



**A WORLD LEADER IN INTEGRITY AND STABILITY
ASSESSMENT SOLUTIONS**



It's All About
TRUST

**Trustworthy employees are essential to every business!
They contribute to the profitability, service and
reputation of an organization.**

Midot, an Israeli multinational company, specializes in developing and implementing solutions for the assessment of occupational integrity, stability and counterproductive work behaviors.



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.

40 years | More than 20 languages and 30 countries | Over 1000 companies



- Reliable assessments, tested and validated by studies conducted around the world
- An advanced and secure technology 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)



PRODUCTS & SERVICES

[Request more information](#)

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.

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 organizational units

ProEthic View

Organizational personnel risk survey.

IntegriEXIT

Employee integrity exit survey.

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.

Simplify administration of integrity assessments with Midot Podium

Podium is a web based platform designed to enable organizations 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



IntegriTEST

“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.

For
PRE-EMPLOYMENT

Scales

The IntegriTEST provides an overall recommendation score based on a candidate's evaluated risk potential for future occupational offenses.

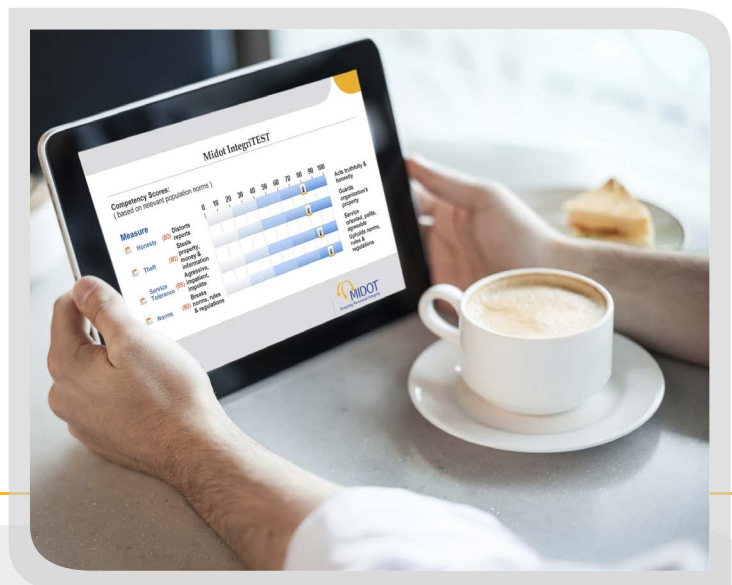
This evaluation is based on responses in the following optional sub-scales:

- 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

“Hiring employees is just a start to creating a strong work force. Next, you have to keep them.” The Wall Street Journal

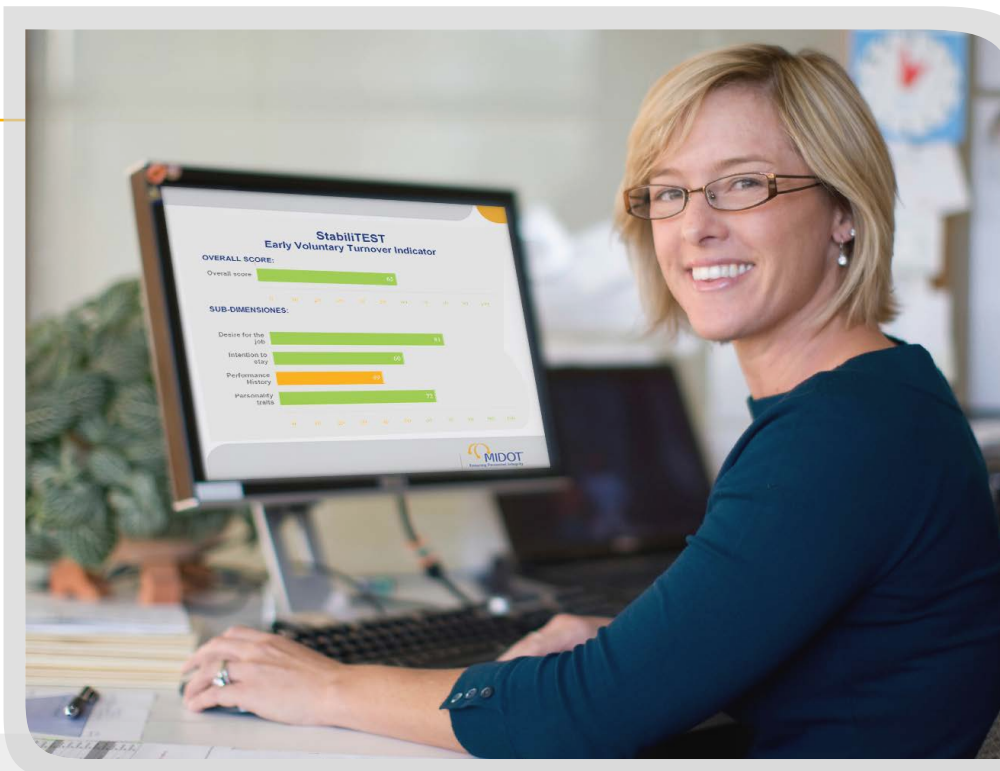
Employee turnover can lead to significant financial losses, often estimated at as much as half to a full annual salary per incident. These damages are due mainly to costs related to: recruitment, employee training, lost productivity, and compensation.

