

# Expert Report

# The Organisational Behaviours Index<sup>®</sup>

## Sample Candidate

06 Jul 2018

This report provides an overview of the assessment results of the above-mentioned individual. By agreeing to this assessment, this individual provided consent that the information in this report can be used for a certain purpose. The consent of the individual should be obtained should you wish to use the information in this report for any other purpose.

The questionnaire was completed online and unsupervised.

This report is valid for a period of up to 18 months provided that no significant changes occurred in the work or personal context of the individual.

This Assessment report is highly confidential and contains private information. It should not be discussed with anybody that is not part of the contracted process. Extra care must be taken not to leave it in the open or where it is vulnerable to disclosure. Please ensure to keep this copy in a safe folder.

Confidential Information



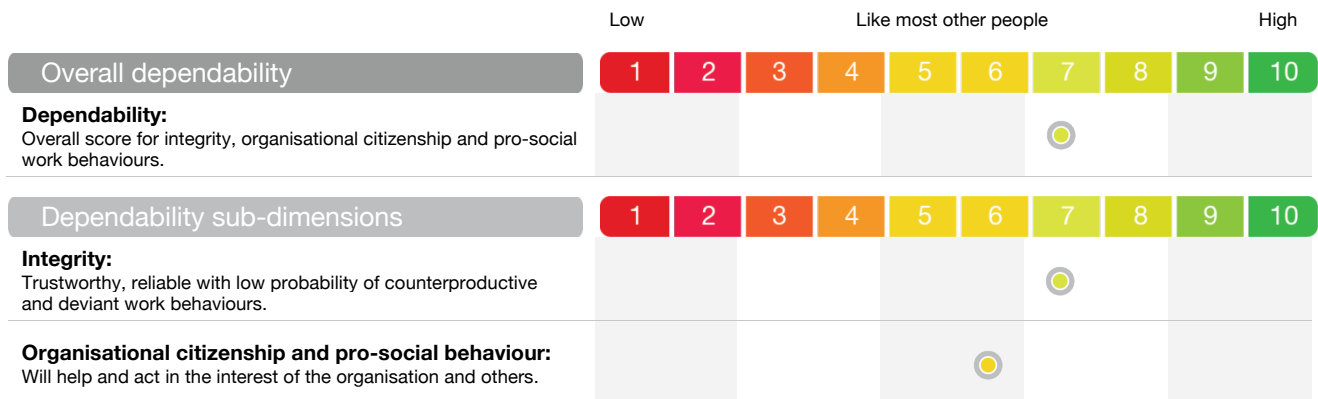
## Background to the OBI

The Organisational Behaviours Index (OBI) provides information on dependability, integrity (or inversely, counterproductive work behaviours), as well as pro-social or organisational citizenship behaviours.

Research in the areas of dependability and integrity assessment indicates that conscientious, dependable, emotionally mature and agreeable individuals perform better in most work contexts. These individuals tend to be better team workers, score better on customer service measures, deliver work of a better quality, and are less likely to be involved in risky behaviours related to fraud, absenteeism, team conflict and safety incidents. Greater levels of dependability have also been linked directly to organisational and team success, individual wellness and job satisfaction.

## Overall dependability profile

The overall dependability profile provides an overall view of traits predictive of pro-social behaviour and deviant work behaviours, summarised in an overall dependability scale with two dependability sub-dimensions – integrity and organisational citizenship or pro-social behaviour. This profile is derived from the OBI ipsative scales. These scale values are more resistant to a response style marked by a high level of social desirability or impression management. As a result, these scale values are better suited to informing screening or selection decisions.





## Detailed dependability behaviours profile

The detailed dependability behaviours profile provides an overall view of traits predictive of pro-social behaviour and deviant work behaviours. These traits are logically organised in three domains and related to behaviours toward the organisation; toward other individuals; and managing oneself. The detailed dependability behaviours profile is derived from the OBI normative scales. These scale values are suitable for providing individual feedback or guiding developmental discussions.

