Honesty, Ethics, and Values Test

Carlos Pimentel
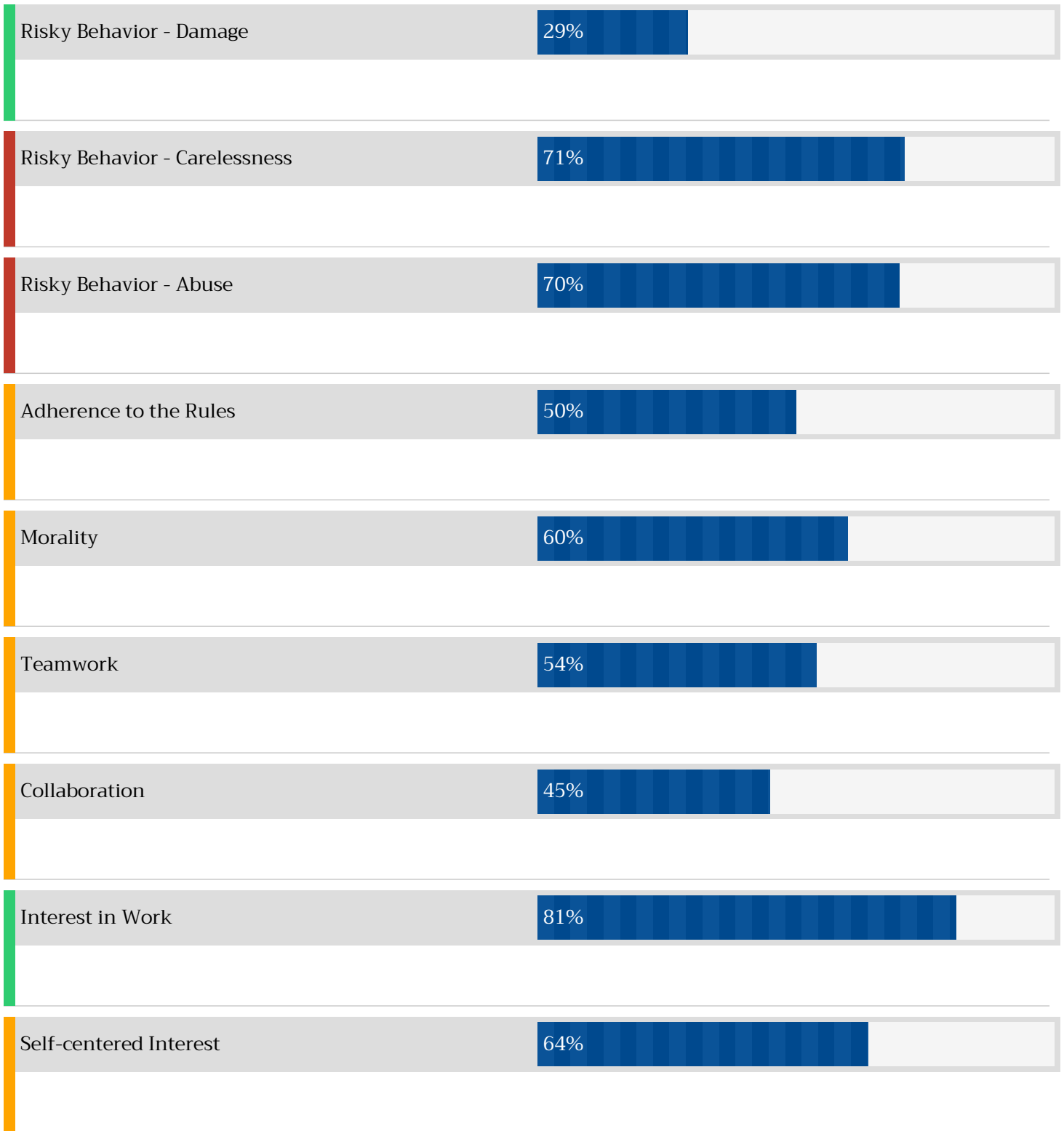
Start date: 2022-09-16 10:24:14 **Finish date:** 2022-09-16 10:28:26

Total time: 4 Minutes 12 Seconds

Candidate info

ID: 208078

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Notes: -

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Test info

Name/ID: Honesty, Ethics, and Values Test / 795

DescriptionHonesty, Ethics, and Values Test. This test measures characteristics that correlate with the candidate's honesty, ethics, and values. It is important to note that the results of this test are not absolute and should be used as a reference to complement other methods such as interviews and personal references.

