

# RELIABILITY REGISTER

59.52% Reliability

The Reliability Register is intended to assess the dependability factor. It is not intended to measure any attribute other than reliability and work ethic.

Examinee: Samuel Sample  
 Company: Sample Company, Inc.  
 Job: Call Center/Office/Clerical/Customer Service/Administrative  
**Reliability: Doubtful - High Negative Reliability - Non-compliant**

Persons with this score can often be described as, or exhibit the following traits:  
*Temperamental, unstable, sarcastic, blames others for her deficiencies.*

## Comparative Data

Examinee: 59.52%  
 Job Standard: 84.0%  
 Difference: 24.48%  
 Recommendation: Caution! Significant Shortfall. Verify references and job history.

APPLICABLE NORMS	Male	Female
High School Students	76%	82%
College Students	80%	83%
Average Adult	78%	83%
Knowledge Workers	Average 79%	

GENERAL RANGE	Male	Female
Superior	86 - 100%	88 - 100%
Above Average	79 - 85%	81 - 87%
Normal	71 - 78%	74 - 78%
Borderline	61 - 70%	63 - 73%
Doubtful	60%	62%

The RR measures a factor more relevant to job performance in routine, non-management situations than in settings where executive decision making, risk taking, and innovation are predominant functions. In such areas the RR should be combined with a behavioral assessment. The RR can be used with literate subjects aged 15 years and over. Low scores indicate an individual on the negative, asocial pole of the responsibility continuum, while high scores indicate a positive, conforming individual. It can be inferred from these norms that, in work settings, about two-thirds of the male subjects can be expected to score between 74 and 88%, and two-thirds of female subjects between 74 and 90%. It should be noted, any evaluation has a margin for error. Scores should be interpreted in conjunction with other information including biographical data, prior work record, interviewers impressions,