	Very unlikely			Like most others				Highly likely		
	1	2	3	4	5	6	7	8	9	10
<b>Behaviours towards the organisation</b>										
<b>Dutiful:</b> Working hard, seek demanding goals, take responsibility; persevere with tasks and delivering on time.			●							
<b>Commitment:</b> Loyal to the organisation's systems, norms and values, feel positive about job and organisation.				●						
<b>Consider consequences:</b> Steady, balanced, calculated in taking risks and display responsible behaviour.				●						
<b>Behaviours towards others</b>										
<b>Consideration for others:</b> Empathy and understand how own behaviour might have consequences for others.					●					
<b>Relationship building:</b> Get along with others, warm and trusting, and have feelings of belonging to a community.					●					
<b>Managing self</b>										
<b>Self-development:</b> Open to learning, healthy self-criticism, frank, mature in seeing his/her own strengths or weaknesses.				●						



# ABOUT

## Using the information in this report

### For new employees

As part of a screening procedure, the information in this report provides a fair and reliable assessment of individual dependability (or risk for counter productive work behavior) that will allow the organisation to begin with the right employees. Supported by a well-structured interview guide, the information in this report can also be a valuable decision tool as part of the selection process.

### For existing employees

Given of the 'universal' nature of dependability as a predictor of work success, the assessment can also have significant benefits when used with existing employees. The information in this report can be used to:

- Provide an internal benchmark of the current state/levels of possible risk as a result of existing HR practices in selection and succession.
- Establish a core language that the organisation can use to communicate a consistent message around the identification and management of behavioural risk.
- Help individuals gain insight in to reasons for personal stress and job satisfaction (rooted in lower preferences for structure, difficulty in relationships and poor judgement).
- Help individuals recognise and understand risky behaviour in them, but it also teaches them to recognise it in others.
- Provide managers with greater insight into possible reasons for team conflict or poor customer services, while allowing them to identify individuals that might require specific development opportunities.
- Train managers how to recognise risk-prone employees and provide them with the right tools to coach those employees.

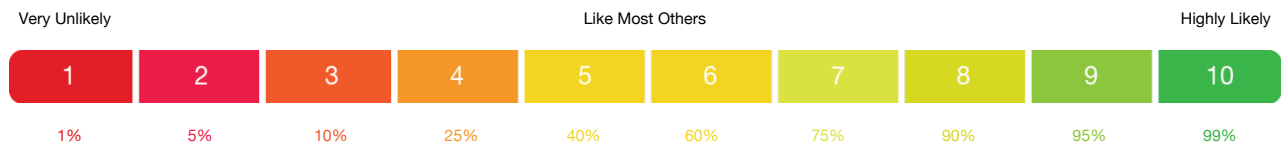
## About the assessment methods

Questionnaires were completed online and without supervision. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

## About the scores

The **overall dependability score** is based on a 1 to 10 scale where 1 is high risk and 10 is low risk of displaying dependable behaviour.

The **detailed scores** from the assessments have been compared with other individuals who have previously completed the assessment (more about this in the technical information section at the back of the report). Results are based on a 1 to 10 scale as shown below.



\*Percentage better than comparison group



# TECHNICAL INFORMATION

JOB/ROLE DATA		DATE
Job or role involved	OBI	
Job Analysis	OBI	14 Mar 2018

ASSESSMENT METHODS		
TEST	DETAILS	DATE
(OBI) Organisational Behaviours Index v8.0	Norm: OBI General Population 2016 Completed by: Renier Lewis	22 Mar 2018
Demographics	Norm: No Norm Applicable Completed by: Sample Candidate	02 Dec 2015

TMR template, version 25.9 of July 2018

## REMARKS

### ACCOUNTABLE PRACTITIONER

Should you have any question about these results, please contact: Renier Lewis (PS1234 012 142-0010)

### Input Data

Gender (Demographics) = male | Gender (Hand entry) = male |