

---

# The Reid Report<sup>®</sup> – A Compilation of Scientific Brief Information

## TABLE OF CONTENTS

<b>Table A. Reid Report: Basic Assessment Performance.....</b>	<b>2</b>
<b>Table B. Reid Report: Validity Information .....</b>	<b>3</b>
<b>Table C. Reid Report: Impact on Turnover .....</b>	<b>3</b>
<b>Table D. Reid Report: Impact on Employee Theft .....</b>	<b>4</b>
<b>Table E. Reid Report: Impact on Sales Revenue.....</b>	<b>4</b>

**Table A. Reid Report: Basic Assessment Performance**

Website Title	Keywords	Description
Examination of Recent Applicant Performance on the Reid Report Assessment (110)	Pass Rates Reliability Agreement Rate 4/5ths rule	Provides recent information on: <ul style="list-style-type: none"> <li>• Frequencies of overall evaluation categories</li> <li>• Internal reliability alpha</li> <li>• Agreement rate between integrity attitudes and admissions of counterproductive behavior</li> <li>• EEOC 4/5ths rule</li> </ul>
Examination of Recent Applicant Performance on the Canadian Reid Report Assessment (111)	Pass Rates Reliability Agreement Rate	Provides recent information on: <ul style="list-style-type: none"> <li>• Frequencies of overall evaluation categories</li> <li>• Internal reliability alpha</li> <li>• Agreement rate between integrity attitudes and admissions of counterproductive behavior</li> </ul>
Examination of Recent Applicant Performance on the New York Reid Report Assessment (112)	Pass Rates Reliability Agreement Rate 4/5ths rule	Provides recent information on: <ul style="list-style-type: none"> <li>• Frequencies of overall evaluation categories</li> <li>• Internal reliability alpha</li> <li>• Agreement rate between integrity attitudes and admissions of counterproductive behavior</li> <li>• EEOC 4/5ths rule</li> </ul>
Examination of Recent Applicant Performance on the Employee Productivity Report Assessment (108)	Pass Rates Reliability Agreement Rate 4/5ths rule	Provides recent information on: <ul style="list-style-type: none"> <li>• Frequencies of overall evaluation categories</li> <li>• Internal reliability alpha</li> <li>• Agreement rate between integrity attitudes and admissions of counterproductive behavior</li> <li>• EEOC 4/5ths rule</li> </ul>

**Table B. Reid Report: Validity Information**

Website Title	Keywords	Description
Meta-analytic Research Demonstrates the Reid Report's Predictive Capability Across Job Settings (46)	Meta Analysis Counterproductivity Job Performance Validity Generalization	Research findings from independent psychologists demonstrate that the Reid Report predicts counterproductive behaviors and job performance.  In addition, results indicate that the Reid Report is generalizeable across jobs and situations for which it has not specifically been validated.
The Reid Report Successfully Predicts Job Performance and Eligibility for Re-hire (66)	Predictive Validity Performance Terminations Eligible for Re-hire	Findings indicate that Reid Report outcomes significantly correlated with supervisor ratings of job performance.  In addition, individuals with unfavorable evaluations were much more likely to have been terminated for cause and much less likely to be eligible for re-hire.
Pre-employment Assessments Accurately Predict Future Job Performance Better than Many Other Selection Methods (101)**	Classification Accuracy False Positives False Negatives	Findings indicate that assessment evaluation categories are firmly linked to future job performance ratings. Specifically, the percentage of false positive and false negative outcomes was low.  The observed classification accuracy was better than seven other commonly used selection methods.

\*\* The Reid Report was one of a number of instruments included in the study

**Table C. Reid Report: Impact on Turnover**

Website Title	Keywords	Description
The Reid Report's Integrity Scale Substantially Lowers the Probability of Terminations (90)	Terminations	Findings indicate that individuals who were administered the Integrity Attitudes portion of the Reid Report were 44% less likely to be terminated for cause than individuals who did not complete the Integrity Attitudes portion of the Reid Report.
Company-wide Turnover and Terminations Drop Dramatically After One Year of Reid Report Use (85)	Turnover Terminations	Findings indicate that company-wide turnover dropped by 63% one year after the Reid Report was introduced.  Terminations for cause fell by 39% in pilot locations that used the Reid Report for one year.
Turnover Among Store Managers Falls by Nearly Half After Reid Report Implementation (12)	Turnover Terminations Managers	Findings indicate overall turnover rates among store managers dropped by 45% after Reid Report implementation.  Terminations for cause among store managers fell by 53% after Reid Report implementation.

**Table D. Reid Report: Impact on Employee Theft**

Website Title	Keywords	Description
Identifying Potentially Dishonest Individuals Helps Cut Cash Register Shortages (97)	Cash Register Shortages Employee Theft	Locations that utilized the Reid Report witnessed a 12% drop in cash register shortages one year after implementation.
Reid Report Usage Strengthens Organizational Integrity Standards and Helps Reduce Annual Internal Theft Costs by Over One Million Dollars (96)	Employee Theft Inventory Shrinkage	Locations that utilized the Reid Report witnessed a 13% drop in inventory shrinkage one year after implementation.
Inventory Shrinkage Rates fall by Over One-Third After Reid Report Implementation (64)	Employee Theft Inventory Shrinkage	Locations that utilized the Reid Report witnessed a 35% drop in inventory shrinkage one year after implementation.

**Table E. Reid Report: Impact on Sales Revenue**

Website Title	Keywords	Description
Reid Report Usage Strengthens Organizational Service Standards and Helps Increase Sales Revenue (97)***	Sales Revenue	Locations that utilized the Reid Report with Service Relations Scale witnessed a 4% increase sales volume one year after implementation.
Sales Volume Increases 10% After Reid Report Implementation (64)	Sales Revenue	Locations that utilized the Reid Report with Sales Productivity Scale increased annual sales revenue by an average of \$28,000.
Individuals with Strong Sales Attributes Post Higher Hourly Sales Productivity (51)*	Sales Revenue	Individuals with favorable assessment evaluations, on average, generated 17% more sales revenue than individuals who received unfavorable assessment results.

\* *Optional Sales Productivity Scale included*

\*\*\* *Optional Service Relations Scale included*