitudes</b> How the candidate accepts supervision	√	√	√
<b>Work Attitudes</b> Attitudes towards absenteeism & tardiness in the workplace	√	√	√
<b>Workplace Drug Use Attitudes</b> Applicant's attitudes concerning drug use in the workplace	√	√	√
<b>Workplace Theft Attitudes</b> Applicant's attitudes towards theft in the workplace	√	√	√
<b>Prospect for Long Term Employment</b> Will the applicant stay with your company?	√	√	√
<b>Customer Service</b> Will customer satisfaction be a high priority?	√		√
<b>Safety and Risk Avoidance Attitudes</b> Will the applicant help create a safe workplace?		√	√
<b>Validity Level</b>	√	√	√
<b>Self Assessment Statements</b>	√	√	√
<b>Post-Survey Interview Questions</b>	√	√	√

**TELESCORE™ TELEPHONE SCORING OPTION:**

<b>Best Choice For:</b>	Companies with a large volume of applicants screened at multiple locations without fax machines, non-mainframe computers, or Internet access. Good choice for monitoring compliance with company hiring process.
<b>Scoring Time</b>	2 to 3 minutes. Automated service available 24 hours / 7 days
<b>Profile Style</b>	Applicant's results along with the Post-Survey Interview Questions are recorded / circled on the TeleScore™ as the system reports the test results.
<b>System Requirements</b>	Touch tone, desk-top telephone
<b>Statistical Reporting Capabilities</b>	Standard monthly report detailing all applicants' Profile results by social security number and location number along with a statistical summary by location number. Customized reporting is available for an additional fee.
<b>Programmed Hiring Guidelines</b>	System concludes the announcement of the applicant's results by indicating whether or not the applicant may be considered further for employment based on your organization's customized, specific hiring guidelines.