Veris Trust Profiler™ Report

Name: Douglas Johnson

VERIS BENCHMARKS℠
Know Whom to Trust

Veris Trust Profiler™ Report

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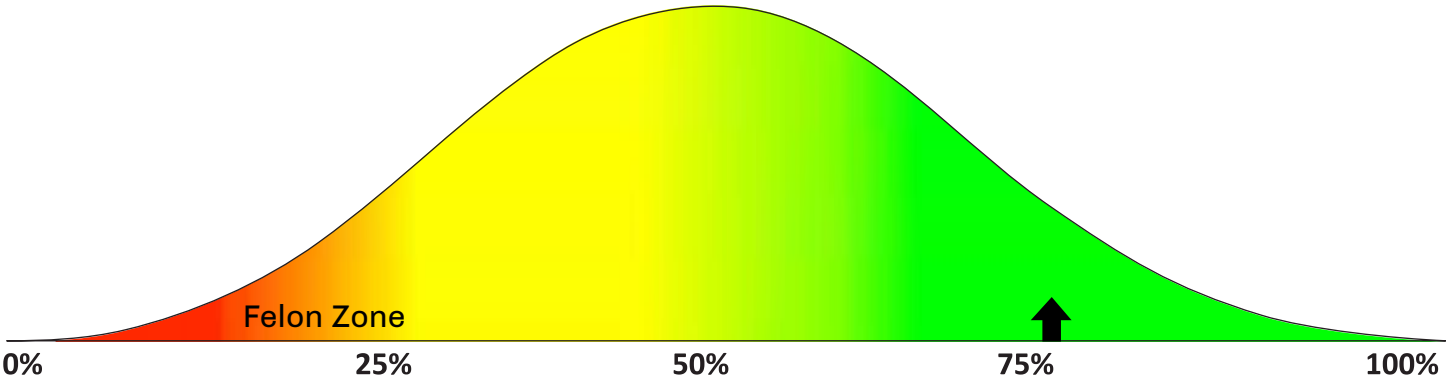
Tested On: 11/13/2018



Veris Trust Profiler™ Score is: 78%

This Trust Profiler score ranks in the upper one third of a broad-based sample of business professionals.

Accountability: 92%

Irresponsible & Evasive

- Evades responsibility for own actions
- Uses selfish distorted thinking to rationalize fraud, e.g. the world owes them a living
- Stretches the truth
- Thoughtlessly or intentionally treats others unfairly
- Works the system to one's own unfair advantage, acts only in own self-interest
- Disregards the law

Responsible & Forthright

- Accepts responsibility for own actions
- Makes no excuses and has no ethical lapses
- Takes rational and proper advantage of opportunities
- Accepts rules, laws, and the need to work within the system
- Avoids mental justifications for dishonesty
- Maintains ethical principles

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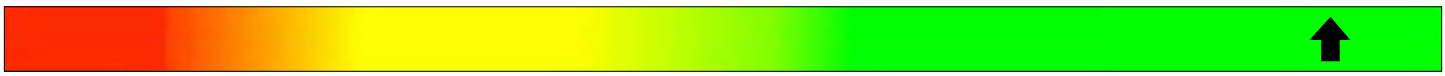
Conscientiousness: 99%

Untrustworthy & Non-compliant
- Bends and breaks both small and important rules without guilt
- Breaks promises
- Fails to meet commitments
- Believes rules and conventions don't apply to oneself
- Misleads others
- Arranges things to make oneself look best and come out on top
- Lacks conscience; lies, cheats, or misappropriates

Trustworthy & Reliable
- Conscientiously follows all rules, regulations and laws
- Keeps promises; builds trust and loyalty
- Lives up to expectations and commitments
- Does work properly and correctly
- Acts with high integrity, moral standards, and fairnes

Caution: 90%



Risky & Impulsive
- Seeks the excitement of the new and different underestimates or dismisses downside risk while exaggerating upside potential
- Misjudges the time and effort required to achieve difficult goals
- Acts impulsively
- Craves excitement
- Takes unjustified risks
- Jumps into things without proper planning

Cautious & Self-controlled
- Carefully analyzes risks, rewards, and safety
- Makes decisions with a realistic, pragmatic approach
- Takes advantage of intelligent opportunities while controlling impulses to act fast or recklessly
- Prefers predictability over volatility
- Plans ahead and prepares