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





Scales

StabiliTEST provides one **overall score of job stability**, and 4 additional 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

Occupational integrity is derived from personal values, life circumstances and the organizational conditions in which employees work.

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. What's more, 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.

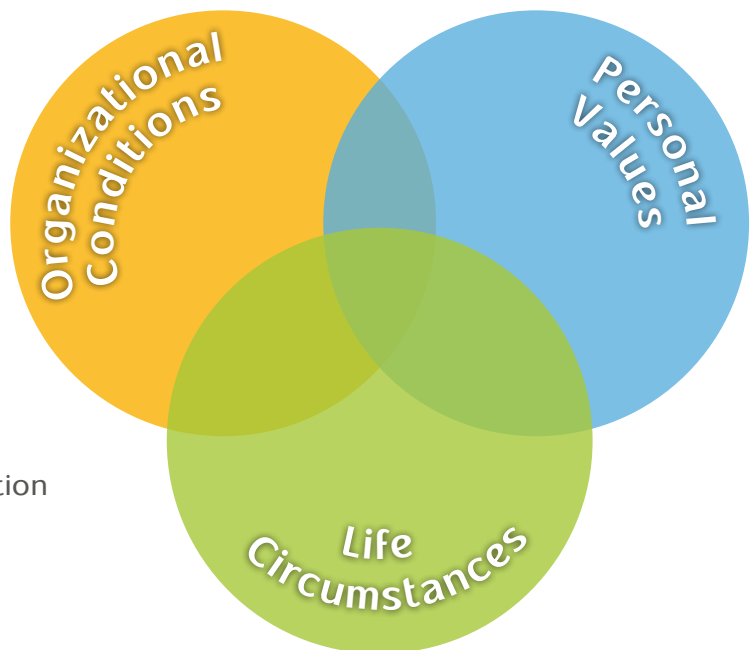
We recommend using TRUSTEE for:

- 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
- **Organizational commitment**
 - Job satisfaction
 - Job security
 - Organizational justice
 - Identifying with the organization
- **Security awareness**
 - Organizational 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

ProEthic View

Measuring integrity at the organizational level is critical to managing risk.

Crimes committed by employees are known to cost organizations around the world billions of dollars in damages. While individual assessments can greatly help to manage the risks, the ProEthic View organizational survey goes beyond that by providing a group-level analysis of the risks, such as those characteristic of employees from specific branches, departments or jobs.

Scales

The ProEthic View is an organizational survey that provides a group-level analysis of the risks associated with employee crimes and counterproductive work behaviors. The survey addresses personal and situational factors.

- Organizational commitment
- Security awareness
- Counterproductive work behaviors

The survey can be administered to either a census or representative sample, among which risks can be evaluated at the level of the organizations:

- Departments
- Branches
- Positions
- Other relevant levels

The survey can be applied



Several characteristics

- Survey time:** Approximately 10 minutes
- Number of items:** 50 items
- Location:** On-site or remote testing
- Reporting:** Individual reports and group reports are immediately available on-line

IntegriEXIT

What's an organization to do when they sincerely want to know what's 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 organization. Midot'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 organization.

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 organizational preference.



