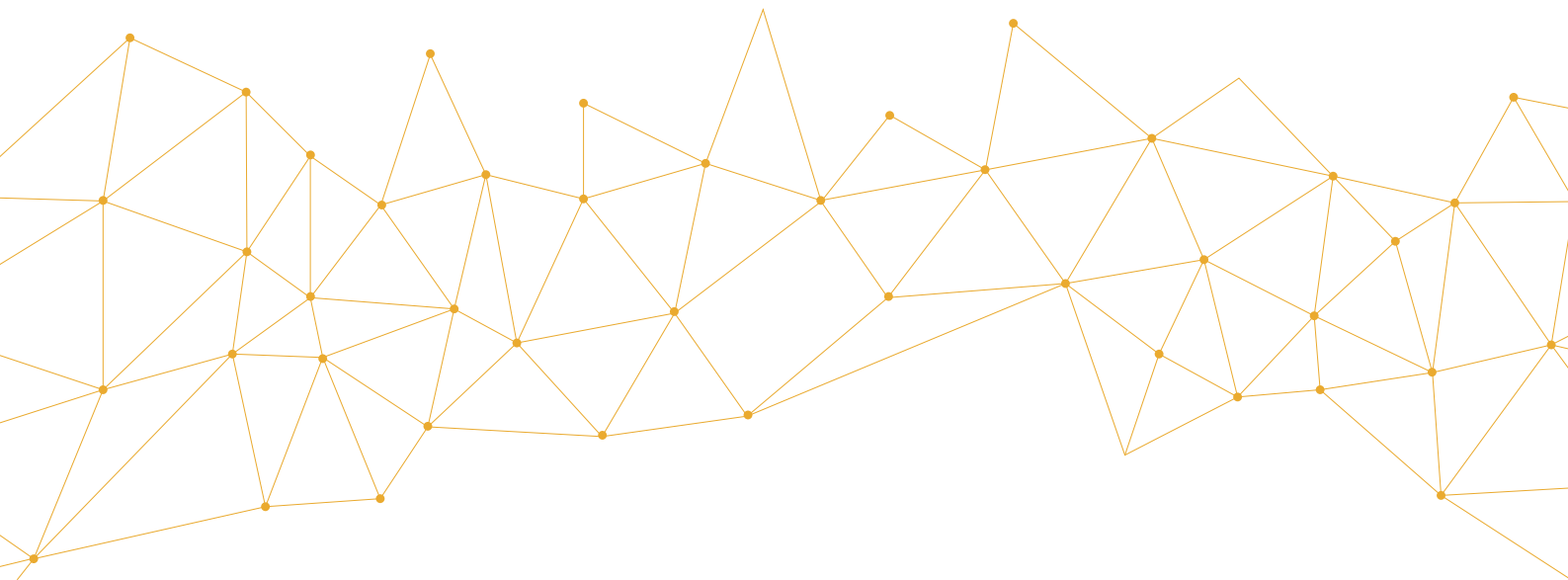


MiNT

Interpretive Report

Name: Demo Test

Assessment date: 03-10-2016



Name:	Demo Test
Email address:	assessiotest2@mail.com
Year of birth:	1980
Gender:	Female
Nationality:	Sweden
Education:	Masters Degree
Work experience:	5 - 10 yrs of full time work
Management experience:	no management experience
Job type	HR
Assessment date:	03-10-2016
Report ordered by:	Lina Assessio
Norm group:	norm.global

Introduction

MINT™ is a personality test intended to measure the personal characteristics that are significant to the way a person behaves in work-related situations. The test is based on a model with one higher order personality factor, Integrity, and two lower order factors: Task Orientation (T) and Interpersonal Orientation (I). The higher order personality factor—Integrity—measures characteristics relating to reliability and dependability, as well as attitudes towards rules, values, standards, and specified expectations. The other two factors—T and I—measure whether an individual focuses mainly on tasks or on relationships in a work context.

Things to consider when interpreting the test results

The higher order factor, the scale measuring Integrity, constitutes the principal basis for decisions in MINT. It is always interpreted first, while the scales measuring the lower order factors, the Task Orientation and the Interpersonal Orientation scales, are always interpreted as being supplementary to the higher order Integrity measure. Low scores on the Integrity scale can not be compensated by high scores on the Task Orientation and/or the Interpersonal Orientation scales. These two scales also constitute the basis for feedback on the test results to the candidates themselves.

You can find more detailed definitions of the higher order Integrity factor and the lower order factors in the results report that follows.