Financially Principled: 99%

Materialistic & Greedy
- Shows exaggerated ambition for a high standard of living; believes the ends justify the means to acquire and indulge
- Expresses self-centered impatient need for gratification and wealth
- Seeks attention
- Tries to impress others
- Has inflated self-confidence
- Is driven toward self-promotion, fame, fortune, and luxury

Prudent & Balanced
- Keeps a sensible balance of need for achievement and a lifestyle within one's means
- Values other things besides money
- Strives for success while staying modest and realistic
- Feels rewarded by doing good work as well as by money
- Shows moderation rather than flamboyance

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Work Motivation: 89%

Entitled & Lazy
- Feels entitled to a life of luxury without necessarily earning it
- Greedily pursues short-term pleasures
- Assumes to be deserving of only the best treatment
- Takes unwarranted shortcuts
- Relies on luck
- Works with little initiative, energy, and follow-through

Hard-working & Diligent
- Sacrifices and works hard
- Avoids the easy way out
- Believes in earning one's rewards
- Persists through difficulty with extra effort
- Sticks with committed relationships
- Keeps active and determined
- Succeeds by working diligently, fairly, and smartly

Interpersonal Integrity: 48%

Exploitative & Manipulative
- Exploits, controls, and manipulates others
- Lies convincingly and compulsively
- Uses flattery and deceit
- Loses others' trust
- Shows denial, anger or humiliation when challenged
- Envies and resents others
- Hurts people without knowing or caring, and without guilt or remorse
- Creates conflict; becomes argumentative or temperamental when stressed.

Genuine & Even-handed
- Interacts in a sincere, straightforward, genuine way, with complete openness and honesty
- Treats everyone fairly, even generously
- Supports and helps others
- Says nothing that isn't true
- Leads by positive example
- Treats people with tolerance and respect
- Responds in an even-tempered and composed manner
- Understands how people feel
- Has a normal range of emotions

Veris Trust Profiler™

Score Interpretation Guidelines

Veris Trust Profiler™ is a selection tool that helps to identify job candidates who will become productive, ethical employees in professional jobs. The Veris Trust Profiler™ measures the two most important traits for success: integrity and moral fiber.

We recommend that the Trust Profiler be used early in the selection process, before or with the first interview. A recommended hiring strategy is to use the most standardized and valid tools first, such as the Veris Trust Profiler™ and the Clear Thinking Profiler, to promote and to hire the most highly-qualified candidates as compared to the more time-consuming and perhaps less objective steps of the selection process.

The Veris Trust Profiler measures the personal factors that, across large numbers of candidates, tend to differentiate business professionals who are more likely to engage in unethical behavior. High scorers tend to exhibit integrity and rule compliance, while low scorers have increased probability of irregular or improper actions, including violations of regulations and laws. A bias toward hiring higher scorers may help to forestall serious breaches of trust, while favoring those with high level of personal integrity and responsibility. A low Index score does not mean that a candidate has committed or will commit a crime; it means that the test-taker answered the Index questions in a way more similar to people who have not proved trustworthy. The score does not provide a basis for moral judgement, either favorable unfavorable, based as it is on probabilistic rather than deterministic factors. Hiring decisions should take Veris scores into account, but each decision should be made from the ensemble of available information about each applicant

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Veris Trust Profiler™ Business Cases

• Use Veris Trust Profiler™ for pre-employment and pre-screening purposes to “screen out” and to confirm the Veris Trust Profiler™ score for service professionals that you don’t know but with whom you will place your trust (Lawyer, Financial Advisor, Accountant, Real-Estate Agent, Architect, Home Health, salespeople, anyone that is handling life assets).

• If you advise or make hiring decisions at work, use Veris Trust Profiler™ to confirm the overall trustworthiness of all candidates placed on the short list so you can confidently avoid the failures of trust that plague other companies.

• If you lead or advise business leaders keen to know where pockets of employee risk may be found within their organizations broken down by function, level, or region, Veris Trust Profiler™ can provide a heat-map of risk areas within the organization.

• Self-Assessment - If you are being considered for a professional position, use Veris Trust Profiler™ for yourself as a means of documenting on your resume by “self-assessing” your level of trustworthiness.

