A WORLD LEADER IN INTEGRITY AND COUNTERPRODUCTIVE WORK BEHAVIOURS ASSESSMENT

It’s All About TRUST

www.midot.com
Midot is committed to making integrity a standard for the assessment of human capital in the workplace.

Our products and services are supported by our interdisciplinary team, a global synergy of knowledge, and our advanced web-based technology. We are committed to leading the field, while maintaining an innovative and creative spirit, and designing best-in-class solutions for our customers worldwide.
• Reliable assessments, tested and validated by studies conducted around the world

• An advanced and secure technological platform, cloud based, requires no installation

• Maximum customization according to customer needs

• Fully adaptable products to local norms, standards and cultures

• Synergy of global knowledge based on partnerships with our international distributors and offices

• More than half the company’s budget is invested in research and development

• Members of the International Test Commission (ITC) and ISO 27001 certified (Information Security)
For PRE-EMPLOYMENT
Behavioral risk assessment solutions for recruiting and selecting job applicants

IntegriTEST
Integrity assessment tool for job candidates.

StabiliTEST
Early voluntary turnover predictor.

Risk Indicator
A pre-employment integrity test which uses a multi-method approach for predicting counterproductive work behavior in employee selection.

For POST HIRE
Periodic risk assessment solutions for counterproductive behaviors among current employees

TRUSTEE
Periodic evaluation for current employees.

For ORGANISATIONAL DEVELOPMENT
Group level risk assessments for counterproductive behaviors across organisational units

IntegriEXIT
Employee integrity exit survey.

For PRE and POST HIRE

SafetyTEST
A safety assessment questionnaire designed to assess workplace related accidents among job applicants or current employees.

COMPLEMENTARY SERVICES
Custom-made risk assessment solutions, research, and professional services

Additional services
Midot offers a variety of customized solutions for ensuring the most effective results for your company.
Podium is a web based platform designed to enable organisations of all sizes, to construct and administer employee assessments and surveys, read and customize diagnostic reports and manage end-to-end selection and recruitment processes from one centralized multilingual online platform.

ALL OF THE BENEFITS ON A SINGLE PODIUM

- **Manage your entire selection process**
  From start to finish, you can depend on the highest standards of confidentiality, availability and integrity of information

- **Cutting edge technology**
  Unique and innovative features, compatible with the most common browsers, offer users a different and inspiring experience

- **Adaptation to the structure**
  Enjoy maximum flexibility and adaptation to organizational structure and policies, with an unlimited number of business units, hierarchies and users with personalized permissions

- **Choose the best way to invite examinees**
  On-site or remotely; public or individual links; self or pre-registration; and batch invitations in one click

- **Examination card**
  Check complete information in a single view; test results, background information, recruiters’ comments, attachments such as: photo, CV, diplomas or other documents

- **Webcam monitoring**
  Make sure it is the examinee who takes the test with in-test randomly taken pictures

- **Online graphs and statistical reports**
  Make better management decisions to improve the quality and effectiveness of your organization

- **Light version**
  For limited bandwidth connections

- **Compatible with the most common browsers**
  Available for examinees to take a test from any browser, tablet or smartphone, anywhere, anytime
In looking for people to hire, you look for three qualities: integrity, intelligence, and energy. And if they don’t have the first, the other two will kill you. — Warren Buffet

The next employee you recruit may lead to your company’s success or failure. Low integrity can be responsible for occupational offenses, such as theft of property/money/information, bribery and rule breaking.

Scales
The IntegriTEST provides an overall recommendation score based on a candidate’s evaluated risk potential for future occupational offenses. This evaluation is based on responses in the following optional sub-scales:
- Honesty
- Theft
- Norms
- Bribery
- Service tolerance
- Drugs in the workplace

The IntegriTEST has been customized for 13 different job categories. For each job category, 2 versions are available: Basic (not including informative background questions) and Advanced (including informative background questions):
- General background
- Alcohol usage
- Drugs usage
- Gambling
- Harassment behavior
- Aggressive behavior
- Financial status
- Criminal background
- Employment history
- Work ethic
- Information security
- Work safety
- Engagement in work
- Driving history

Additional customized questions may be added.

Several characteristics
- **Testing time:** Approximately 20 minutes
- **Number of items:** 96–194 items
- **Location:** On-site or remote testing
- **Reporting:** Immediately available online
Employee turnover can lead to significant financial losses, often estimated at as much as half to a full annual salary per incident. These damages are due mainly to costs related to: recruitment, employee training, lost productivity, and compensation.

StabiliTEST is a pre-employment questionnaire designed to predict early resignation (within six months) among job applicants.

Scales
The StabiliTEST identifies both personal and situational factors, associated with prediction of early voluntary turnover for job applicants. StabiliTEST’s results are scored automatically and provide an overall score, based on four sub-scales:

- Performance history
- Desire for the job
- Intention to stay
- Personality traits

Several characteristics
- Testing time: Approximately 15 minutes
- Number of items: 100 items
- Location: On-site or remote testing
- Reporting: Immediately available online
Counterproductive work behaviors are influenced not only by an employee’s integrity and values, but also by situational factors at work, such as satisfaction and security controls. Furthermore, these factors may change throughout the employee’s employment period.

