



JUDGMENT INDEX

PRE-HIRING ASSESSMENT REPORT

PAR⁴

Specially Prepared for

Judgment 3 Sample

Example Company - All Divisions

Index Completion Date: October 2, 2007

Provided By: Judgment Index



PRE-HIRING ASSESSMENT REPORT (PAR⁴)

Judgment 3 Sample

Acceptable

October 2, 2007
email@email.com
555-123-1234

Measure of:	Preferred Range	Below Range
1. Strength of Judgment under Stress	<input checked="" type="checkbox"/>	
2. Capacity to Deal with Difficult People and Situations	<input checked="" type="checkbox"/>	
3. Self-Regard and Self-Care	<input checked="" type="checkbox"/>	
4. Ability to Notice and Sense	<input checked="" type="checkbox"/>	
5. Attitude, Coping Skills, Stress at Work		<input checked="" type="checkbox"/>
6. People Skills - Relationships	<input checked="" type="checkbox"/>	
7. Attitude, Coping Skills, Stress in Personal Life	<input checked="" type="checkbox"/>	
8. Balance of Judgment toward People	<input checked="" type="checkbox"/>	
9. Task Accomplishment		<input checked="" type="checkbox"/>
10. Self-Esteem and Self-Direction Composite	<input checked="" type="checkbox"/>	

SCORING - 10 Points are assigned to each score in the Preferred Range

- 100 = Preferred
- 90 = Good
- 80 = Acceptable
- 70 and below = **NOT ACCEPTABLE**

Note

In the scoring system developed for this report, indicator ranges are very liberal compared to normal hiring requirements. Indicator scores which fall outside the Preferred Range indicate a very weak result and significantly negative judgment — the kind of negative judgment that can lead to poor decisions and results on the job.



INTRODUCTION

Organizations have tried to establish ways to determine which person will make a good employee versus those which may be engaged in, or could become engaged in, retail theft, drug use, and/or aberrant behaviors. The ability to quickly be able to assess these possibilities provides a significant advantage in initial hiring and present-employee promotion. Theft and drug use are manifestations of human judgment. The Judgment Index's ability to gain insight into judgments that can lead to aberrant, negative behaviors is distinctly important.

Making determinations in these areas of theft or substance abuse is extremely difficult. There may be times when very capable, able individuals make wrong judgments in one of these areas. Sometimes they do so as a measure of challenge - just because they feel they can. In addition, studies have shown they sometimes will do so out of pure boredom. In many instances there is a very predictable lack of judgment that can increase the likelihood of negative behaviors. The Judgment Index™ is particularly adept at gaining insights into this likelihood.

Within the Judgment Index's more than eighty indicators, the following ten measures all have serious implications for understanding the lack of judgment that can result in theft, addictive disorders, or other problematic behaviors.

KEY INDICATORS

- 1. STRENGTH OF JUDGMENT UNDER STRESS**—a measure of a person's strength of judgment under circumstances of stress. The ability to process options for best outcomes and dependable problem solving.
- 2. DEALING WITH DIFFICULT PEOPLE**—a measure of a person's ability to deal with difficult people, peers of negative influence, and individuals who may not have a person's best interest in mind.
- 3. SELF-REGARD and SELF-CARE**—a measure of a person's adequacy of self-regard as measured by actions and disciplines of self-care. The ability to make long-range decisions that are of positive advantage to a person.
- 4. ABILITY TO NOTICE AND SENSE**—a measure of a person's ability to notice and sense that which may not be generally obvious. One's intuitive sensitivity and capacity to notice subtleties in an environment.
- 5. ATTITUDE, COPING SKILLS, STRESS AT WORK**—a measure of a person's ability to bring a positive attitude to the normal stressors of work. It is a measure of one's coping ability and magnitude to which work related stress is affecting them.
- 6. PEOPLE SKILLS - RELATIONSHIPS**—a measure of the ability of a person to understand and relate well to others.
- 7. PERSONAL STRESS**—a measure of a person's self-side stress. Stress is seen as a primary obstacle to strong judgment about personal issues.
- 8. BALANCE OF JUDGMENT TOWARD PEOPLE**—a measure of the balance of judgment one incorporates in situations dealing with others.
- 9. TASK ACCOMPLISHMENT**—a measure of how strong one is at getting things done, task processing, etc. Associated with this indicator is dependability and reliability.
- 10. SELF-ESTEEM and SELF-DIRECTION COMPOSITE**—a combined scores result of the self-direction/self-image balance result and the self-esteem balance result. It is a good measure of the outlook one has in life and the outlook on goals they feel are achievable.