VERIS BENCHMARKS℠

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Veris Trust Profiler™

Our Scientists

George Paajanen, Ph.D.
Dr. Paajanen is Veris Trust Profiler™ and Veris Benchmarks™ psychometric scientist. Paajanen received his PhD from the University of Minnesota in 1988 and is also a Minnesota licensed Consulting Psychologist. He joined Personnel Decisions, International (PDI) in 1979 and created the PDI Employment Inventory (EI), which established the company as a nationally recognized leader in personality testing. He pioneered the new direction for integrity testing, which is based on the psychological and multi-dimensional nature of job performance and counter productivity (including theft).

Employment tests that he has developed range from short instruments for hourly selection to two-day assessment centers for executives. However, his strongest expertise is in creating valid assessments for hiring hourly employees who work harder, accomplish more, and have more productive work habits. Paajanen consulted with over 100 private and public organizations, from small, family-owned businesses to federal agencies; conducted over 1,000 supervisory, managerial, and executive assessments for selection, placement, and development; and has validated tests with real job performance in over 300 companies, including more than 150 retailers. As a representative of psychological testing, Paajanen presented expert testimony to a United States Congress investigation of employment testing.

He has contributed to employment research conducted by the US Department of Defense and US Departmentof Labor. Paajanen joined Unicru in 1999 and has authored a series of Unicru personality and skill assessments. Tests developed by Dr. Paajanen have been used by over 140 million applicants, for 20 years, without legal challenge.

J. Tom Janz, Ph.D.
Dr. Janz is Behavioral Scientist for Veris Trust Profiler™ and Veris Benchmarks™. He received his B.A. (hons) in psychology from the University of Winnipeg in 1972 and his Ph.D. in Industrial Psychology from the University of Minnesota in 1977, studying under Dr. Marvin Dunnette. Dr. Janz began his career with academic positions at the University of Waterloo, in the Faculty of Engineering, Simon Fraser University in the Faculty of Business Administration, and The University of Calgary in the Faculty of Management.

During this time, he published several articles and book chapters on topics ranging from expectancy theory to motivational culture to selection utility. In 1986 he co-authored a book on the selection interview titled “Behavior description Interviewing: New, Accurate, Cost Effective.” In 1992 Dr. Janz left academia and took a position as Director of Behavior Description Systems with Personnel Decisions International, in Dallas, Texas. When PDI sold its selection business to ePredix in 2000, he accepted a position as Director of Assessment for Guru Worldwide Inc. of San Francisco. When Guru was being considered for sale to Unicru in 2001, he briefly joined Unicru as a Chief Scientist. As Unicru completed the purchase of Guru, he ultimately took on the role of Chief Scientist for Behavior Description Technologies to pursue a long held belief in the value of online interview decision support technology.

Since then, he has taken roles as Chief Scientist for Batrus Hollweg International of Dallas, and Senior Product Manager for Lominger International of Minneapolis. He has returned to full time pursuit of his dream of offering valid, affordable online tests and interviews—now implemented via PeopleAssessments.com. Dr. Janz is a member of the Society for Industrial and Organizational Psychology, the American Psychological Association, and the Canadian Psychological Association.

He has designed the measurement processes underlying several software programs to widen the application of his research and techniques. Recently, Dr. Janz was asked to head up a Work Group of 50 professionals from the SHRM/ANSI task force tasked with developing the standards for Job Descriptions.

Veris Trust Profiler™

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The world needs a faster, more accurate, and more objective way to KNOW whom to trust.

Veris Trust Profiler™ has the answer.

For inquiries and more information, please call: 1-800-811-6074 or contact us at info@verisbenchmarks.com

DISCLAIMER

Combined Candidate Information: Veris Trust Profiler™ Trust Index is a good predictor of future job behavior, but it doesn't predict with 100% accuracy. When hiring, use the Index score along with all other available applicant information. The information provided in this report is based solely on data developed by Veris Benchmarks™. It should be interpreted in light of other information which is available about the individual and should never be used as a sole basis for making a hiring, developmental or promotional decision. Decisions to terminate employment should be based primarily on documentable job performance; an employees test score should not be the sole determinate.

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Margin of error: The margin of error of Veris Trust Profiler™ scores is about four percentage points. With everything else being equal, applicants who score within four points of each other would show similar job behaviors.

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