



Honesty report

Sample

Candidate name: Sample Applicant

Support agents: csolutions

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Honesty report

The following report illustrates the candidates' honesty profile based on their responses to the pick24 honesty test.

The pick24 honesty test assesses the candidates' general acceptance of dishonest behaviour and practices. Honesty is a very difficult concept to assess as most people will not admit to engaging in, or approving of, dishonest behaviour. However, it is possible to distinguish between peoples willingness to tolerate dishonest behaviour under set circumstances. This is widely held to be the best method for measuring honesty in an individual.

The pick24 honesty test uses three general ranges to score a candidates honesty. The score next to the candidate name indicates where they sit within each particular range. For interpretation purposes there is minimal difference between candidates who sit within the same range. However, be mindful of candidates who score marginally within a particular range.

The pick24 honesty test assesses two main elements of honesty; stealing and lying. Stealing relates to the conscious theft of resources not owned by the individual, lying relates to dishonest verbal behaviour or deceitful manipulation. Each of these elements is presented below with a list of situations where the individual deems stealing or lying to be acceptable or not. The more situations where dishonesty is seen to be acceptable, the higher the candidates dishonesty score on the test.

Candidate report

Scale

Somewhat dishonest: any score over 50

Moderately honest: any score between 20-50

Honest: any score less then 20

Sample Applicant

Score: Moderately honest (35)

Reliability

Stealing subsore

Moderately honest (40)

Lying subsore

Moderately honest (30)

Acceptable when

It helps others known to them to better their personal situation due to pre-existing unfortunate circumstances. This may lead to Sample believing that stealing and lying is acceptable if it helps his personal situation and remedies some unfortunate circumstance not of his doing. Stealing and lying in this manner is often justified on self righteous grounds.

The other party can easily cope with the loss resulting from the dishonesty. This may result in Sample stealing from people or organisations that have high perceived wealth from his viewpoint. An individual with this type of dishonest tendency can be very risky for employment in cash or stock handling positions, as it is likely the organisation has higher perceived wealth.

The perceived value of the theft is insignificant. Sample appears to determine whether dishonest action is acceptable or not, based around the value of the theft. If he perceives the theft to be insignificant to an organisation or person they will feel minimal guilt from their dishonesty.

The action is not deliberate. Sample believes that lying or theft is excusable when the action was an accident. For example lying through ignorance or not realising that they were actually stealing an item. If Sample has a moderate or high level of dishonesty there is a risk that they may justify their actions as accidental to justify the dishonesty.

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It leads to their own personal advantage. If Sample has reported a high level of dishonesty they are likely to justify any form of dishonesty on the grounds of benefiting themselves. An individual of this type often will not perceive dishonesty as being 'dishonest' but more being 'opportunistic' or 'taking advantage' of a situation.