

ASSESSMENT REPORT



John Doe

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Sample_Job

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SUMMARY

Ethico - Integrity & Ethics Assessment

Ethico is an assessment which measures the level of integrity, moral judgement, diligence and persistence of an individual. Candidates who score well in Ethico typically display reduced compliance issues, improved honesty among personnel, improved integrity within the work culture and lower tolerance levels to other's dishonesty.

50
Percentile

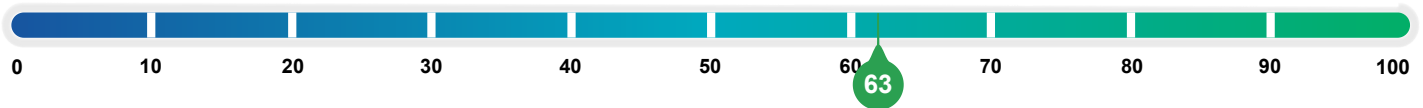


Score Details

Persistence

This scale measures a person's tendencies with respect to being persistent, diligent and persevering in the face of adversity. High scorers tend to be diligent, hard working and goal-oriented, and not easily discouraged; they also maintain consistent interests and focus on long-term goals. Low scorers tend to change interests frequently, and may be more inclined to change courses rather than press on when faced with setbacks or adversity.

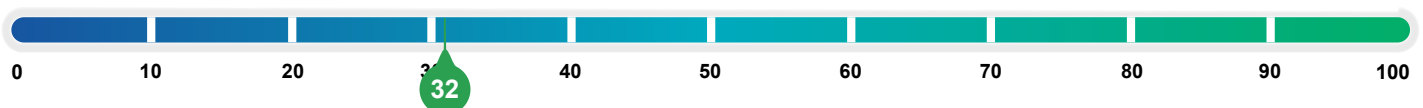
63
Percentile



Diligence

This scale is an indicator of a person's tendencies with respect to being self-disciplined, organized and dependable. High scorers tend to be reliable, hard-working, and goal-oriented. They also are likely to be organized and to be rule-followers. Low scorers tend to be less cautious, less goal-oriented, and can be impulsive and not inclined to plan things in advance.

32
Percentile

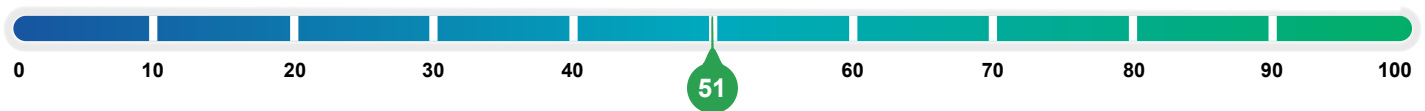


Score Details

Moral Judgement

This scale provides an indication of a person's attitudes towards theft, fraud, and other forms of dishonest financial dealings. Individuals who score highly in this scale show little tolerance for theft or fraud. They are deemed to be at relatively low risk of engaging in counterproductive work behaviors. Low scorers on this scale see theft and fraud as commonplace in the workplace and are less adamant in denying that they would engage in counterproductive work behaviors.

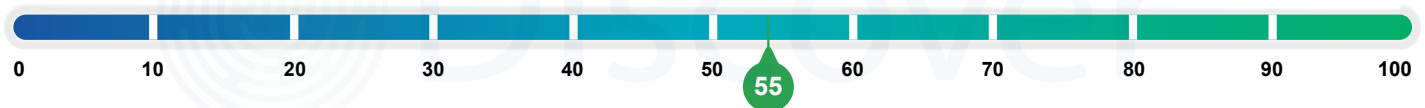
51
Percentile



Honesty

This scale measures a person's respect to the value of honesty. High scorers favor the consistent application of laws and moral rules, and tend to place a high value on honesty and integrity in their dealings with others. They also tend to be respectful of authority. Lower scores tend to endorse more flexible attitudes to rules, often allowing for exceptions. They also tend to be distrustful of others.

55
Percentile



Response Validity

Genuine

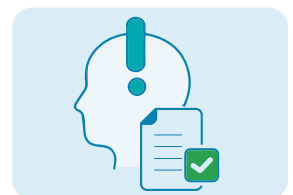
In this assessment, the candidate's responses have been measured for internal consistency. A candidate has to clear four different measures to receive a Genuine response validity. These measures are:



Thoughtless Responding

Genuine

This is a measure of how much of the responses selected are from the same direction (i.e. if the candidate selected mostly agree or disagree statements). An insincere flag here means that the candidate didn't apply any thought while attempting the assessment.



Midline Responding

Genuine

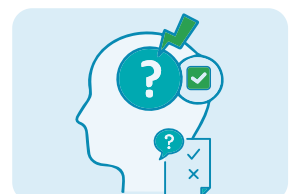
This is a measure of how much of the responses are non-committal. An insincere flag here means that the candidate has chosen the midline response in most of the questions avoiding extreme responses.



Extreme Responding

Genuine

This is a measure of how much of the responses are at the lower and higher end consistently. An insincere flag here means that the candidate consistently chose extreme answer options.



Socially Desirable Responding

Genuine

This is a measure of how much of the responses are an attempt to appear in a falsely positive light or seem 'socially desirable'. An insincere flag here means that the candidate chose socially acceptable answers.

