

Step One Survey II Quick Reference Guide

LOW	THE SOS II PART 2 - ATTITUDE SCALES	HIGH
<p>Expresses a low level of respect for the property of others</p> <p>Tends to rationalize larcenous behavior</p> <p>Accepts a situational perspective concerning theft</p>	<p>Integrity This score represents an applicant's attitudes concerning theft of money, property, data or time.</p> <p>High Integrity scores represent a clear understanding of the conventional wisdom concerning theft and property/asset ownership.</p> <p>At the low end, an individual is less likely to express attitudes of respect for the material, monetary and abstract (soft assets) property of others.</p>	<p>Respects property</p> <p>Avoids rationalizing larcenous behavior</p> <p>Socially responsible</p>
<p>Takes an open-minded approach concerning illegal drug use</p> <p>Tends to rationalize drug use on the job</p> <p>Tends to disregard the safety issues associated with drug use in the workplace</p>	<p>Substance Abuse This score represents an applicant's attitudes concerning personal use or distribution of illegal chemical substances.</p> <p>High Substance Abuse scores represent a lack of self-identification with drug-oriented behavior.</p> <p>Lower scores suggest an open attitude concerning drug use that is often associated with those who use or distribute illegal substances.</p>	<p>Condemns illegal drug use</p> <p>Understands the safety issues related to drug use on the job</p> <p>Does not create rationalizations for drug use</p>
<p>Is not particularly trustful of the motivations of others</p> <p>Tends to rationalize their cautious behavior</p> <p>Cooperative relationships at work may not be important to them</p>	<p>Reliability This score represents an applicant's attitudes concerning following procedures, dealing with authority figures, being honest and working positively with others in the workplace.</p> <p>High Reliability scores represent a solid understanding of what is expected of an employee to be considered prompt, trustworthy and accountable.</p> <p>A low scorer tends to express a lack of appreciation for rules and restrictions, whether he or she actually obeys the rules or not.</p>	<p>Has confidence in the motivations of others</p> <p>Accepts rules</p> <p>Understands the importance of accountability</p>
<p>Prefers a great amount of personal freedom at work</p> <p>Tends to rationalize careless performance</p> <p>Attitude about authority may be quite casual</p>	<p>Work Ethic This score represents an applicant's attitudes concerning his or her perception of the relative value of work and supervisory relationships.</p> <p>High Work Ethic scores represent a clear understanding of what is expected of an employee to be considered principled and compliant in the workplace.</p> <p>A low scorer tends to express a lack of appreciation for the principles typically considered to be representative of ethical and compliant behavior in the workplace.</p>	<p>Accepts the restraints of typical office procedure</p> <p>Understands the need for compliance with rules and standards</p> <p>Understands that their superiors may play a different role than they do</p>