

**EMPLOYMENT BARRIERS (EB)
CONFIDENTIAL REPORT**

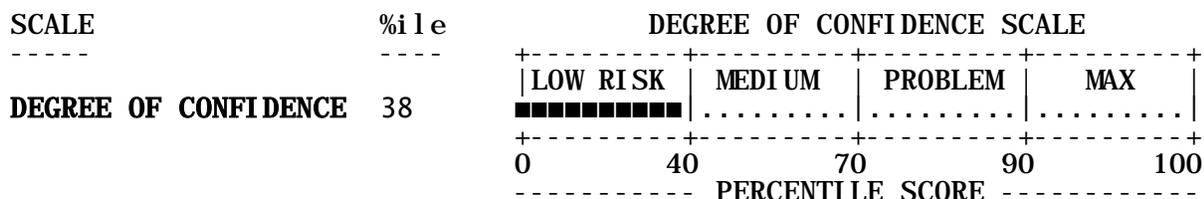
NAME: Mr. Example
GENDER: Male
ETHNICITY/RACE: Caucasian
DATE EB SCORED: 03/18/2022

EDUCATION (HIGHEST GRADE): 12
MARITAL STATUS: Married
DATE OF BIRTH: 12/12/1982

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.



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.

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 individual's 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 person's vocational adjustment. Vocational issues and concerns may only be a part of this client's 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.

Alcohol

- 8. Told has drinking problem
- 109. Self-rating: severe problem
- 113. Alcohol: a severe problem

Drugs

- 110. Severe drug abuse admitted
- 114. Drug use is a severe problem

Work Orientation

- 15. Has coworker conflict
- 64. Very often tension/stress
- 66. Very often conflict with others
- 68. Very often angry/hostile
- * Additional Significant Items
- 69, 70, 71, 74, and 95

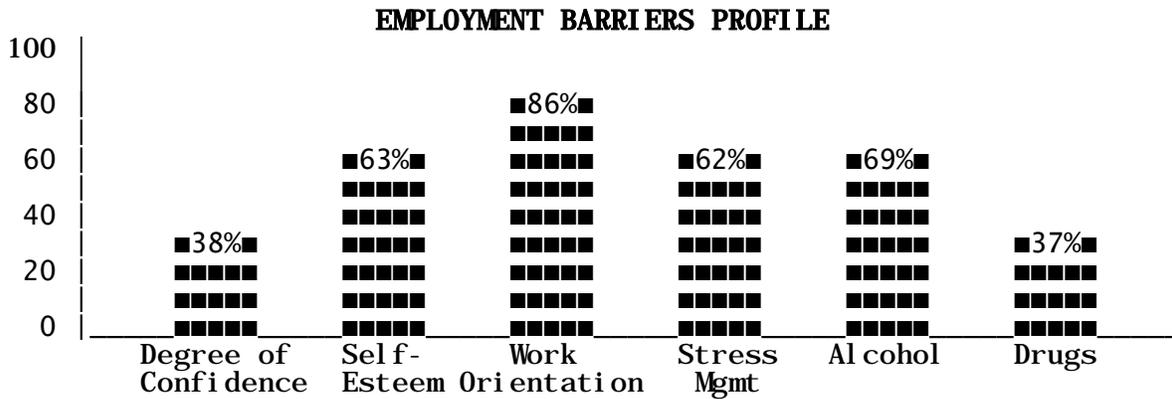
Alert: throughout our website are

"Live Support" buttons that open
"chat" windows with our support
staff during normal business hours
(8-4 p.m. Mountain Standard Time)

MULTIPLE CHOICE ITEMS

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



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COMMENTS AND RECOMMENDATIONS: _____

EVALUATOR'S SIGNATURE _____

DATE _____

EMPLOYMENT BARRIERS ANSWERS

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