What do the scales measure?

Integrity

The term Integrity, as measured by MINT, is a tailor-made compound of personality traits that are intended to predict what is called Counterproductive Work Behavior, CWB. The Integrity scale measures the probability that an individual will behave in ways that relate to reliability and dependability, and how well that individual will adapt to the organization's rules and regulations, values and objectives. The Integrity factor consists of three components— Emotional Stability, Agreeableness and Conscientiousness—which together give a comprehensive measurement of how that individual will function in the workplace.

A low level of Integrity leads to CWB, with a high degree of probability. In other words, the term Integrity includes characteristics linked directly or indirectly to harmful behavior for the organization. Examples of such behavior include: absence without leave, deliberate poor job performance, disloyalty, vandalism or embezzlement, as well as a number of less obvious patterns of behavior that can damage the organization's productive, social, or psychological structure.

Interpersonal Orientation and Task Orientation

The lower order factors contribute supplementary information to the result on the Integrity scale about whether the individual prefers Interpersonal Orientation or Task Orientation at work. These factors indicate different approaches by individuals in work-related situations. Interpersonal Orientation means that the individual is primarily focused on social relationships and the interplay between people, while Task Orientation means that the individual focuses primarily on the tasks to be done.

These attitudes are not linked to particular kinds of work. Rather they describe the individual's attitude to his or her work or to other situations and the consequences this may have at the workplace. It is perfectly possible to prefer one attitude above the other. It is also perfectly possible to prefer both these attitudes in equal measure.

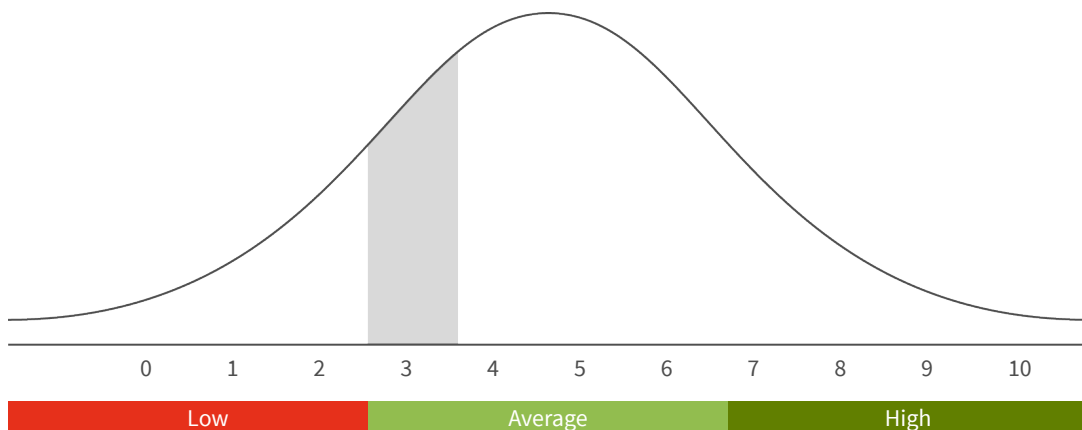
The results report includes descriptions of the character traits linked to Interpersonal Orientation or to Task Orientation respectively.

Results report—Integrity

Results for Demo Test on the Integrity scale: 3 scores

The result for the Integrity scale can range between a score of 0 and 10, and is reported below in what is known as the normal distribution curve. The normal distribution curve represents the distribution of the test scores in the norm group. A “norm group” is a group of test-takers that is representative of the population. The individual results are compared to the responses of the norm group. The most usual outcome is to obtain test scores in the middle interval of the normal distribution curve, while it is less usual to obtain low or high scores (in other words, in the intervals furthest out on the left or right tail of the curve).

The candidate’s result can be read out as an interval highlighted in grey in the normal distribution curve. Test scores are interpreted as high, average, or low.



Low comprises the 16 % who achieved the lowest results, a score between 0 and 2.

Average comprises the 68 % of the norm group who achieved average results, a score between 3 and 6.

High comprises the 16 % who achieved the highest results, a score between 7 and 10.

High score

Individuals who obtain a high score (7–10 points) on the Integrity scale will demonstrate a very low probability of counterproductive work behavior.

Such individuals are often described as emotionally stable, reliable, conscientious, pleasant and goal-oriented. They will probably adapt readily to future work situations, and comply with the organization's rules and standards.

Average score

Individuals who obtain an average score (3–6 points) on the Integrity scale will demonstrate an average probability of engaging in counterproductive work behavior.

