

Integrity Assessments

Integrity tests are single measure assessments designed to predict:

- ◆ Dependability
- ◆ Conscientiousness
- ◆ Potential to become counter-productive
- ◆ Potential to engage in dishonest behaviours
- ◆ Potential to work against people and the organisation

This “dependability-conscientiousness” factor is a single scale or preference. Scores on integrity tests tell us only about this factor, nothing about the respondent’s intelligence, ambition, social skill, poise, judgement or health.

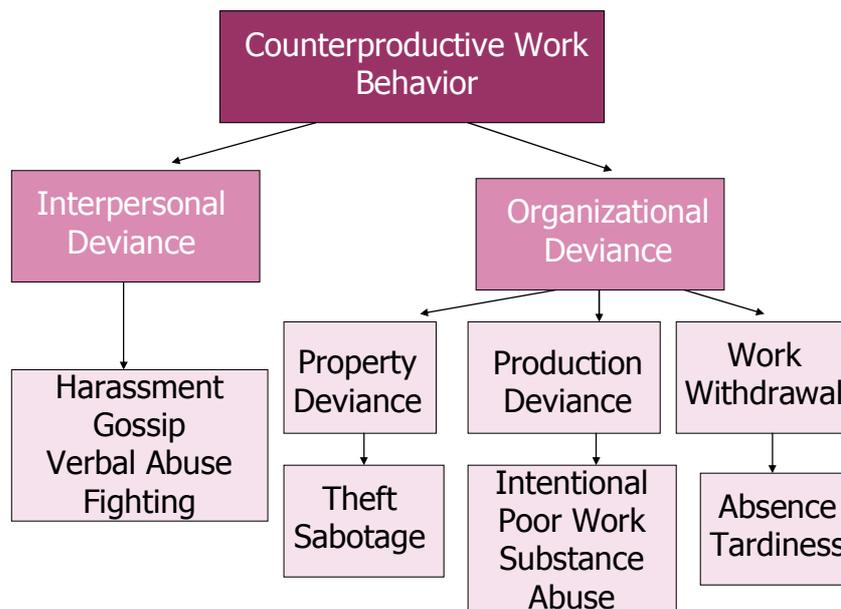
Integrity tests come in 2 types of tests:

1. **Covert integrity tests** on the other hand have disguised purpose and tend to look more like a short personality test.
2. **Overt integrity tests** are designed with the purpose of the test being obvious or overt and the questions used are quite direct. For example they may directly ask how much the candidate stole last year.

The theory behind Overt tests being that we all view ourselves as normal and therefore it would be abnormal to have not stolen, but rather the candidate may admit to stealing an amount as they believe everyone steals and therefore they would not be normal if they admitted nothing.

Both types have strong research data and have been proven to work well in screening out potentially undesirable employees.

Integrity as a concept covers the following:





As a single measure they are one of the most predictive indicators of counter-productive work behaviours and on-the-job performance.

In a recruitment setting they may answer the questions:

“Are they going to be counter-productive?”

“Are they going to turn up to work?”

“Are they going to be trouble or not?”

“Can I trust them?”



- ◆ Niche Consulting has a couple of integrity tests currently available