

Job Applicant Survey Results Report

The Job Applicant Survey Results Report *gives the hiring manager or supervisor* an objective evaluation of the applicant's basic attitudes toward working in three general areas:

- **SERVICE ATTITUDES** regarding sales orientation, helpfulness orientation, and reaction to rude customers;
- **WORK ETHIC ATTITUDES** regarding attendance, punctuality, initiative, and reaction to supervision;
- **WORK-RELATED RISK** attitudes regarding employee pilferage and theft, substance abuse, and temper control on the job.

In addition, the Job Applicant Survey Results Report includes specific follow-up interview questions. Following up during the interview about issues the applicant has raised on the Job Applicant Survey helps both the applicant and the interviewer clarify the results, *and it gives the interviewer a chance to begin to educate the applicant about the company's policies and procedures.*

Assumptions:

- ☛ Both organizations and their employees benefit when there is a good match between the job and the person who fills it.
- ☛ The hiring decision should be based on all of the job-relevant information that is available about the applicant, **never on test results alone.**
- ☛ The content of the Results Report helps you know your new employee's specific strengths and needs so that you can customize their orientation and training from the very first day.

How Is The Job Applicant Survey Scored? The Results Report is based on a scientific, validated analysis of each applicant's answers. Instead, each individual's answers establish a unique pattern that the scoring decision rules analyze and present in the Results Report.

We Stand Behind Our Tests!

We encourage our customers to call our toll-free customer service hotline **(800-886-4356)** if they have questions about a particular Results Report.

NOTE: For security reasons, we do not post actual sample reports at our public web site. For more specific information about the content of any report, please call our toll-free number: (800) 886-4356 or contact us at information@helmtest.com.