The higher the score, the lower the probability that the individual will engage in counterproductive work behavior. The reverse is also true — the lower the score, the greater the probability that the individual will engage in counterproductive work behavior.

Low score

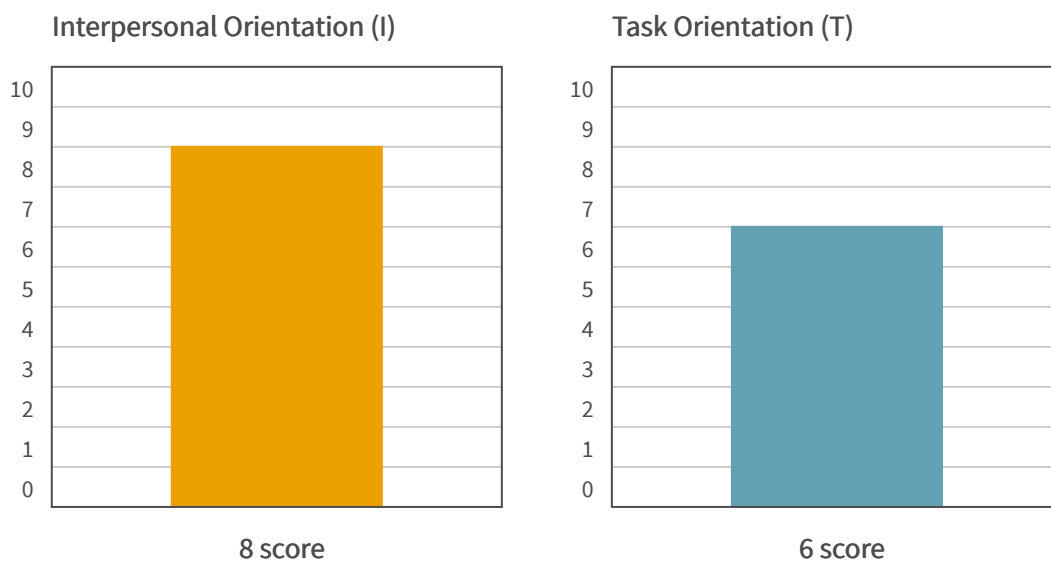
Individuals who obtain a low score (0–2 points) on the Integrity scale will likely demonstrate a high probability of counter-productive work behavior.

Such individuals are often described as emotionally unstable, unreliable, volatile, and impulsive. The result is that they more readily get into conflict with their work colleagues and engage in behavior that harms the organization. This might include absence without good reason, maintaining a deliberate low standard performance, misuse of sensitive information and unauthorised use of the organization's resources and property for his or her own purposes.

Results report—Interpersonal Orientation (I) and Task Orientation (T)

The result for the Interpersonal Orientation (I) and Task Orientation (T) scales are reported in the bar chart below. The candidate's test score can range between 0 and 10 on each scale. The score on one scale is independent of the score on the other scale, which means that a person can obtain any combination of high, average or low scores on the two scales.

The test score obtained can be read off the diagram for each scale. The relationship between the scores of Interpersonal Orientation and Task Orientation can be read off in the bar chart diagram. The chart indicates which of these two attitudes the candidate prefers. The relationship between the score levels indicates which of these two attitudes is preferred by the candidate. In other words, a higher score on one of the scales indicates greater preference for that attitude.



Interpersonal Orientation (I)

The term Interpersonal Orientation includes character traits that are directly connected to behavior patterns that focus on enhancing and maintaining relationships by being helpful and supportive and working with others.

Individuals with an Interpersonal Orientation tend to be enthusiastic and warm-hearted and strive to include others in projects and activities. They enjoy being helpful and working with other people. They have many ideas and identify opportunities for other people. They promote, support and defend or mediate between others in the organization.

It is possible to have an Interpersonal Orientation approach to one's work regardless the nature of the work.

Task Orientation (T)

The term Task Orientation includes character traits that are directly connected to behavior patterns to do with the individual's attitude, interests and commitment in carrying out and completing his or her work tasks in an efficient and satisfactory manner. This means that the focus is on the task itself; in other words what, when, and how something should be done.

Individuals who are task oriented tend to work diligently and efficiently and take responsibility for carrying out and completing the tasks and commitments on schedule. They appreciate rules and structure, they keep themselves up to date with the latest information, and they are meticulous, with attention to detail.

It is possible to have a Task Orientation approach to one's work regardless the nature of the work.

Further information on interpreting results is available in the MINT Measuring Integrity Manual.