EMPLOYMENT BARRIERS (EB)
CONFIDENTIAL REPORT

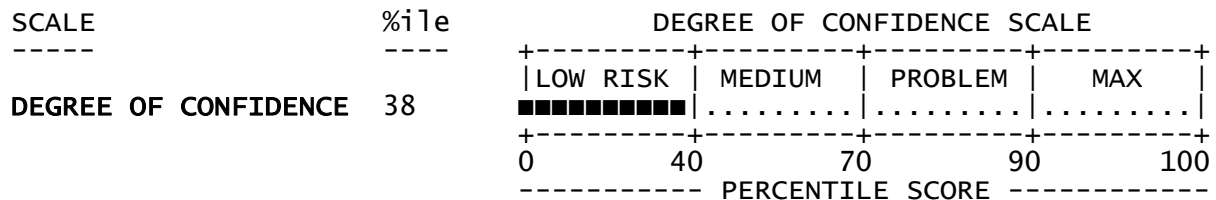NAME: Mr. Example   EDUCATION (HIGHEST GRADE): 12
GENDER: Male   MARITAL STATUS: Married
ETHNICITY/RACE: Caucasian   DATE OF BIRTH: 12/12/1980
DATE EB SCORED: 03/18/2019

Employment Barriers (EB) results are confidential and should be considered
working hypothesis. No decision or diagnosis should be based solely upon
Employment Barriers (EB) results.

Employment Barriers Scales

DEGREE OF CONFIDENCE SCALE: SCALE SCORE: 38 Percentile
This individual's Degree of Confidence Scale score is in the low risk
(zero to 39th percentile) range. Low risk scorers' are usually sincere,
honest and straight-forward. However, in most evaluation settings some
guardedness is to be expected. Yet, this client manifests very little
denial. His Employment Barriers (EB) profile is valid and his EB scores
are accurate. The Degree of Confidence Scale (or Truthfulness Scale) is
built into the Employment Barriers (EB) to determine how truthful the
client was while completing the EB. It is important to know when the
evaluator can trust somebody's test answers. This individual's test
answers can be trusted.

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SCALE                    %ile        DEGREE OF CONFIDENCE SCALE
-----                    ----      +---------+---------+---------+---------+
                                   |LOW RISK | MEDIUM  | PROBLEM |   MAX   |
DEGREE OF CONFIDENCE     38        ■■■■■■■■■■|.........|.........|.........|
                                   +---------+---------+---------+---------+
                                   0        40        70        90       100
                                   ----------- PERCENTILE SCORE -----------
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There are several levels of Employment Barriers (EB) interpretation, rang-
ing from viewing the EB as a self-report to interpreting scale elevations
and scale score inter-relationships.

SELF-ESTEEM SCALE: SCALE SCORE: 63 Percentile
This individual's Self-Esteem Scale score is in the medium (40 to 69th
percentile) range. Self-esteem incorporates an attitude of
acceptance-approval versus rejection-disapproval. Although not urgent or
significant at this time, this client's valuing or appraisal of
himself/herself reflects some ambivalence. Left ignored, this
self-appraisal could continue to worsen. Individualized attention and
emotional support of endeavor may be all that is needed in the workplace
to sustain and/or improve this individual's self-esteem. Achievements or
accomplishments should be acknowledged. Cognitive reframing could also
help improve this client's self-esteem.

WORK ORIENTATION SCALE: SCALE SCORE: 86 Percentile
This client's Work Index Scale score is in the problem risk (70 to 89th
percentile) range. Multiple concerns and issues are involved in this
individuals work adjustment. To varying degrees these issues involve
negative attitudes, people problems, and emotional sensitivity. Any other
elevated (70th percentile or higher) Employment Barriers (EB) scale score
would further complicate this persons vocational adjustment. Vocational
issues and concerns may only be a part of this clients adjustment
difficulties. Consideration might be given to Human Resource Department,
Employee Assistance Program or Mental Health referral. Group counseling

with peers could be very helpful.

STRESS MANAGEMENT SCALE: SCALE SCORE: 62 Percentile
This person's Stress Management Scale score is in the medium risk (40 to 69th percentile) range. Although usually able to positively manage stress (pressure, tension), some stress symptoms are beginning to surface. Symptoms of stress include anxiety, depression, moodiness, irritability, interpersonal conflict, insomnia, etc. Symptoms of poorly managed stress can be psychological and/or physiological. Stress management strategies and techniques are taught in stress management classes. There are also several good books on the subject. Rapid stress reducers include relaxation exercises, deep breathing, meditation, imagery, cognitive reframing, regular exercise, etc.

ALCOHOL SCALE: SCALE SCORE: 69 Percentile
This client's Alcohol Scale score is in the medium risk (40 to 69th percentile) range. Alcohol use is evident but an established pattern of abuse is not evident at this time. Check this client's "recovery" question (#112) answer. Also check their Degree of Confidence Scale score to determine how much confidence we can place in these Employment Barriers (EB) scale scores. Assuming no surprises, this client presents as a drinker, but an established pattern of abuse is lacking. From a vocational perspective, drinking does not present as a serious issue at this time. A caveat is that drinking involvement sometimes increases over time when untreated.

