IS2™ Public Safety & Security

Inwald Survey 2 Report

Jane 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.

Denial of Shortcomings - Low Score

Compared with others tested, this individual has been candid in her responses. She has been willing to admit to minor faults and has presented a realistic picture of herself.

** Risk-taking/Restless Behavior - High Score

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

** Lack of Temper Control - High Score

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 she may express her anger and hostility more frequently than others who face similar situations.

** Reckless Driving/Safety Patterns - High Score

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

Firearms Interest - Low Score

Compared with others tested, this individual did not endorse items suggesting an interest in using/collecting firearms. She does not indicate a history of owning firearms for recreational purposes.

** Work Difficulties - High Score

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 Social Sensitivity - Low Score

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

* Lack of Leadership - Moderate Score

Compared with others tested, this individual scored in the top 16% suggesting that she does not tend to be a social leader and may not go out of her way to impress others in social situations.

** Attitudes: Antisocial Behaviors - High Score

Compared with others tested, this individual scored in the top 2% suggesting that she has positively endorsed an unusually high number of items indicating the presence of antisocial attitudes. These may include expressed beliefs that stealing from employers is acceptable behavior and/or that it is not wrong to take advantage of others in order to "beat the system". Such attitudes have been linked with behaviors suggesting a lack of integrity or trustworthiness in the workplace. Since these attitudes are not shared by most people, a very careful check of this person's background with regard to antisocial behaviors is strongly recommended.

Behavior Patterns: Integrity Concerns - Low Score

Compared with others tested, this individual does not appear to have a significant history of antisocial behaviors. However, a background investigation is recommended in order to determine if there is any recent pattern of such behavior.

** Overall Score - High Score

On this overall scale, this individual scored in the top 2% compared with others tested. Check the elevations on all of the IS2 scales carefully to verify this finding. A careful background investigation is recommended when a position of responsibility is being considered for this individual.

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.

61. I am often impatient with others. (T)

80. Sometimes, I have wanted to punch my boss though I would never really do it. (T)
87. When I become angry, I find my voice becoming louder and louder. (T)
104. There are times when I really have to hold myself back from punching someone. (T)
106. Sometimes I have to really hold myself back from losing my temper at work. (T)

5. Someone has told me that I drive too fast. (T)
84. When I drive, I sometimes take risks. (T)
98. I have been told more than once that I am a fast driver. (T)

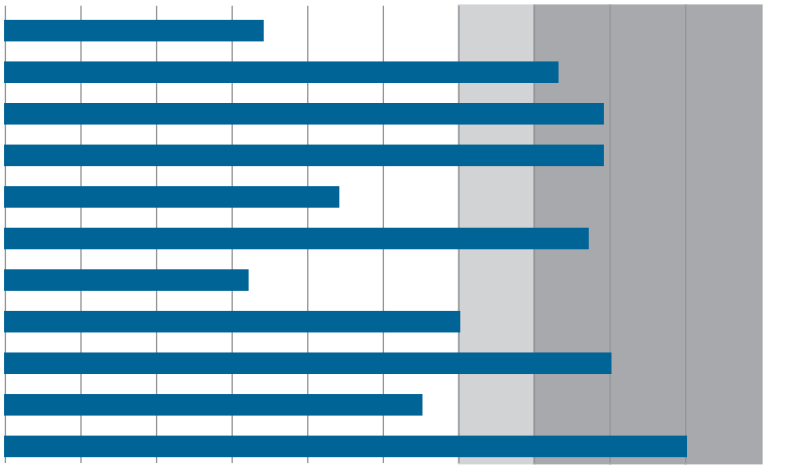
64. I have received a formal disciplinary action or reprimand at work within the past year. (T)
73. A supervisor has reprimanded me about problems at least partly caused by my job. (T)
81. I have had a formal disciplinary action or reprimand at work. (T)

58. I have driven a car in the street even though I did not have a license at the time. (T)

Critical Item Total = 12

IS2 Profile Graph

Raw	T	Scale*
2	34	DL
9	73	RI
9	79	TC
7	79	RD
0	44	FI
5	77	WD
1	32	SS
8	60	LL
7	80	AB
2	55	BP
51	90	OS



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/Reckless Behavior
TC	Lack of Temper Control
RD	Reckless Driving/Safety Patterns
FI	Firearms Interest
WD	Work Difficulties
SS	Lack of Social Sensitivity
LL	Lack of Leadership Interest
AB	Attitudes: Antisocial Behaviors
BP	Behavior Patterns: Integrity Concerns
OS	Overall Score

Item Printout

1	F	16	T	31	T	46	F	61	T	76	T	91	T	106	T
2	T	17	T	32	F	47	T	62	F	77	T	92	F	107	T
3	F	18	T	33	T	48	F	63	T	78	F	93	F	108	F
4	T	19	F	34	T	49	T	64	T	79	T	94	F	109	F
5	T	20	F	35	F	50	F	65	F	80	T	95	T	110	F
6	F	21	F	36	F	51	T	66	F	81	T	96	F		
7	T	22	T	37	T	52	F	67	T	82	T	97	T		
8	T	23	T	38	T	53	F	68	F	83	F	98	T		
9	F	24	T	39	F	54	T	69	T	84	T	99	T		
10	T	25	F	40	T	55	F	70	F	85	T	100	F		
11	T	26	F	41	F	56	F	71	T	86	F	101	F		
12	F	27	T	42	T	57	F	72	T	87	T	102	T		
13	T	28	F	43	F	58	T	73	T	88	F	103	F		
14	F	29	T	44	F	59	T	74	F	89	T	104	T		
15	T	30	F	45	F	60	F	75	F	90	F	105	T		

Denial of Shortcomings (DL)

42	T	88	F

Score = 2

Risk-taking/Reckless Behavior (RI)

2	T	7	T	13	T	37	T	* 61	T	71	T	79	T	85	T
105	T														

Score = 9

Lack of Temper Control (TC)

8	T	24	T	51	T	63	T	72	T	* 80	T	* 87	T	* 104	T
* 106	T														

Score = 9

Reckless Driving/Safety Patterns (RD)

* 5	T	34	T	69	T	77	T	* 84	T	89	T	* 98	T

Score = 7

Firearms Interest (FI)

Score = 0

Work Difficulties (WD)

17	T	40	T	* 64	T	* 73	T	* 81	T

Score = 5

Lack of Social Sensitivity (SS)

57	F

Score = 1

Lack of Leadership Interest (LL)

1	F	30	F	46	F	56	F	68	F	83	F	97	T	110	F

Score = 8

Antisocial Behaviors (AB)

16	T	22	T	23	T	29	T	38	T	82	T	91	T

Score = 7

Behavior Patterns: Integrity Concerns (BP)

6	F	41	F

Score = 2

Omissions:

Total Omissions = 0

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