

THE BASICS TO READING AN INTEGRITY PROFILE RESULT

The **I&VP** has been standardised, and normed and has passed all the rigorous internal reliability psychometric testing. This allows you to compare traits and different people's results and to make statements about those results. The results are on a 'bell curve' and are distributed as follows, a score of 4, 5, 6 and 7 is approximately 68% of the population, a score of 8 and 9 is 14% and a score of 10 is 2% compared to our norm group.

WHO IS JOHN SAMPLE?

John Sample's Integrity Assessment indicates that this person is unlikely to be able to tell the truth especially when under pressure. With a Responsibility score of six there is a high likelihood that there will be a lot of stories and reasons why he can't tell the truth. With only a six on Responsibility and Accountability he will have a hard time holding himself or others accountable for the results that they produce. He will overlook issues and then not be able to take ownership of the problems that causes. What people see of him does not match his own view of himself. Notice that he has a low Self Awareness score. This indicates that he has little awareness of the impact he has on others especially the impact of his lack of Truthfulness, Accountability and Responsibility.

In the Self Management Assessment the most concerning score is his Assertiveness. John does not back himself (Low Self-Belief). As a result he does not speak up for himself and will let clients or co-workers walk all over him. It is likely that he will have a high level of resentment and a 'hard done by' attitude. He is definitely not happy, which means he is probably not very productive and also hard to motivate.

In his Work Focus Assessment there are some major anomalies. A high Result Orientation i.e. a high goal orientation or a want to succeed is not backed by the personal work habits that make it possible. He is not Organised or Reliable and has a mediocre Focus or Urgency on the task at hand and no Attention to Detail. It would be our guess that he spends a lot of his time running in circles and achieving very little.

In his Relationship Management Assessment his high Empathy score is crippled by his very low Assertive score. It is anticipated that he would have an extremely hard time expressing himself clearly in any of his relationships, let alone telling the Truth. He does not have an Appreciation of the contribution that others make to him and neither does he acknowledge their contribution.

His Vision profile indicates that he has limited ability to see what the future may hold or to create a future that he could inspire others with.

The Impression Management Assessment is unique in that the best result lies between a 3 and a 7. Three says 'Take me as I am' and seven says "I want to make a good impression and I will work at it but I won't kill myself over it". Any higher than seven means they are trying too hard and lower than three means they border on unfriendliness. John's result indicates that he will work hard on the impression he makes.

Integrity

Client Sample
Candidate **John Sample**

Integrity and Values	1	2	3	4	5	6	7	8	9	10	
Withholds information from others; conveys information selectively in conversations; tolerates dishonesty in others			Truthfulness		3						Is open, honest and forthright; tells the truth; does not tolerate dishonesty in others
Blames others for undesirable outcomes; shifts responsibility to others when things go wrong; makes excuses; is defensive or argumentative when confronted			Responsibility		6						Identifies and acknowledges their role when things go wrong; takes ownership, even if the outcomes are undesirable
Avoids making demands on others; fails to hold others to account when they under-perform; does not deal with issues as they occur			Accountability		6						Is clear about the expectations they have of people; able to hold people accountable for the results they need to produce; notices what is happening and deals with issues as they arise
Acts in their own best interests rather than that of the organisation; gives priority to activities that make them look good or that they like doing			Loyalty		9						Committed to organisation; prepared to put personal needs or goals to one side; does what is required of them – not just what they want to do or what will be good for their career
Does not question own behaviour; spends little or no time reflecting on self; does not analyse the impact they have on others			Self Awareness		4						Takes time to reflect on and understand self; has insight into own values, feelings, beliefs and behaviour; aware of their impact on others

Disclaimer: This profile is designed to be used as a tool for coaching and interviewing. You must not use this profile as the primary or a principal tool for personnel decisions or pre-employment screening. It is designed to support personnel decisions and pre-employment screening processes and is not a process in itself. It is your responsibility to ensure that the profile is used and applied properly. While the profile accurately measures various indicators and criteria, you must verify the results through interviewing and reference checking.

For further assistance please refer to the Integrity And Values Profile Handbook or call your consultant or IntegrityAndValues.com within Australia 1300 364 588 or Intl +612 6362 3300.

Self Management

Client **Sample**
Candidate **John Sample**

Self Management	1	2	3	4	5	6	7	8	9	10
Has difficulty standing up for self and own opinions; likely to follow a majority decision rather than speak against it; will either withdraw or get aggressive when confronted										
	Assertiveness									
Doubts own capabilities; questions their ability to succeed in a given situation; needs reassurance from others										
	Self Belief									
Feels that the negative outweighs the positive in their life; dissatisfied with current life circumstances										
	Personal happiness									








Task Focus	1	2	3	4	5	6	7	8	9	10
Prefers to work at a steady pace rather than pushing self, dislikes demanding targets; has ill-defined or vague goals										
	Result Orientation									
Does not plan ahead; will wait until the last minute to get things done; is reactive										
	Organisation									
Difficulty in applying self to a task; impatient with routine and/or repetitive tasks; has poor concentration										
	Focus & Urgency									
Careless with detail; relaxed about mistakes in work; can overlook the little things that count										
	Attention to Detail									
Pushes back or misses deadlines; underestimates the time required to complete tasks										
	Reliability									

Relationship Management

Consultant Sample

Client Sample

Candidate **John Sample**

Relationship Management	1	2	3	4	5	6	7	8	9	10
Quiet; has difficulty in expressing themselves clearly; can appear uninterested; often does not believe what they have to say will add value	Ability to Talk									
										
	5									
Can be impatient when others are talking; has difficulty paying attention; interrupts when others are speaking	Ability to Listen									
										
	5									
Is unaware of others' contribution and/or does not acknowledge it; lacks generosity in their feedback to others	Appreciation									
										
	1									
Remains detached from other people; is not able to see things from another's point of view; lacks understanding of another's perspective	Empathy									
										
	10									
Not comfortable contacting people they don't know; unwilling to use their networks to benefit the organisation or their work	Networking									
										
	7									
Vision										
	1 2 3 4 5 6 7 8 9 10									
Deals with the here-and-now rather than taking a long term perspective; focuses on short-term, tangible goals; does not see what is possible	Vision									
										
	6									
	6									
Impression Management										
	1 2 3 4 5 6 7 8 9 10									
Self-critical; not concerned about the impression they make on others	Impression Management									
										
	7									
	7									