



Presented by Blankenship & Seay Consulting Group



Dependability and Safety Instrument

> Interpretation report

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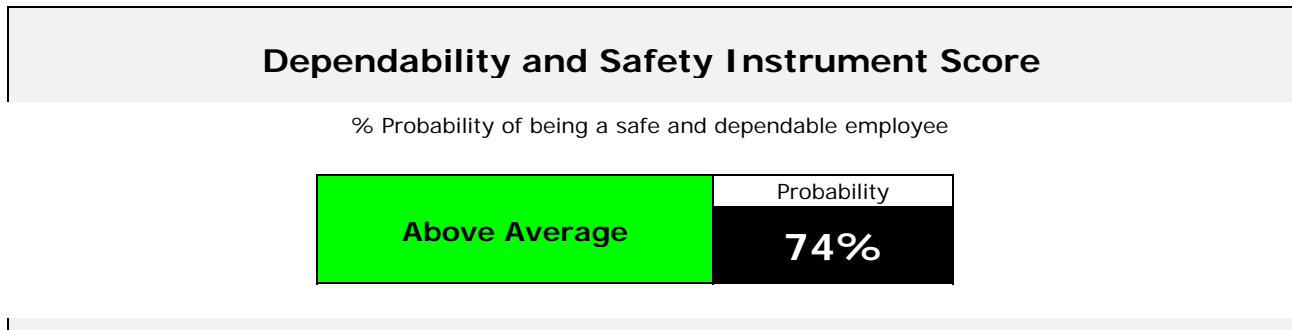
Date: February 9, 2009

The Dependability and Safety Instrument screens candidates for:

- **Absenteeism and poor time keeping**
- **Poor productivity and quality of work**
- **Greater accident proneness and less customer focus**

It is appropriate for any role where these criteria are important, such as operational or safety critical roles.

This report should not be shown to the candidate. The user assumes all liability for the disclosure of this information to other persons, including the candidate.



Guidelines for using these results

These results predict the likelihood that this candidate will be a dependable employee. Lower scores do not always mean an employee will be undependable, but it is less likely that an individual with low scores will be a dependable employee.

As with any psychometric tool, the results of this assessment should be interpreted as probabilities, not certainties. These results should be used with other information, such as skills, knowledge level, competencies, abilities, and evidence from interviews to make selection decisions.

Summary Scale	Likely Impacts
Below Average	Individuals within the below average range are significantly more likely to present performance management issues and / or present a potential safety risk. In addition, they are likely to be less productive.
Average	Individuals that score in this range are likely to be average in terms of safety risks, performance management issues and productivity levels.
Above Average	Individuals that score above average are likely to be more customer-focused and more productive.