EXHIBIT 9.8 Sample Integrity Test Questions

Clear Purpose or Overt Test Questions

1. Do you think most people would cheat if they thought they could get away with it?
2. Do you believe a person has a right to steal from an employer if he or she is unfairly treated?
3. Did you ever write a check knowing there was not enough money in your bank account?
4. Have you ever stolen anything?

Veiled Purpose or Personality-Based Test Questions

5. Would you rather go to a party than read a newspaper?
6. How often do you blush?
7. Do you almost always make your bed?
8. Do you like to take chances?

influences dishonest behavior (see items 5–8 in Exhibit 9.8). The most commonly used clear purpose or overt integrity tests are the *Personnel Selection Inventory*, the *Reid Report*, and the *Stanton Survey*. The most commonly used general or veiled purpose tests are the *Personnel Reaction Blank*, the *PDI Employment Survey*, and the *Reliability Scale of the Hogan Employment Inventory*.[94]

Some have suggested that integrity represents a sixth personality factor, something unique from the Big Five traits.[95] However, most researchers believe that scores on integrity tests reflect a broad or "compound" personality trait that is a combination of several Big Five personality traits. Specifically, integrity test scores appear to reflect conscientiousness, agreeableness, and emotional stability.[96] Regardless of which aspects of personality integrity tests measure, it appears that they predict workplace deviance or counterproductive behaviors better than any of the individual Big Five traits.

Validity of Integrity Tests

Over the years, several meta-analyses have been published attempting to discern the validity of integrity tests. One major meta-analysis of more than 500,000 people and more than 650 individual studies suggests that integrity tests have surprising levels of validity.[97] The principal findings from this study are the following:

1. Both clear and general purpose integrity tests are valid predictors of counterproductive behaviors (actual and admitted theft, dismissals for theft, illegal activities, absenteeism, tardiness, and workplace violence). The average