



Employability Profile

"The First Step in Reliable Employee Selection"

The Performance Zone Series
for
Sample Candidate

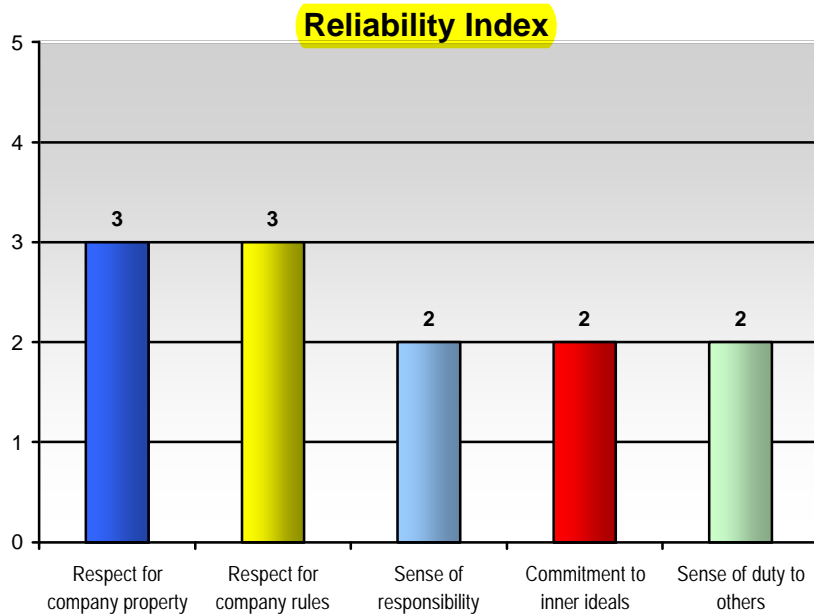
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Level of Risk

Description

Real (5)

Restricted access to capacities; the ability is consistently unavailable and individuals are subjected to mistakes and errors in judgment.

Conditional (4)

Limited access to capacities; actual conditions will increase the potential for mistakes and restrict decision making processes.

Situational (3)

Good ability to utilize capacities; especially in well-defined areas, but when under stress there may be interference with decision making.

Low (1 or 2)

Excellent ability to utilize capacities and translate the talent into decisions; reduces the potential for errors and mistakes.

The upper scale measures personal job reliability and responsibility. We are seeking Low Risk (A Level) and Situational Risk (B Level) scores.

Work Ethic Screen

INDEX	Level					Attention *	Definitions
	Excellent	Good	Average	Marginal	Poor		
Attitude Toward Others			●			I	Ability to be positive, objective, and tolerant in interactions with others.
Perfectionism		●				A	The expectation that things be done correctly. An individuals overall sense of excellence.
Self Starting Ability		●				A	Ability to marshal energy to attain personal and organizational goals.
Persistence		●				A	Ability to maintain direction in spite of the obstacles and stay on target regardless of circumstances.
Prejudice/Bias		●				I	Degree of prejudice and bias in attitudes toward others and how it may interfere with relationships.
Attitude Toward Schedules		●				A	Measures one's willingness to conform to existing sources of authority, order, and control.
Common Sense Ability			●			I	Ability to use one's practical thinking skills to see and understand what is happening.
Attitude Toward Authority			●			I	Measures the degree of attention to, and respect for, organizational and social sources of authority.

*Attention: How you are filtering data and information to make a decision. If you are attentive(A) to others then you are open to their attitudes and perspectives. If you are inattentive you may overlook their positive potential because you focus on their mistakes.

The Lower Work Ethic scale measures 8 very important job performance factors you need to know BEFORE you pursue someone. We are seeking score ABOVE average.