

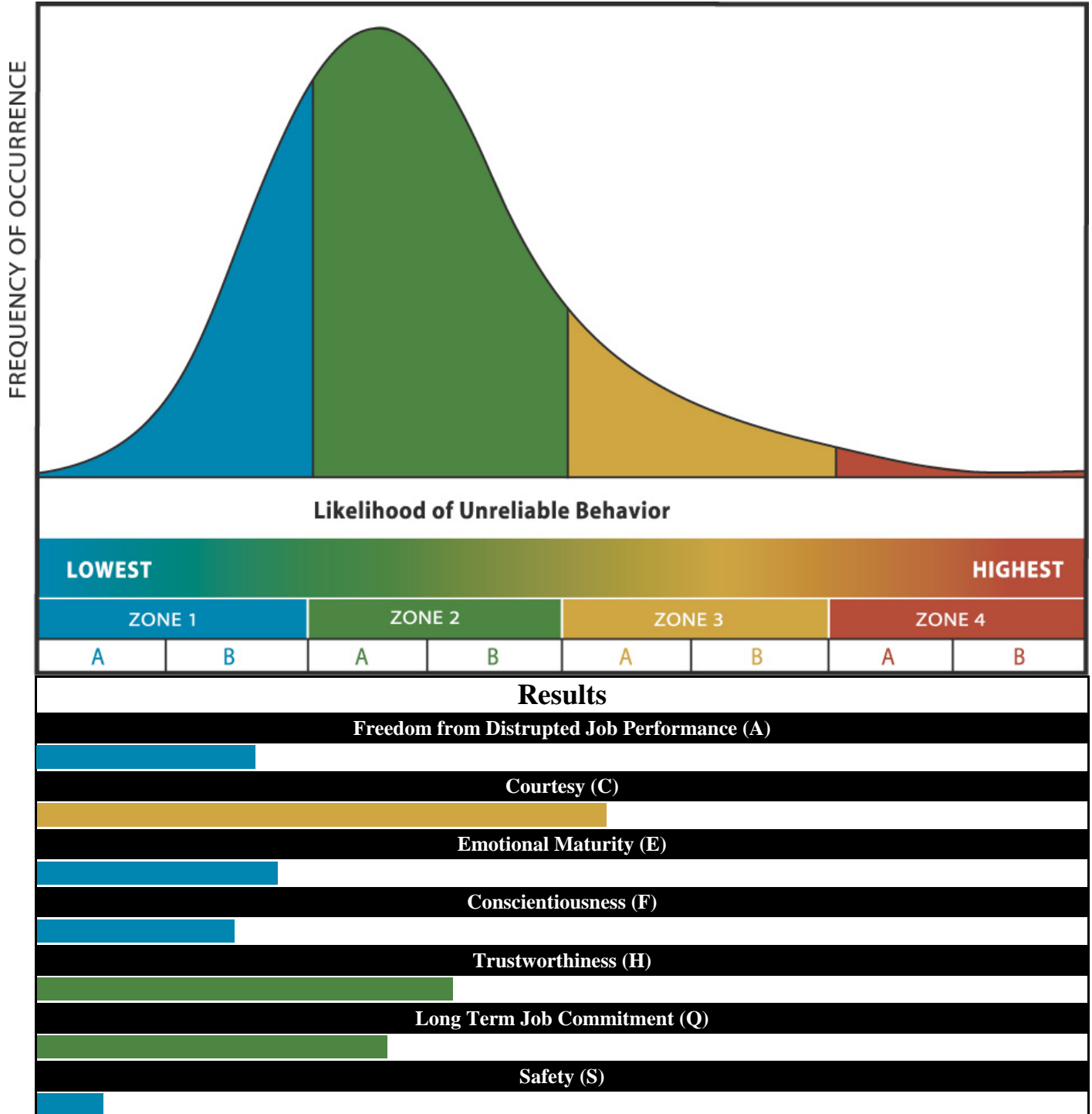
# EMPLOYEE RELIABILITY INVENTORY

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Applicant Name: sample sampler  
 ID: samplesampler  
 Company: Psychometrics Canada  
 Date Scored: 5 Nov 2004  
 ERI Number: 195322



The above results are based upon an analysis of the applicant's pattern of responses to the 81-item questionnaire. For assistance with the interpretation of ERI® results, please refer to the next page.

## INTERPRETATION OF ERI® RESULTS

The seven ERI® scales assess the *likelihood* that -

<b>Freedom from Disrupted Job Performance (A)</b>	The applicant's performance and productivity will not be disrupted by behaviors such as inattentiveness, unauthorized absence/lateness, failing to follow through on assignments, or other inappropriate work behaviors.
<b>Courtesy (C)</b>	The applicant's interactions with customers/guests will be characterized by a high level of courtesy and commitment to service.
<b>Emotional Maturity (E)</b>	The applicant's performance and productivity will not be disrupted due to the presence of maladaptive personality traits, such as irresponsibility, difficulty in working cooperatively with others, poor judgement, or poor impulse control, etc.
<b>Conscientiousness (F)</b>	The applicant will perform on the job in a productive and conscientious manner, and will not be fired in the first 30 days of employment.
<b>Trustworthiness (H)</b>	The applicant will perform on the job in a trustworthy manner.
<b>Long Term Job Commitment (Q)</b>	The applicant will show a long term commitment to the job and will not quit within the first 30 days of employment.
<b>Safety (S)</b>	The applicant will perform on the job in a safe manner, and will not have a significant on-the-job accident in the first 4 months of employment.

**Please note -**

**Under no circumstances should the decision to hire or not hire an applicant be based solely on his/her ERI® results. Hiring decisions should be based on a review of ALL information collected by you during the applicant evaluation process.**

**Because of the variability inherent in any type of scores, small differences in results should never be the basis for making decisions about applicants or for comparing applicants.**

The following table can be used to help you approximate where an applicant's results fit, relative to score obtained by other job applicants. This table shows the approximate percentage of job applicants who obtain **poorer** scores on that particular scale. The table is based on a group of job applicants (N=60,670) who completed the ERI® as part of their pre-employment processing. This normative group represents all 10 Standard Industrial Classification (SIC) Code Divisions 54 Major SIC Groups, and a wide range of job categories.

SCALE	Zone 1		Zone 2		Zone 3		Zone 4	
	A	B	A	B	A	B	A	B
A	96%	83%	63%	38%	18%	6%	2%	0%
C	95%	83%	54%	34%	20%	15%	2%	0%
E	95%	79%	45%	22%	13%	8%	5%	7%
F	91%	67%	31%	13%	10%	8%	7%	0%
H	91%	66%	33%	14%	7%	3%	2%	0%
Q	93%	72%	36%	18%	16%	14%	13%	0%
S	93%	78%	54%	29%	22%	11%	6%	0%

**NOTES:**

The number in each cell represents the approximate percentage of job applicants in the normative sample who obtained scores on that scale which were **poorer** than the job applicant's.

As an illustration of how to use this table, please note that in the normative sample, the number **10** appears in zone 3a for the "F" scale. This indicates that scores in this zone are at approximately the 10th percentile (approximately 10% of the job applicants in the normative sample obtained scores on the F scale that were poorer than zone 3A, or put slightly differently, approximately 10% of the normative sample obtained F scale scores in zones 3B, 4A or 4B).

**For Help:** If you have questions regarding the administration, scoring, or interpretation of the ERI® please call Psychometrics ERI® technical support: (780) 369-2268 or if outside the 780 area, (800) 661-5158.