
PsyPass System – INTEGRITY TEST

The integrity test is part of PsyPass computerized diagnostic system. It can be given as an independent unit or as part of PsyPass diagnostic systems, together with a test of personality traits and/or skills.

The integrity test consists of a series of self-reporting items, in which the applicant is asked about his actions, his thoughts, his opinions and his positions on various matters, in connection with integrity. The test incorporates two main approaches for testing integrity: the overt, questioning approach, which presents direct questions to the applicant, about his actions and positions; and the covert, personality-based approach, which examines the applicant's integrity through relevant personality indices (such as the internalization of values, self-control, etc.). These two approaches complement one another and provide a full and comprehensive picture of the applicant's integrity.

Areas of the Test

The integrity test may include the following components:

- General integrity
- Commitment to the organization
- Respect to property
- Truthful reporting
- Drug abuse
- Bribery risk
- Drinking habits
- Gambling habits
- Tendency to violence

Flexibility in the Definition of the Test

A comprehensive integrity test includes all of the above components, and provides a comprehensive and detailed picture of the applicant's integrity characteristics. Not every position in the organization requires such a comprehensive test. There may well be certain positions for which a shorter and more focused test is sufficient. PsyPass system allows the

users themselves to define, for each particular position, or group of positions in the organization, which integrity test will be given and which components it will include.

Testing Additional Personality Traits

Just as the users have the ability to define, themselves, which particular components will be included in the integrity test given to a particular applicant, so too, they have the ability to add to the integrity test the examination of the following personality traits: emotional stability; service conscience; marketing and persuasion skills; challenge and achievement orientation. The addition of these personality components (without any extra cost!) will enable the decision-maker to receive the most complete and comprehensive picture with regard to the degree of the applicant's suitability for the position applied for. PsyPass system lets you add all four of these personality traits to the integrity test, or some of them, or even none of them. Needless to say, the addition of personality components lengthens the duration of the test.

Adaptiveness and Zoom-In Feature

The hundreds of items, which are included in the test, are not all presented, as a single entity, to all of the applicants. The system customizes the items, which are presented to a particular applicant, according to his answers to certain questions. This customization allows the system to focus on the applicant's personality traits, and to receive a clear and detailed picture in this regard. For the sake of example, let us take an applicant who admits to substance abuse – his admission alone is not sufficient to decide that he has a drug problem. Such an admission would give rise to a series of questions to test the scope of the substance abuse, the frequency of use, the type of drugs, which the applicant used, etc. Only then will the system identify whether the applicant has a drug problem or whether it was "a one-time slip-up" etc.

Social Desirability

Self-reporting questionnaires tend to be more exposed to problems of social desirability. Social desirability is the applicant's tendency to present himself in a positive manner,

through his answers to the items of the test. The integrity test includes a diverse range of ways to monitor the applicant's social desirability, and to minimize it.

Duration and Scope of the Test

The integrity test, in its most extensive format (including the testing of the additional personality traits) contains over 300 items. As noted above, the definition of the test allows for great flexibility, so that the duration of the test ranges between 20 minutes (for the basic test) and 50 minutes (for the most comprehensive test).

Languages of the Test

Hebrew, Arabic, Russian, English, French, Spanish and Portuguese.

The Platform for Giving the Test

The integrity test is given through the system for PsyPass computerized psychometric diagnostic system. This system has been operating for about ten years, and it is installed in dozens of organizations and testing institutions, on hundreds of computers, in a broad range of installation configurations. The PsyPass System is Web based, and operates on both Internet Explorer and Firefox browsers. It is also possible to install the system on the organization Intranet servers.