Several characteristics

- 🕒 **Survey time:** Approximately 10 minutes
- 📄 **Number of items:** Approximately 20-80 items
- 📍 **Location:** On-site or remotely
- 📄 **Reporting:** Individual reports and group reports are immediately available on-line

Additional Services

The use of multiple assessment tools can add significantly more protection against counterproductive behaviors.



For
COMPLEMENTARY
SERVICES

Additional Services

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 organization, 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 organization, based on internationally accepted standards for measuring adverse impact against minority groups

Customized norming

- to benchmark our test scores against your organization'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

Recent Scientific Publications

Recent Journal and Magazine Articles

Fine, S., Goldenberg, J., & Noam, Y. (2016). Beware of Those Left Behind: Counterproductive Work Behaviors Among Nonpromoted Employees and the Moderating Effect of Integrity. *Journal of Applied Psychology*. Advance online publication.

Fine, S., & Pirak, M. (2016). Faking fast and slow: Within-person response time latencies for measuring faking in personnel testing. *Journal of Business and Psychology*, 31(1), 51-64.

Gorodnytsky, B. (in press). Personnel security is the process or the result? [in Russian]. *Security Director*.

Pecker, G., & Fine, S. (2015). Using exit surveys to assess counterproductive work behaviors: A case study. *Psychological Reports*, 116(1), 89-96.

Fine, S. (2014). Further "tempering hard times": Integrating integrity metrics into utility analyses. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7(4), 576-579.

Fine, S. (2014). Faking in psychological testing: What we know today. [in Hebrew]. *Psychoactualia: Journal of the Israeli Psychological Association*, May, 22-29.

Fine, S. (2014). Faking in personality assessments as a concept in psychometric theory [in Hebrew]. *Bulletin of the Israeli Psychometric Association*, 15, 10-12.

Sulea, C., Fine, S., Fischmann, G., Sava, F. A., & Dumitru, C. (2013). The moderating effects of personality on the relationship between abusive supervision and counterproductive work behaviors. *Journal of Personnel Psychology*, 12(4), 196-200.

Recent Professional Conferences & Invited Lectures

Givoli, S., Fine, S., Pecker, G., & Ortiz, J. (2016, June). Safety First: Psychometric Predictors of Workplace Safety and Accidents for Employee Selection. Paper to be presented at the 10th annual conference of the International Test Commission. Vancouver, British Columbia, Canada.

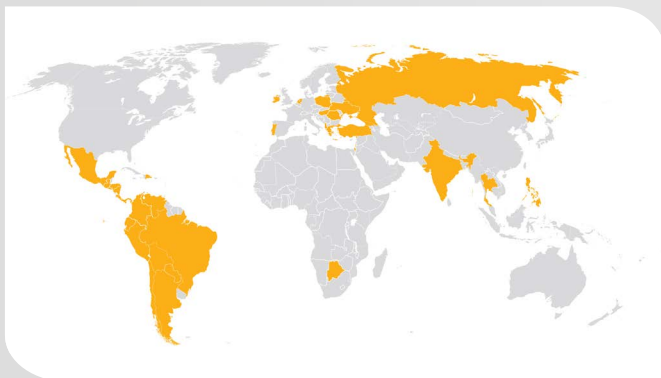
Fine, S., Goldenberg, J., & Noam, Y. (2016, April). Counter-productivity among non-promoted employees, and integrity as a moderator. Poster presented at the 31st annual conference of the Society of Industrial and Organizational Psychology. Anaheim, California.

Fine, S., & Edward, M. (2016, January). Overqualified employees and the risk of counterproductive work behaviors. Paper presented at the 12th Conference of the Israeli Psychometric Association, Tel-Aviv, Israel.

Fine, S., & Edward, M. (2015, May). Overqualified employees and the risk of counterproductive work behaviors. Paper presented at the 17th Conference of the European Association of Work and Organizational Psychology, Oslo, Norway. Nominated for best paper.

Pecker, G., & Fine, S. (2015, May). Using exit surveys to evaluate counterproductive work behaviors. Paper to be presented at the 17th Conference of the European Association of Work and Organizational Psychology, Oslo, Norway.

[For a full list of all Midot publications and conference participations click here](#)



**SERVING MORE THAN A THOUSAND ENTERPRISES
WORLDWIDE, MIDOT IS AN OPTIMAL PARTNER FOR
ENSURING THE INTEGRITY OF YOUR PERSONNEL**

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