CBI—Counterproductive Behavior Index
A Highly Effective, 15-Minute Loss Prevention Assessment

CBI, the Counterproductive Behavior Index is the most cost-effective screening procedure to identify these high risk work-related attitudes and behaviors:

- Substance Abuse
- Dishonesty
- Computer Abuse
- Lack of Dependability
- Workplace Aggression
- Sexual Harassment

Every single day employees don’t show for work, steal cash and inventory, surf the web, e-mail on company time, and disrupt the workplace. It is burning up billions of dollars of profits and inventory each and every year.

**FACT #1:** Unscheduled absenteeism may be costing you as much as $755 per year per employee.

**FACT #2:** 7% of employees believe it’s okay to sabotage their employer’s computer system.

**FACT #3:** 6% of job candidates have had a criminal conviction in the last 7 years.

**FACT #4:** 46% of inventory shrinkage is a result of employee theft.

**FACT #5:** 40% of workers admit to making personal use of company e-mail and shopping online at work.

CBI is available online or in a paper/pencil format.

**How CBI Works with Online Administration:**
- Hiring/HR managers set up a job “bucket” within the organization’s online CBI account
- Now any computer can act as a testing kiosk
- Reports can be run instantly or when needed
- Data is collected and retained by candidate and by job

CBI represents the latest advancements in pre-employment screening. Leonard Goostein, Ph.D. and Richard Lanyon, Ph.D. developed the CBI after extensive market-based research studies with clients and consultants alike. Research indicated that organizations consistently had a desire for an effective tool to screen out problem employees that combined the power of accurate and defendable results that they need, with the ease of use, and clarity of reporting that they want. CBI was specifically created to answer this market-based need.

The CBI may be administered in 15 minutes in either a classroom or online format. The report is an easy to read numerical and graphic measure of risk in 6 critical areas, as well as a measure of internal reliability. In 15 short minutes, you can save your organization tens of thousands of dollars due to unforeseen risks. CBI is the answer to loss prevention screening needs, and it is available right now. Ask for a sample.
## Counterproductive Behavior Index™ Profile

**Version 2.0**

**Name:** John Sample  
**Date:** 2/25/03  
**Position:** Counter Assistant

### Test Validity Concerns

**Good Impression (GI) Score**

<table>
<thead>
<tr>
<th>Scale Score</th>
<th>Dependability (Dp) Concerns</th>
<th>Aggression (Ag) Concerns</th>
<th>Substance Abuse (SA) Concerns</th>
<th>Honesty (Hn) Concerns</th>
<th>Computer Abuse (CA) Concerns</th>
<th>Sexual Harassment (SH) Concerns</th>
<th>Scale Score</th>
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</thead>
<tbody>
<tr>
<td>0 – 38</td>
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### Overall Concerns Score

- **Dp Concerns:** 4
- **Ag Concerns:** 3
- **SA Concerns:** 2
- **Hn Concerns:** 3
- **CA Concerns:** 5
- **SH Concerns:** 1
- **GI Concerns:** 3
- **Overall Score:** 18

### COLOR KEY

- **Little/No Concerns**  
  Scores in this shaded area indicate that the applicant is not likely to engage in counterproductive behavior.

- **Concerns**  
  Scores in this shaded area indicate that the applicant may engage in counterproductive behavior.

- **Serious Concerns**  
  Scores in this shaded area indicate that the applicant is likely to engage in counterproductive behavior.

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