

Hire Honest Individuals Who Want to Work

The Step One Survey II® (SOSII) provides companies a structured interview process and attitude assessment to identify the best candidates for positions, objectively obtain accurate information and conduct better interviews.

The survey evaluates job applicants' attitudes toward integrity, substance abuse, reliability and work ethic. The Step One Survey II helps employers protect company assets against theft, fraud and embezzlement while protecting the company itself from inefficiency, absenteeism and frequent job turnover.

The survey asks tough questions that give interviewers information regarding past employment-related problems, illegal substance use or distribution and theft of an employer's money, property or data.

Step One Survey II is Fast and Easy to Use

Job applicants can take the Step One Survey II assessment anywhere in the world there is access to the Internet. Results are available instantly.

"The Step One Survey II has proven to be a useful tool in gauging employee work ethic, integrity and propensity to substance abuse. We use the test as part of the interview process. The face-to-face interview, reference checks and Step One test all play equal roles in determining the success of a candidate. We have determined that Step One is very accurate in identifying potential problem areas."

- Margo Stewart,
Human Resources Manager

Features of the Step One Survey II Report

- Quick Check – Provides a candidate's employment status, availability to start, most recent salary and supervisory experience.
- Employment Profile – Concise employment history plus supporting interview questions.
- Integrity – Summary of admissions regarding theft of money, property, data and time.
- Substance Abuse – Admissions regarding the personal use and/or distribution of illegal or regulated substances.
- Criminal Convictions – Admissions regarding criminal convictions.
- Candidate's Attitudes – Regarding Integrity, Substance Abuse, Reliability and Work Ethic.
- Distortion Scale – Inconsistencies are also considered as valuable indicators in the accuracy and candor of responses.
- Structured Interview Questions – Relating to key issues identified in applicants responses. Questions are worded in an open-ended manner to stimulate discussion, reduce litigation risks and conduct the most effective interview for each candidate.
- Graph – A visual summary of the candidate's results.