Midot TRUSTEE is a tool that enables the periodic evaluation of employee integrity throughout the employment life cycle.

We recommend using TRUSTEE for:

• Periodic employee evaluations
• Pre-promotion or job transfer evaluations
• Post-event related evaluations

Scales:

TRUSTEE uses IntegriTEST indicators to evaluate the employee’s personal integrity and adds it to the overall score:

• **Personal values:**
  • Honesty
  • Theft
  • Norms
  • Bribery
  • Service tolerance
  • Drugs in the workplace

• **Organisational commitment**
  • Job satisfaction
  • Job security
  • Organisational justice
  • Identifying with the organisation

• **Security awareness**
  • Organisational norms
  • Monitoring & supervision
  • Sanctions

Several characteristics

- **Testing time:** Approximately 30 minutes
- **Number of items:** 156 items
- **Location:** On-site or remote testing
- **Reporting:** Immediately available online
Employee integrity is a critical requirement for the success of nearly any organization. Indeed, organisations in which employee integrity is lacking are almost certainly at a greater risk for the incidence of a variety of counterproductive work behaviors (CWB). CWBs can directly target either coworkers or the organisation itself, whereby some are very serious and even criminal (e.g., theft, fraud, drug use, harassment), while others are relatively minor (e.g., unexcused absenteeism, abusiveness, uncooperativeness, negligence). These CWBs are assessed in the Risk Indicator using innovative testing methods (i.e. animated work life situations, anti-manipulations pop ups).

Scales

The Risk Indicator’s results are scored automatically and providing an overall score evaluating the propensity for organizational and interpersonal related counterproductive work behaviors based on four sub-scales:

Individual Traits
- Agreeableness
- Reliability
- Emotional Stability
- Honesty

Attitudes
- Justifications
- Pervasiveness
- Punitiveness
- Thoughts

Dilemmas

Past Behaviors

Several characteristics

- Testing time: Approximately 30 minutes
- Number of items: 136–161 items
- Location: On-site or remote testing
- Reporting: Immediately available online
What is an organisation to do when they sincerely want to know what is going on?

Employee exit surveys provide an exceptional opportunity to gain insight into many of the sensitive concerns employees are often only willing to disclose when they are leaving the organisation. Midol’s new “IntegriEXIT” focuses on issues related to employee offenses and other counterproductive behaviors, and can provide extremely valuable information to help management improve the integrity of the organisation.

Scales:
The IntegriEXIT Survey takes a modular approach, and allows for sections to be administered either together, or in parts. The IntegriEXIT is available in 7 pre-defined versions based on the following scales:
- Overall job satisfaction
- Coworkers/supervisors/management integrity
- Counterproductive work behaviors
The survey can be applied anonymously or not, upon organisational preference.

Several characteristics
- **Survey time:** Approximately 10 minutes
- **Number of items:** Approximately 20–80 items
- **Location:** On-site or remotely
- **Reporting:** Individual or group reports are immediately available on-line
The SafetyTEST provides an overall evaluation of employee’s potential risk for future work related accidents. This evaluation can assist Safety and HR managers in detecting discrepancies between the employee’s profile and the required safety level of his current position. It can also help in identifying his training needs in this area.

**Scales:**
The SafetyTEST’s results are scored automatically, and include one overall score and six sub-scales.
The sub-dimensions can be categorized as Trait and Behavioral Dimensions:

**Trait Dimensions**
- Accountability
- Risk Avoidance
- Stress Tolerance

**Behavioral Dimensions**
- Safety Performance
- Past Experiences
- Safety Knowledge

**Several characteristics**

- **Testing time:** Approximately 15 minutes
- **Number of items:** 85 items
- **Location:** On-site or remote testing
- **Reporting:** Immediately available online
- **Available industry sectors:** Driving, production, heavy industries and general.
Recent Journal and Magazine Articles


Recent Professional Conferences & Invited Lectures


For a full list of all Midot publications and conference participations click here
The use of multiple assessment tools can add significantly more protection against counterproductive behaviors.

Additional professional services

Local validation studies
- to measure our tests’ ability to directly impact better job performance and reduced counterproductive work behaviors in your company

Return On Investment (ROI) analysis
- to calculate the return-on-investment for using Midot’s tools in your organisation, and help prove their business case in terms of real dollars and cents

Adverse impact analysis
- to monitor and ensure the fairness of our tools as they are used in your organisation, based on internationally accepted standards for measuring adverse impact against minority groups

Customized norming
- to benchmark our test scores against your organisation’s own employees, job applicants, and professional standards

Customized organizational surveys
- to provide key insights to many of the critical measures that drive your company’s successes (and failures), in the areas of ethics, integrity, security awareness and commitment, which can be designed specifically for your company’s needs

Professional consulting
- to provide you with in-depth support and consultation regarding any particular job candidates or employees by our team of experienced industrial psychologists. In addition, Midot can advise you regarding your recruitment methods, assessment and selection practices, and work conditions as they pertain to managing a productive and low-risk workforce