

	Employee Safety Inventory (ESI®)	System for Testing and Evaluation of Potential (LH-STEP™)	Management Success Profile (MSP™)	Management Readiness Profile (MRP®)	Organizational Survey System (OSS™)	Campbell™ Organizational Survey (COS™)	Cross-Cultural Adaptability Inventory (CCAI™)
Measurement Focus	Helps organizations identify individuals' safety attitudes and behaviors, decreasing employee accidents leading to fewer compensation claims, lower insurance premiums and less property damage.	Helps match an applicant's individual capabilities to specific job requirements by measuring skills, abilities, and potential for success	Helps evaluate the skills and attitudes that are commonly critical to management success.	Helps measure essential attitudes & aptitudes needed for strong management performance across many industries.	Helps employers find out what their employees think about key organizational issues.	Helps collect and assess the attitudes and opinions of employees on important matters, such as communication, top leadership, diversity, and organizational planning.	Helps groups and individuals gain insight into their ability to adjust to both a new culture and environment, as well as the potential stressors that lie ahead.
Experience Level	Entry-level and mid-level positions in a wide variety of safety-oriented occupations	Supervisory through Executive Ranks	Management Personnel	Entry-level managers, Supervisory Positions	All Job Types (Multiple versions available for business and industry and healthcare)	Entry-level through management	All Job Types
Languages	<ul style="list-style-type: none"> <li>▪ English</li> <li>▪ Spanish</li> <li>▪ French Canadian</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> <li>▪ French Canadian</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> <li>▪ Spanish</li> <li>▪ French Canadian</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> <li>▪ Spanish</li> </ul> <p>(General survey only)</p>	<ul style="list-style-type: none"> <li>▪ English</li> <li>▪ Spanish</li> <li>▪ French Canadian</li> <li>▪ Mainland Mandarin</li> <li>▪ Chinese</li> <li>▪ Portuguese</li> <li>▪ German</li> <li>▪ Japanese</li> </ul>	<ul style="list-style-type: none"> <li>▪ English</li> </ul>
Scales	<ul style="list-style-type: none"> <li>▪ Safety Control</li> <li>▪ Risk Avoidance</li> <li>▪ Stress Tolerance</li> <li>▪ Driver Attitudes</li> <li>▪ Quality Attitudes</li> <li>▪ Validity/Candidness</li> <li>▪ Validity/Accuracy</li> </ul>	<p><u>Background</u></p> <ul style="list-style-type: none"> <li>▪ School Achievement</li> <li>▪ Drive/Career Progress</li> <li>▪ Leadership/Group Participation</li> <li>▪ Vocational Satisfaction</li> <li>▪ Financial Responsibility</li> <li>▪ General Responsibility</li> <li>▪ Relaxation Pursuits</li> </ul> <p><u>Mental Abilities</u></p>	<ul style="list-style-type: none"> <li>▪ Experience</li> <li>▪ Leadership</li> <li>▪ Coaching</li> <li>▪ Adaptability</li> <li>▪ Management Responsibility</li> <li>▪ Practical Thinking</li> <li>▪ Customer Service Orientation</li> <li>▪ Productivity</li> <li>▪ Job Commitment</li> <li>▪ Business Ethics</li> <li>▪ Management Potential Index</li> <li>▪ Validity/Candidness</li> </ul>	<ul style="list-style-type: none"> <li>▪ Managerial Interest</li> <li>▪ Leadership</li> <li>▪ Energy Level</li> <li>▪ Practical Thinking</li> <li>▪ Interpersonal Skills</li> <li>▪ Business Ethics</li> <li>▪ Management Readiness Index</li> <li>▪ Validity/Candidness</li> <li>▪ Validity/Accuracy</li> </ul>	<p><u>Intrinsic Satisfaction</u></p> <ul style="list-style-type: none"> <li>▪ Organization Identification</li> <li>▪ Job Satisfaction</li> </ul> <p><u>Extrinsic