DRUGS SCALE: SCALE SCORE: 37 Percentile
This person's Drugs Scale score is in the low risk (zero to 39th percentile) range. Few, if any, indicators of drug abuse are evident. To guard against over-identification of drug abusers, the "recovering" question (item #112) was included in the Employment Barriers (EB) to identify people with a drug history, but that do not use illicit drugs anymore. Also check the Degree of Confidence Scale score to establish how truthful this person was while completing the Employment Barriers (EB). From a vocational perspective illicit drug usage does not present as a problem at this time. Therefore, no drug-related intervention or treatment recommendations are offered.

SIGNIFICANT ITEMS
The following self-report answers represent the client's direct admissions or unusual responses.

<u>Alcohol</u>   **<u>Drugs</u>**
8. Told has drinking problem   110. Severe drug abuse admitted
109. Self-rating: severe problem   114. Drug use is a severe problem
113. Alcohol: a severe problem

<u>Work Orientation</u>   Alert: throughout our website are
15. Has coworker conflict   "Live Support" buttons that open
64. Very often tension/stress   "chat" windows with our support
66. Very often conflict with others staff during normal business hours
68. Very often angry/hostile   (8-4 p.m. Mountain Standard Time)
* Additional Significant Items
69, 70, 71, 74, and 95

MULTIPLE CHOICE ITEMS

107. Stress rating, severe (9 or 10)   112. Not recovering drugs or alcohol
108. Positive work attitude   113. Drinking: a severe problem
109. Drinking, a severe problem   114. Drugs: a severe problem
110. Severe drug abuser   115. Very satisfied with work/job
111. Very poor stress mngmnt skills   116. Good work attitude

Rationale: The Employment Barrier's (EB) assesses attitudes and behaviors that affect employability. These areas of inquiry are represented by the "EB Profile" scales. When reviewing an EB report, begin with the "Degree of Confidence Scale" which clarifies how truthful the client was while completing the EB. Degree of Confidence Scale scores at or below the 89th percentile mean that all EB scales are accurate, whereas Degree of Confidence scale scores at or above the 90th percentile mean that all EB scale scores are inaccurate (invalid) due to denial, problem minimization or attempts to "fake good".
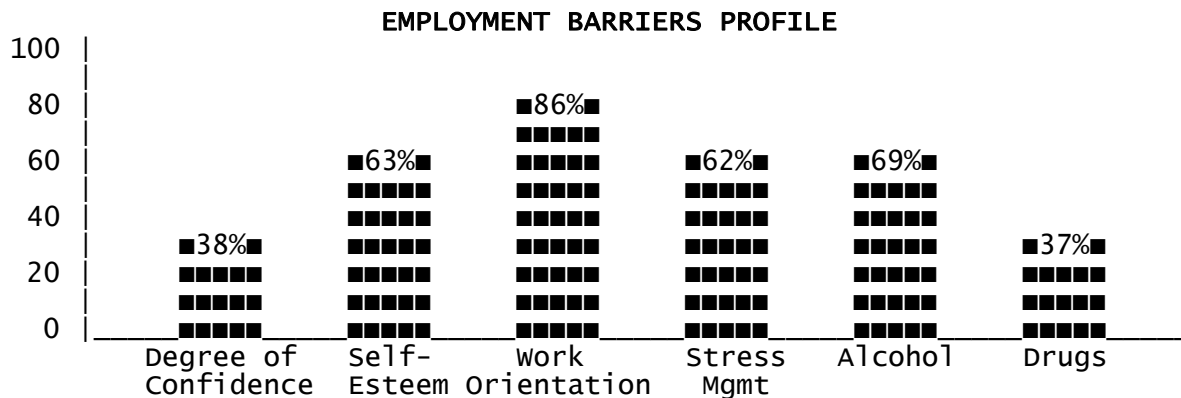
EMPLOYMENT BARRIERS PROFILE

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100 |
    |
 80 |                          ■86%■
    |                          ■■■■■
 60 |              ■63%■       ■■■■■      ■62%■      ■69%■
    |              ■■■■■       ■■■■■      ■■■■■      ■■■■■
 40 |              ■■■■■       ■■■■■      ■■■■■      ■■■■■
    |     ■38%■    ■■■■■       ■■■■■      ■■■■■      ■■■■■      ■37%■
 20 |     ■■■■■    ■■■■■       ■■■■■      ■■■■■      ■■■■■      ■■■■■
    |     ■■■■■    ■■■■■       ■■■■■      ■■■■■      ■■■■■      ■■■■■
  0 |_____■■■■■____■■■■■_____■■■■■_____■■■■■_____■■■■■_____■■■■■_____
       Degree of   Self-      Work       Stress    Alcohol     Drugs
       Confidence  Esteem  Orientation    Mgmt
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There are several levels of Employment Barriers (EB) interpretation, ranging from viewing the EB as a self report to interpreting scale elevations and scale-score inter-relationships.

COMMENTS AND RECOMMENDATIONS:_____

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_____   _____
EVALUATOR'S SIGNATURE   DATE

EMPLOYMENT BARRIERS ANSWERS

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  1- 50 TFFTFFFTTT  FFFTFFFTTF  TFFFTFTFTF  TTFFFFTFFF  FFFFFFFFFF
 51-100 FFF4144141  4144444444  1111114141  4151515151  5151155555
101-116 5511114144  444411
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