



Work Ethic Screen

"The Science Of Employee Performance"

The Performance Zone Series for Kelly Sample

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DBearD Consulting, LLC

*"When Accountability and Performance Matter ...
Get the Right People, in the Right Seat, on Your Bus"*

David Beard, President

Office - 704-575-7971
Dbeard@busconcept.com
[Web: www.dbeard.com](http://www.dbeard.com)



Authorized Bus ConceptSM Distributor

*Note: This report should not be used as the sole source for decisions regarding hiring, placement, career moves, or termination. It should be used in conjunction with your careful evaluation of the candidate's credentials for this specific position.

The Initial Candidate Credential & Work Ethic Screen for Kelly Sample, Work Ethic Screen

Introduction:

The Initial Work Ethic Screen[®] provides you with the distinct advantage that enables you to determine if a candidate's credentials are supported by a strong work ethic BEFORE you move them into the final selection process.

The Bus Concept[™] candidate initial screening process has three (3) basic steps:

- (1) **Candidate Eligibility:** Does the candidate have the education, experience, certifications, track record of DOCUMENTABLE RESULTS, job stability and specific training(s) needed to do this job?
- (2) **Candidate Suitability:** Does the candidate have the generic work ethic multiplier that is highly desirable in virtually every job? The work ethic multiplier is comprised of: cooperatively working with others, avoiding periods of disengagement, evaluating priorities, and personal accountability.
- (3) Determine if the combined credentials AND work ethic multiplier is strong enough for the candidate to be considered a finalist.

Step 1: Eligibility

Is the candidate eligible for this position? Does the candidate have the education, experience, track record of DOCUMENTABLE RESULTS, job stability, certifications and specialized trainings to perform the duties of this position?

Key Credentials <small>Enter fit score =></small>	Strong Fit	Fair Fit	Marginal Fit
Education for this job?			
Background fit for this job?			
Track Record for this job?			
Job Stability History?			
Initial Interview results?			

Step 2: Generic Suitability

Now that you have determined if the candidate is eligible, you are ready for the Work Ethic Multiplier. This will enable you to determine if this candidate will likely be able to leverage his/her Work Ethic Multiplier across the unique suitability credentials they bring to your door.

It takes a combination of strong eligibility (credentials) and generic suitability (work ethic multiplier) to proceed to the next level in the hiring process. Without a strong Work Ethic multiplier the combination of their eligibility and suitability may be mismatched. However, with a strong work ethic and suitable credentials, the candidate's prospects for success increase.

Step 3: Combination of Eligibility and Suitability

Based upon the General Job Related Work Ethic Evaluation results, this Candidate's Fit is:

If Credentials are Acceptable
the Initial Work Ethic Multiplier is
Satisfactory
(X)

OR

Unless Credentials are Very
Strong, the Initial Work Ethic
Multiplier suggests Caution.
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Note: The next step for the Individuals you determine have acceptable credentials (suitability for this role) and a satisfactory Work Ethic Multiplier would be to view a specific Performance Zone Job Analysis. This measures critical thinking, focus, behaviors and personal chemistry compatibility with their manager.

Job Specific Credential Review:

An essential part of every selection is a careful review of the JOB SPECIFIC CREDENTIALS the candidate brings to our door. The previous page asked you to review the education, background, track record of DOCUMENTABLE results, job stability and initial interview results.

Key Credentials: You Enter Fit Score è	Strong Fit	Fair Fit	Marginal Fit
Education for this job?			
Background/Experience fit for this job?			
Track Record of DOCUMENTABLE results applicable to this job?			
Job Stability History			
Initial Interview Results/Feedback			

If you believe one or more of these factors were a MARGINAL fit, would you please expand and explain your view? Thank you.

Marginal Fit(s) Explanations:

Name of Reviewer: _____

Date of Review: _____