

MiNINT



Measures integrity

Predicts Counterproductive Work Behavior

WHAT IS MINT?

MINT is a web based personality inventory that predicts the risk for Counterproductive Work Behavior (CWB).

Counterproductive Work Behavior refers to behaviours that are intentional and contrary to the organisations' interests, such as tardiness, faking sick leaves, being rude or abusive, recklessness or theft.

CWB is prevalent to some extent in all organisations. Combating and compensating for these kinds of behaviours can be both difficult and costly.

In worst cases it can lead to legal actions and lasting harm for the brand, but even the most common, everyday occurrences of CWB - such as low attendance, taking excessive breaks, intimidation, lying or rudeness will generate costs in the form of a deteriorated working environment, lowered motivation levels and lack of collaboration.

Using MINT to screen applicants drastically reduces the likelihood of letting high-risk individuals in to your organisation.

UTILITY

Despite awareness of the damages and expenses caused by CWB, few organizations focus on prevention. A proactive approach to risk management means screening out candidates with a high probability of CWB, regardless of their merits.

MINT is a powerful predictor of job performance both regarding task and contextual performance. By using MINT you increase the chances of hiring people who are diligent and who contribute to a more productive and satisfying working atmosphere.

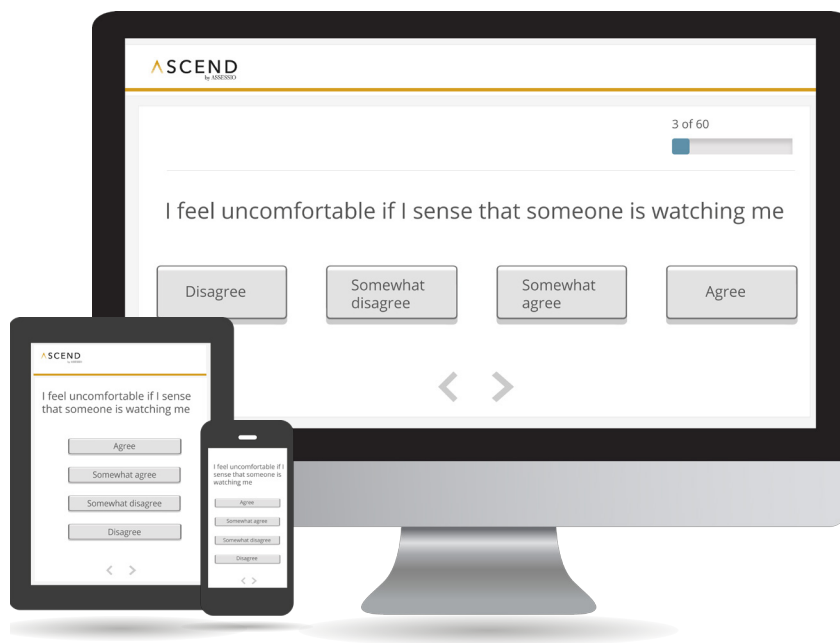
People with low scores on MINT are generally perceived as less effective, less conscientious and as having a higher degree of interpersonal problems than their peers.

People with high scores on MINT are generally perceived as more hard working and more successfully engaged in job relationships, such as being friendly and trusting, being cooperative with superiors, rarely getting angry and having a positive outlook.

WHAT DOES IT MEASURE?

MINT is based on the Five Factor Model, the most robust and well documented approach to measuring personality today.

MINT measures characteristics linked to integrity and primarily predicts the risk for Counterproductive Work Behavior, but also the opposite, the probability for high job performance and job satisfaction.



