



PASS III®

Personnel Systems Corporation

Attitudes Do Predict Future Behavior

Find out what they are before you hire.

The PASS III® is a validated pre-employment attitude survey. It has been used successfully for over 15 years in hundreds of companies to help select honest hard-working employees.

The PASS III® provides an assessment as to how the applicant will perform in three important areas;

- Work Ethic and Reliability.
- Integrity (Honesty)
- Drug and Alcohol Avoidance.

Applicants answer the questions candidly because the questions are non-threatening and do not require them to admit to dishonest or antisocial behavior.

Administration

The survey takes less than 15 minutes to complete and is scored on-site in 5 minutes with the industries most convenient scoring process.

Risk Assessment

The on-site manager will receive the applicants score for each segment of the PASS III® based on the following risk scale;

- False Positive
- Low Risk
- Moderate Risk
- High Risk

On-Site Reporting

The on-site report provides imme-

diately insight into the applicants work related attitudes. This information can then be used for a more insightful follow-up interview.

Behavior Based Interview

It will also provide a list of behavior based interview questions based on the applicants responses to the questions on the PASS III. They are professionally crafted to provide additional insight into the applicants job related attitudes.

The Follow-up Interview Worksheet® can be customized by the user company in order to make it more industry specific.

"...companies who are using pre-employment honesty testing are experiencing a 37% lower rate of losses."

The 2001 Supermarket Shrink Survey by The National Supermarket Research Group

Control Desperation Hiring

The PASS III® helps eliminate desperation hiring which costs your company money in a number of ways. PASS III® helps you:

- Reduce inventory shrink.
- Reduce cash shortage.
- Improve customer service.
- Control workers compensation costs.
- Reduce unemployment costs.



Validity

Research studies of both concurrent and predictive validity show this instrument to be an accurate measure of attitudes that can predict future performance.

Research results also indicate the survey to be non-discriminatory and non-invasive of privacy.

Time Proven Results

In using the PASS III®, our clients have consistently seen reductions in employee turnover, inventory and cash shortage and other forms of counter productive behavior in the workplace.

Web testing in English and paper and pencil versions in English, Spanish and French Canadian are available.

Client Comments

"We are truly amazed at how accurate and predictive this survey is."

We definitely feel the quality of our workforce is mainly due to the PASS III."

Mario Morini, Mario's Giant Eagle