Difficulty Level:NA

Instance info

Deadline: -

Time limit:0 minutes

Type:PSY

Process: Psychometric

Web Monitoring: No

Results per Dimension

Description	Score (Percentage)
Honesty in Answering	92%
Equity and Justice	46%
Honesty	61%
Risky Behavior - Theft	33%

Risky Behavior - Damage	29%
Risky Behavior - Carelessness	71%
Risky Behavior - Abuse	70%
Adherence to the Rules	50%
Morality	60%
Teamwork	54%
Collaboration	45%
Interest in Work	81%
Self-centered Interest	64%

Dimensions Descriptions

Category Name	Category Description
Honesty in Answering	The Honesty in Answering dimension measures the likelihood that the person has answered honestly. A low score reflects that the person may have tried to answer what they consider to be the expected or socially accepted response in an attempt to show themselves better than they are.

Equity and Justice	The Equity and Justice dimension indicates a person's propensity to act in an equitable and fair manner with others. Nevertheless, low scores reflect a greater risk that the person will act and treat people and situations differently according to convenience or prejudice.
Honesty	The honesty dimension reflects how much the person is inclined to act honestly and transparently. Low values do not necessarily mean that the person is dishonest, but they do reflect a greater likelihood that the person is dishonest compared to someone with a high score.
Risky Behavior - Theft	People with high scores on the Risky Behavior - Theft dimension have certain characteristics that correlate with a higher risk of committing on-the-job theft. A high score does not mean that a person will steal, only that they are more likely to do so than a person with a low score.
Risky Behavior - Damage	People with high scores on the Risky Behavior - Damage dimension tend to have behavior that can damage assets or the company's environment as they show little self-control and may react negatively to emotions such as anger or frustration.
Risky Behavior - Carelessness	People with high scores on the Risky Behavior - Carelessness dimension may tend to be less careful on the job and have little concern for letting go of mistakes or for the quality of what they do. People with low scores often prefer to do things quickly rather than do them well.
Risky Behavior - Abuse	People with high scores on the Risky Behavior - Abuse dimension possess certain characteristics that make them more likely to abuse or manipulate to achieve their personal goals. They tend to be more impulsive and less controlled, which can lead them to take counterproductive actions or treat others on the team badly.
Adherence to the Rules	This dimension reflects how important it is for a person to follow the rules. Low scorers tend to view rules as mere suggestions, but consider that they can decide when to respect them and when not to. High scorers, on the other hand, consider the rules to always be followed and do not question them.
Morality	The Morality dimension measures how strong a person's moral values are and the higher the score, the less likely the person is to go against their principles. On the other hand, people with low scores tend to be more manipulative or follow others because they do not have a strong moral framework to guide them or do not attach importance to their principles and can easily go against them.

Teamwork	The Teamwork dimension indicates how much a person likes to work in a team and aligns with the team's interests over their own. The higher the score, the greater the person's focus on achieving the team's goals by actively participating in it.
Collaboration	The Collaboration dimension measures a person's willingness and ability to help and collaborate with others. People with high scores feel good about supporting others and genuinely care about contributing to the success of others and the team.
Interest in Work	The Interest in Work dimension determines how important it is for a person to work and strive to achieve the objectives of the company, focusing on group goals rather than personal goals.
Self-centered Interest	The Self-centered Interest dimension measures how much the person is primarily concerned with their own interests. The higher the score, the greater the tendency to focus only on oneself, sometimes to the detriment of others.

Note:The descriptions listed above correspond to the general definition of the dimension and are not a description of the value obtained by the candidate. The score obtained in each dimension (indicated in the dimension summary section) will indicate the degree to which this dimension manifests in the candidate's behavior.

Important:High or low scores do not necessarily mean that the person is dishonest or will steal;they only indicate the lesser or greater presence of particular characteristics that correlate with the dimension assessed. Despite the control questions, tests that measure values and honesty may be susceptible to attempts by candidates to choose the option they consider socially acceptable. On the other hand, many people with characteristics that correlate with certain risk behaviors, such as impulsivity, do not possess the risk behavior assessed. For all these reasons, this test should be used as a complement to other measures, such as personal interviews and background and reference checks, and not as the only criterion for choosing or discarding a candidate.