

Key Features & Benefits

- **Proven Predictor of Job Performance**
- **Resistant to Faking**
- **Legally-Defensible**
- **Quick to Administer**
- **Easy to Interpret**
- **Reliable for Diverse Applicant Groups**
- **Screens-Out Undesirable Characteristics**
- **Effective Tool for Large Groups**



The Personnel Reaction Blank (PRB) is a covert integrity test that assesses whether a respondent will exhibit counterproductive behavior at work (low scores) or dependable and reliable workplace behavior (high scores).

Valid Predictor of Relevant Job Performance Criteria

The PRB is more than an assessment of integrity – it also predicts applicant performance. Research studies support the predictive value of the PRB in the areas of:

- Job performance
- Quality of work
- Counter-productive work behaviors
- Accidents on the job, and more.

Because the test items do not directly inquire about honesty or theft, the PRB is extremely resistant to faking.

Ideal Tool for Assessing Large Groups

The short, 15-minute administration time, concise report, and predictions of both integrity and performance make the PRB an ideal tool for screening large groups of applicants for entry-level positions.

Legally-Defensible

Combined-gender norms make the PRB appropriate for use in HR applications. Additionally, the PRB is legally-defensible when based on talent profiles or job analyses.

The non-invasive questions are designed to meet EEOC requirements related to the Civil Rights Act of 1990 and the Americans with Disabilities Act to ensure test results which minimize the risk of adverse impact for protected groups.

Screen-In Desirable Characteristics

The PRB is useful in settings where dependability, conscientiousness, diligence, and restraint are desirable qualities in an organization's employees. It is often used in selection and placement for jobs that require adherence to rules, impulse control, safe work habits, positive response to supervision, and self-discipline.

Applications

Selection and Placement

Test Form

Test:	Personnel Reaction Blank
Test Languages:	English
Report Language:	English
Number of Items:	84
Response Format:	Multiple Choice

Administration Time

15 minutes (untimed)

For Ages

15 years and above

Test Administration Options

- Online using IPAT's NetAssess® service (Internet)
- PC administration using OnSite Pro (Software)
- Test Booklet and Answer Sheet

Scoring Options

- Automatically (using NetAssess or OnSite)
- Scan answer sheet (using OnSite Pro)
- Hand enter item responses (using OnSite Pro or NetAssess)

Ordering Information

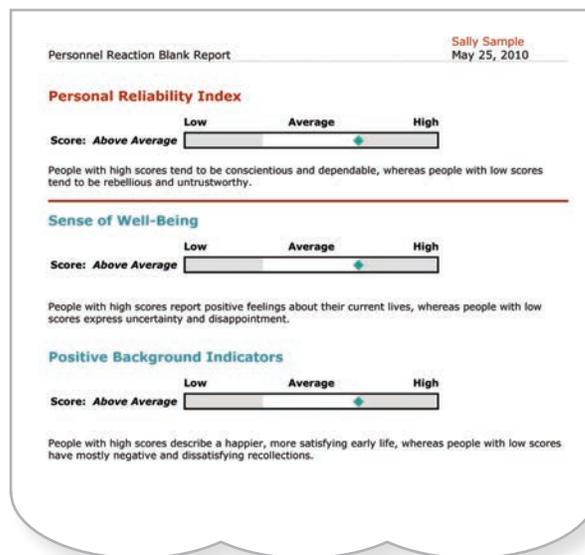
Contact IPAT Customer Service for additional information and to order the Personnel Reaction Blank.

Concise Scores Facilitate Quick Decisions

The 1-page report provides scores and brief statements of the typical behavior of Low-scorers and High-scorers for each of the four subscales.

1. **Sense of Well-being:** High-scorers report positive feelings about their current life, whereas Low-scorers express doubt and disappointment.
2. **Positive Background Indicators:** High-scorers view their early life as happy and satisfying; Low-scorers have mostly negative and dissatisfying recollections.
3. **Compliance with Rules and Routines:** High-scorers describe themselves as rule-abiding and disciplined, whereas Low-scorers report more rule-breaking and non-conformist tendencies.
4. **Conventional Occupational Preferences:** Respondents register whether they are interested in occupations with advancement potential, or jobs which have no opportunity for advancement or are unusual or dangerous.

The four subscales give a more precise indication of where difficulties, if any, appear to originate. The PRB also produces a valid and reliable composite score, the Personal Reliability Index, which is the best overall indicator of counterproductive behavior.



Global Applicability

The PRB is highly reliable across diverse groups of job applicants. Historically, the PRB has been validated in different cultures and countries, with similar reliabilities and validities as found in the United States. Thus, one of the major strengths of the PRB is its transportability across jobs, settings, organizations, industries, cultures, and countries.