

Graphs

Overall results



Lenient Attitude Towards Dishonest Behavior



Perceived Frequency of Dishonest Behavior



Rationalizing of Dishonest Behavior



Self-Reported Dishonesty



Details

Overall results (score 90)

user's scored high on this test, indicating that his/her susceptibility for dishonest behavior is minimal. S/he is someone who typically isn't swayed from acting honestly even in situations where many "normal" people would feel tempted to act deceitfully. S/he seems to be strong enough in character to resist the temptation to act in a dishonest manner.

Overall tendency to behave in an honest manner.

Lenient Attitude Towards Dishonest Behavior (score 14)

user's results indicated a tough attitude towards theft, time theft, cyberloafing, and dishonest behavior in general. S/he is someone who believes that dishonesty should not be tolerated in the workplace. S/he has a punitive attitude towards the behaviors mentioned in our test, something that is not generally found in people with a propensity for dishonesty.

Although the relationship is not always cut and dry, attitudes do predict behavior. How user feels about the specific dishonest behaviors mentioned in this test is an excellent predictor of his/her own future behavior on the job. A number of common temptations that may be encountered in a workplace are explored in this test. Many of the questions in this category inquired whether s/he feels that various dishonest behaviors are wrong; others assessed his/her opinion about how severe the punishment for dishonest behavior should be. An important issue to consider in terms of this subscale is the fact that while such attitudes are highly correlated with actual behavior, the relationship is not 100%. For instance, someone may have very permissive attitudes towards occasional slips of others and may be extremely liberal when it comes to punishment. However, that may not necessarily mean that they are inclined to engage in that kind of behavior. Keep that in mind when you are reading user's results.

Examines the extent to which user feels that dishonest behaviors are wrong, and how severely s/he thinks they should be punished.

Perceived Frequency of Dishonest Behavior (score 19)

user perceives that there is little dishonesty in the workplace. S/he likely believes that most people are fundamentally honest and can be trusted to act appropriately without supervision. People tend to overestimate their similarity to others, so their perception of what happens in the workplace and beyond often mirrors their own behavior. The fact that user thinks that there isn't a great deal of dishonest behavior going on in the workplace indicates that s/he may very well be an honest person himself/herself.

Assesses user's perception of how often others engage in dishonest behaviors.

People the world over tend to want to believe that they are "normal" - that most other people think and act similarly to the way they do. This keeps them from being overly critical of themselves. In the context of dishonest behavior, projection, or the attribution of one's own feelings, attitudes and behaviors onto others, is a self-protective response that keeps offenders from feeling guilty about their own actions. After all, why should a person feel bad about an action or behavior that almost everyone takes part in? This is why a person's perception of the prevalence of dishonest behavior is related to his or her actual propensity towards such actions. This relationship is not infallible however, since an employee might have a valid reason for perceiving a high degree of fraudulent behavior. For example, he or she could have witnessed a great deal of theft or other dishonest behaviors when working in recent positions, and could therefore have difficulty judging the frequency of the behavior in the rest of the population. In user's case, his/her responses indicate that:

- S/he witnessed little, if any, dishonest behavior in previous work environments.

Rationalizing of Dishonest Behavior (score 11)

user is typically not someone who makes excuses for his/her actions. It seems that s/he agreed with few, if any, statements that rationalized dishonest behavior due to situational factors, such as low pay, poor treatment by employers, etc. S/he is someone who can be relied upon to act honestly in a variety of situations. This is a sign that s/he has a mature character that is not influenced by pressures around him/her.

Assesses whether user tends to make excuses for bad behavior or thinks that in certain situations such behavior is acceptable.

Many people who are unhappy at work seek indirect revenge on their employers to make up for perceived injustices. An employee may, for instance, steal some merchandise to "make up" for poor pay or surf the Internet when they feel their bosses demand too much of them. These are the individuals whose honesty depends on the situation they find themselves in.

If you speak to people after they are caught stealing or doing something else dishonest, you will often find that they utilize some sort of rationalization for their behavior. "My bosses treated me unfairly", or "I was taken advantage of by the company" are common excuses. It is key to pick employees who are not prone to rationalizing dishonest behavior, as they are less likely to behave dishonestly, even when they feel wronged. Many employees are frustrated with their management or their company at some point, so the rationalizing of dishonest behavior should be a real concern for employers.

Self-Reported Dishonesty (score 4)

user reported that s/he is now, and will likely continue to be, an honest individual. S/he states that s/he has not stolen anything of value, is scrupulous in every area, and in the future, s/he reports that s/he would likely behave in an honest manner in a variety of situations.

Assesses self-reported past behavior, and how user thinks s/he would react to various situations where there is a temptation to act in a dishonest manner.

Past behavior is the best predictor of future behavior. We all know people who have tried to change but who often ended up reverting back into old ways. That's not to say that we have no control over our own actions or that people cannot change. However, as a general rule in human nature, if someone behaved one way in the past, they will likely behave in a similar way when faced with the same situation in the future. Statistically speaking, someone who has stolen or otherwise acted dishonestly in the past is more likely to steal again than a person who has never stolen anything in his or her entire life.

Validity Scale (score 25)

There was little or no indication of dishonesty in user's results.

Many people will try to present themselves in a better light, especially if the stakes are high. This assessment minimizes such a bias in several ways. To begin with, the questions are phrased in a non-threatening way and wherever possible, offer plausible explanation for each answer choice. user's answers are then compared to responses obtained from a large sample of the general population. When someone systematically selects socially desirable responses that are rarely endorsed by others, there is a good reason to believe that a positive self-presentation bias is at play.

Assesses to what degree the results on this test are distorted or manipulated.

The Validity Scale, often called a Faking Scale, is a necessary addition to honesty tests. A score that is suspiciously high may indicate that user was lying, which may invalidate the whole test.

Strengths & Limitations

The following section lists any concerns that were identified in user's test results.

Areas free of concern

- S/he has a fairly high honesty score
- S/he displays a strict attitude towards dishonest behavior
- S/he perceives that most people are fundamentally honest
- S/he disagrees with statements that attempt to rationalize dishonest behaviors
- S/he reports that s/he is an honest individual
- S/he is likely to respect the rules related to sick leave, and isn't prone to wasting work time and/or being absent or tardy without authorization
- His/Her results indicate that s/he is unlikely to steal money or merchandise in his/her workplace
- S/he rarely covers-up or attempts to hide things for his/her benefit. If s/he makes a mistake, s/he is usually able to admit it.
- S/he typically refuses to cover up for others' wrongdoing

Potential concerns identified on this assessment

- S/he is at a moderate risk for cyberloafing

Concerns identified on this assessment

- No behaviors fit into this category

According to our statistics, men were more likely to "fake good" than women; that is, they were liable to lie about engaging in dishonest behaviors to make themselves look good.