# Step One Survey II

Our **Step One Survey II® (SOSII)** is a brief, pre-hire assessment that measures an individual's basic work-related values. It is used primarily as a screening tool early in the candidate selection process.

This assessment provides valid insight into an applicant's work ethic, reliability, integrity, propensity for substance abuse, and attitudes toward theft —including property, data, and time.

## Why assess employees with SOSII?

It's a startling fact: employee theft and fraud averages $9.00 a day per employee! That's about $2,000 per employee subtracted from your bottom line every year. While all employees have opportunities to steal, an employer's risk increases as people advance to upper levels of responsibility. High ranking executives have been known to embezzle tens of thousands--even millions--of dollars. There couldn't be a better reason to hire people worthy of your trust.

SOSII helps organizations reduce hiring risk in a quick and cost effective manner. It is a scientifically designed assessment tool that helps answer these questions:

- "Can this applicant be trusted?"
- "Is this applicant drug free?"
- "Is this applicant dependable?"
- "Will this applicant be a long-term, hard-working employee?"

In many organizations, SOSII is the first screen that all applicants must pass before proceeding in the hiring process.

## Did You Know?

- 95% of employers are victims of theft.
- 17% of violent crimes occur in the workplace.
- 30% of job applications contain false information.

## How does the SOSII assessment work?

Most of our clients require job candidates to take the SOSII online, but paper and pencil is also available when this is not possible. An HR administrator simply forwards a link to job candidates. The assessment does not need to be monitored, so the candidate can take it from any computer with Internet access. The system instantly scores the assessment and informs the hiring managers where they can access the results.

imagine great people®

| | | |
|---|---|---|
| **Step One Survey II®** | **MEASURES** | Attitudes regarding:<br>• Personal integrity<br>• Substance abuse<br>• Reliability<br>• Work ethic |
| | **PROVIDES** | Information about a candidate's:<br>• Past employment<br>• Employment-related problems<br>• Illegal substance use<br>• Theft of an employer's money, property, data, etc.<br>• Computer/Internet/email abuse |
| | **TIME TO TAKE** | 20 minutes |
| | **USED FOR** | • Reducing employee theft and fraud<br>• Reducing loss of confidential information, trade secrets, and computer data<br>• Reducing drug testing costs<br>• Reducing absenteeism and tardiness<br>• Reducing lost time due to unauthorized computer, Internet, and email usage<br>• Selecting honest, hard working employees who show up for work |
| | **REPORTS** | • Interviewing Report<br>• Quick Check Report |
| | **VALIDATION STUDIES** | Yes |
| | **ADMINISTRATION** | Internet or paper/pencil |
| | **SCORING** | Internet |

**GREAT LAKES PROFILES INC.**
HUMAN CAPITAL – GETTING IT RIGHT

Jim McKelvey
167 Park Island
Lake Orion, MI 48362
(248) 693-3328
Jim@greatlakesprofiles.com

imagine great people®