

ORION PRE-EMPLOYMENT ASSESSMENT

IDENTIFY SUPERIOR JOB CANDIDATES FOR:

Bank Staff

Restaurant Staff

Retail Clerk

Store Stocking Staff

Warehouse Staff

Production Workers

THIS PRE-EMPLOYMENT ASSESSMENT IS:

Well Validated

Free from Adverse Impact

Able to Minimize
Interviewer Bias

Easy to Use

Designed to Deliver Results

Quick and Easy
Scoring Process

EEOC / ADA Compliant

Know your applicants *before* you hire them

Orion Pre-employment Surveys are as close as you can get to this kind of information. And, you can get it in minutes. Orion surveys give a quick snap-shot of an applicant's:

- Work-related attitudes
- Attitudes that lend to on-the-job behavior
- Behavior that either boosts or shrinks profits

An applicant's Orion Profile includes four sections. Each section includes information vital to hiring the best applicant.

Validity Level

The Validity Level tells what extent the applicant tried to tell you what he / she thought you wanted to hear. This is the first information on the Profile because it tells about the reliability of the remaining information

Self-Assessments

Certain questions ask the applicant to describe past behavior along with work activities the applicant likes and dislikes. The Self-Assessments highlight potential problems or positives.

Attitude Scales

Depending on the survey version used, the Profile provides a combination of work-related attitudes scales. Every Profile includes Supervisory, Work, Drug Use, and Theft Attitude Scales. The remaining scales appear in various combinations on different survey versions.

Supervisory

How the applicant is to accept direction from supervisors and follow company policies and procedures. Also reflects the applicant's supervisory potential.

Work

How likely the applicant is to be absent or tardy; also, how well the applicant values the workplace and working with a team.

Workplace Drug Use

Tells you how permissive the applicant's attitudes toward illegal workplace drug use and its impact on the workplace are.

Workplace Theft

Tells you how likely the applicant is to rationalize workplace theft and cheating.

Other Attitude Scales — depends upon the Orion Profile used:

Prospects for Long-Term Employment

Customer Service

Safety and Risk Avoidance

Communication

Competitiveness

Sales Attitudes

ORION Pre - Employment Assessment – NETSERV™
REPORT OPTIONS:
PE3-CS (68 Questions)

Use this version when priorities include...

Lowering:

- turnover
- workplace theft
- workplace drug use
- absenteeism

Selecting applicants who:

- will work well with supervision
- provide excellent customer service

PE3-Safe (67 Questions)

Use this version when priorities include...

Increasing:

- workplace safety

Lowering:

- workplace accidents
- turnover
- workplace theft
- workplace drug use
- absenteeism

Selecting applicants who:

- will work well with supervision

PE3-Safe (80 Questions)

Use this version when priorities include...

Increasing:

- workplace safety

Lowering:

- workplace accidents
- turnover
- workplace theft
- workplace drug use
- absenteeism

Selecting applicants who:

- will work well with supervision
- provide excellent customer services

LANGUAGE:

English

SCORING OPTIONS:

NetServ™

FaxServ™

Computer NetServ

ORION MEASURES
ATTITUDE SCALES:
Supervisory Attitudes

How the candidate accepts supervision

Work Attitudes

Attitudes towards absenteeism & tardiness in the workplace

Workplace Drug Use Attitudes

Applicant's attitudes concerning drug use in the workplace

Workplace Theft Attitudes

Applicant's attitudes towards theft in the workplace

Prospect for Long Term Employment

Will the applicant stay with your company?

Customer Service

Will customer satisfaction be a high priority?

Safety and Risk Avoidance Attitudes

Will the applicant help create a safe workplace?

Validity Level
Self-Assessment Statements
Post-Survey Interview Questions
NETSERV™ ONLINE SCORING OPTION:
Best Choice For:

Companies with a large volume of applicants screened at multiple locations. Requires a low amount of manager involvement in the scoring process. Ideal for time intensive environments.

Good for monitoring compliance with company hiring process.

Scoring Time:

2 to 3 minutes. Automated service available 24 hours / 7 days

Profile Style:

Short Profile – 1 page with Post-Survey Interview Questions listed by number

Medium Profile – Multiple pages including the text of the Post-Survey Interview Questions

Long Profile – Multiple pages including the text of the Post-Survey Interview Questions space provided for interviewer's notes

System Requirements:

Internet access, Web browser: Internet Explorer, Chrome, FireFox

Statistical Reporting Capabilities:

Standard monthly report detailing all applicants' Profile results by social security number and location number along with a statistical summary by location number. Customized reporting is available for an additional fee.

Programmed Hiring Guidelines:

System prints a message on the applicant's Profile indicating whether or not the applicant may be considered further for

REPORT VERSIONS
PE-CS PE3-SAFE PE3-SAFE-CS

✓ ✓ ✓

✓ ✓ ✓

✓ ✓ ✓

✓ ✓ ✓

✓ ✓ ✓

✓ ✓ ✓

✓ ✓ ✓

✓ ✓ ✓

✓ ✓ ✓

✓ ✓ ✓