Satisfaction</u></p> <ul style="list-style-type: none"> <li>▪ Material Rewards – Pay</li> <li>▪ Material Rewards – Benefits</li> </ul> <p><u>Social Satisfaction</u></p> <ul style="list-style-type: none"> <li>▪ Supervisory Leadership Practices</li> <li>▪ Work Associates</li> </ul> <p><u>Effectiveness</u></p> <p><u>Categories</u></p>	<ul style="list-style-type: none"> <li>▪ Working Conditions</li> <li>▪ Benefits</li> <li>▪ The Work Itself</li> <li>▪ Job Security</li> <li>▪ Stress</li> <li>▪ Promotions</li> <li>▪ Co-Workers</li> <li>▪ Feedback</li> <li>▪ Diversity</li> <li>▪ Planning</li> <li>▪ Supervision</li> <li>▪ Ethics</li> <li>▪ Top Leadership</li> <li>▪ Quality</li> <li>▪ Pay</li> </ul>	<ul style="list-style-type: none"> <li>▪ Emotional Resilience (ER)</li> <li>▪ Flexibility/Openness (FO)</li> <li>▪ Perceptual Acuity (PAC)</li> <li>▪ Personal Autonomy (PA)</li> </ul>

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		<ul style="list-style-type: none"> <li>▪ Non-Verbal Reasoning</li> <li>▪ Letter Series</li> <li>▪ Vocabulary</li> <li><u>Aptitude</u></li> <li>▪ Creative Potential</li> <li>▪ Sales Aptitude</li> <li><u>Temperament</u></li> <li>▪ Personal Insight</li> <li>▪ Extroversion</li> <li>▪ Responsiveness</li> <li>▪ Self-reliance</li> <li><u>Resilience</u></li> <li>▪ Level of Stress Response</li> <li>▪ Stress Tolerance</li> <li><u>Work Values</u></li> <li>▪ Leadership Style</li> <li>▪ Job Accountability</li> <li>▪ Business Ethics Attitudinal Index</li> <li><u>Job Skills</u></li> <li>▪ MPJFI Scales</li> </ul>	<ul style="list-style-type: none"> <li>▪ Validity/Accuracy</li> </ul>		<ul style="list-style-type: none"> <li>▪ Supervisory Administrative Practices</li> <li>▪ Motivation to Perform</li> <li>▪ Work Organization</li> <li>▪ Work Efficiency</li> <li>▪ Communication Effectiveness</li> <li>▪ Performance and Personal Development</li> <li>▪ Management Effectiveness</li> <li>▪ Reactions to Survey</li> </ul>	<ul style="list-style-type: none"> <li>▪ Innovation</li> <li>▪ General Contentment</li> </ul>	
<b>Test Format</b>	<ul style="list-style-type: none"> <li>▪ Multiple Choice</li> <li>▪ 123 Questions</li> <li>▪ 45 minutes to complete</li> <li>▪ Untimed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Multiple Question Types</li> <li>▪ 10 assessments</li> <li>▪ Timed: 25 (10) minutes</li> <li>▪ Untimed: 140 minutes</li> </ul>	<ul style="list-style-type: none"> <li>▪ Multiple Choice and Likert Scale</li> <li>▪ 156 questions</li> <li>▪ 45 minutes to complete</li> <li>▪ Untimed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Multiple Choice</li> <li>▪ 138 or 156 questions</li> <li>▪ 20-30 minutes to complete</li> <li>▪ Untimed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Likert Scale (Agree, Uncertain, Disagree)</li> <li>▪ Approximately 100 items depending on the version</li> <li>▪ 45 minutes to complete</li> <li>▪ Untimed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Likert Scale (Strongly Disagree to Strongly Agree)</li> <li>▪ 67 questions</li> <li>▪ 30 minutes to complete</li> <li>▪ Untimed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Likert Scale (Definitely True to Definitely Not True)</li> <li>▪ 50 items</li> <li>▪ 20 minutes to complete</li> <li>▪ Untimed</li> </ul>
<b>Test Process</b>	Paper/Pencil or computer administration – phone or computer scored	Paper/Pencil or computer administration - computer scored	Paper/Pencil or computer administration - phone or computer scored	Paper/Pencil or computer administration - phone or computer scored	Paper/Pencil or online administration	Paper/Pencil and Online administration	Paper/Pencil or computer administration - phone or computer scored