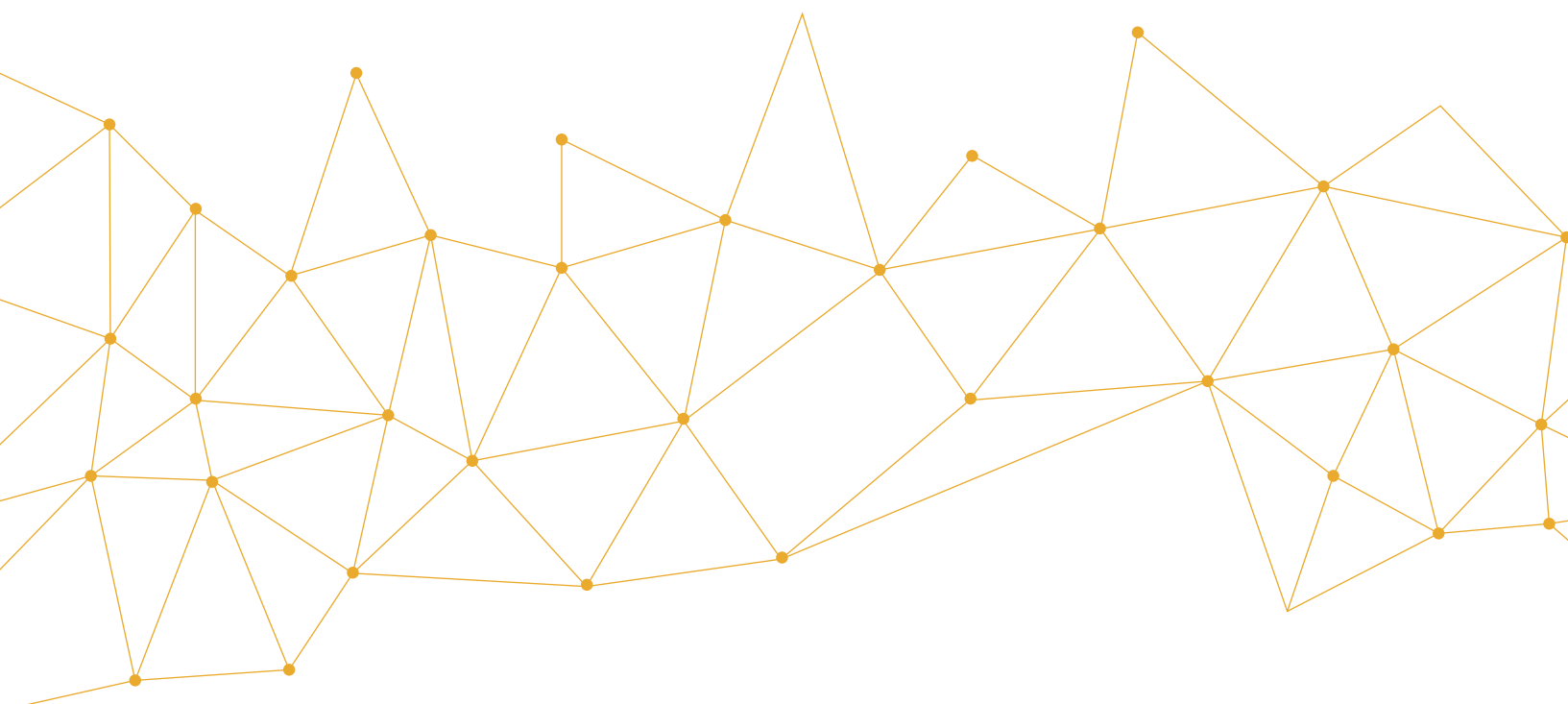
QUICK FACTS

- Used for selection and recruitment
- Predicts the risk for CWB (Counterproductive Work Behavior)
- Testing time: approx 15 min
- Available in 12+ languages
- Certified by DNV GL

ABOUT ASSESSIO

Assessio is the leading publisher of psychometric tests in the Nordic region and a consulting organization with a focus on Human Capital Management. The company has a long history of developing research-based tools for selection and development of personnel.

The business was started in 1954 by the Swedish Psychological Society and has since then evolved into an international test publishing house and modern HR consultancy organization with operations in Sweden, Norway and Finland. The tests of Assessio are available in over 30 countries around the world.



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