

# **RELY-PLUS TEST**

## **Explanation of Reports**

There are three *customized* reports that can be printed on demand for the RELY-PLUS TEST. All three reports are based on how the individual answered questions on the RELY-PLUS TEST. The reports are:

### **RESULTS AND INTERPRETATION REPORT**

This report explains what the applicant's answers mean with respect to his or her attitudes toward work ethic issues, including a description of the individual's probable on-the-job behavior.

### **ADMISSIONS REPORT**

This report provides specific feedback for the interviewer about what this applicant said in response to questions that ask about previous work ethic-related behavior by the applicant. The report includes suggestions about how to ask an applicant about answers on specific questions in a way that is respectful and informative.

### **INTERVIEW GUIDE**

This report provides assistance to the interviewer in using the RELY TEST results during an interview with an applicant. Specific questions may be included in this report, as determined by the way an applicant responded to the RELY TEST.

### ***How Can The RELY-PLUS TEST Reports Be Included In The Hiring Process?***

Our research has shown that most people have naturally flexible attitudes toward work ethic issues, which means that they tend to respond to the demands that each situation makes on them. For example, if there are clear, uniformly applied rules about how to report an absence, more people will do so.

Knowing before a person is hired whether he or she needs clear training about a company's policies and rules regarding attendance and punctuality means that training can be customized and targeted in a more efficient way. In addition to the reports that an interviewer has access to during an interview, the RELY-PLUS TEST includes a self-paced and self-administered RELY-Ability Training Program that provides a positive rationale for reliability, and sets standards for appropriate work behavior regarding attendance, punctuality, and initiative.

***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](mailto:information@helmtest.com).***