

3 Pre-hire Culture Tests

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Faker Fred

Integrity								
							8	

Substance Abuse								
						7		

Reliability								
						7		

Work Ethic								
						7		

Distortion 3

Fred interviews very well (by knowing how to answer in such a way that he is shown in a "good light.") But his **Distortion** score (9 is "best") reveals him to be a "bender of truth." Hire him ... and you'll be scratching your head, wondering how someone who seemed so "right" could be so "not right."



Open Oscar

Integrity								
1								

Substance Abuse								
1								

Reliability								
			4					

Work Ethic								
				5				

Distortion 8

Oscar is very open and honest (8 on Distortion) ... about being a pretty undesirable employee.



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Faulty Fran

Integrity								
					6			

Substance Abuse								
		3						

Reliability								
		3						

Work Ethic								
			4					

Distortion 3

Fran is such a bad liar she cannot even lie convincingly. She is trouble.

