

Honesty Test Can Indicate Productive Employees



Operators at G.M. Lousig-Nont & Associates are kept busy scoring the Profile Assessment by Computer Evaluation (PACE) version of the Phase II Profile. Using this test employers call the firm on a toll-free number to obtain an accurate psychological profile of the prospective employee.

In mid-1979 when Gregory Lousig-Nont began marketing his pre-employment pencil and paper integrity test called the Phase II Profile, he did so with the confidence that it would prove a valuable screening tool for employers in identifying applicants with a tendency toward

dishonesty in the workplace. What he hadn't given thought to was that it would also prove useful as an indicator of applicants who would be most productive on the job.

Lousig-Nont, a former Peoria, Ill., police detective and founder of G.M. Lousig-Nont & Associates, a locally based security consulting and polygraph examination firm, spent 2-1/2 years developing his Phase II Profile. The test takes 20 to 30 minutes to complete and reads at the 7th grade level.

He claims that it has a reliability factor of .97 out of a possible 1.0 and that such reliability is due in part to a built-in "lie scale" that makes the exam "virtually foolproof against 'test wise' dishonest job applicants who try to phony their responses."

Several years ago, Lousig-Nont learned that his Phase II Profile turned out to be the most significant test used in an extensive pre-employment testing program implemented by Transcraft Corp., a large manufacturer in Southern Illinois, to predict which applicants would be most productive on the job.

"The company hired an industrial psychologist to prepare a battery of tests to be given to a group of fifty-eight job applicants," explained Lousig-Nont. "The psychologist called me to request that I send him a batch of Phase II's. He said he had read about our test in a magazine and even though he didn't think it would really help him, because he was looking to predict productivity not honesty, he thought it would be a good idea to include it as a complement to the battery of tests he would be giving."

The psychologist told Lousig-Nont that the Phase II would be among 15 tests given to the group. Among the other tests were the Gilford Zimmerman Temperament Survey, the Cornell Medical Index, the Bennett Mechanical Index, a literacy test and a mathematical one.

Nearly a year after the testing program had been undertaken, the psychologist called Lousig-Nont to relate the findings of the

program. He told him that management left the tests unscored during the first 10 months the group was employed.

"At the end of that period their supervisors were asked to rate those in the test group according to absenteeism, productivity, and job responsibility," said Lousig-Nont. "Those who ranked in the top fifty percent were retained; those in the lower half were laid off."

Lousig-Nont learned that management then went back to the original battery of tests given the group to see if there were any significant differences in the test scores of the employees retained and those laid off.

"The psychologist said that of the tests given, only six had any statistical significance. Of the six, our Phase II turned out to be the most significant, with a .001 level of significance...and that's about as significant as you can get."

Lousig-Nont was also told that those who passed the Phase II had higher scores on their literacy and mathematics tests and scored higher in the scales of the Gilford Zimmerman Temperament Survey, indicating that they were more friendly, objective, and practiced more restraint.

Lousig-Nont has learned that because of economic problems in Illinois, Transcraft has cut its work force to 50 percent of what it was at the time the company implemented the test program. All those currently employed at Transcraft have taken and passed the Phase II Profile.

"I've been told that those employees in the fifty percent remaining are now producing seventy-five percent of the previous productivity. In essence, they've picked up twenty-five percent productivity. What that means in bottom-line profit has to be astronomical."

Since Lousig-Nont & Associates set up shop, the Phase II Profile has been administered more than a million times by a wide range of organizations throughout the U.S., Canada and the Philippines. The firm's major clients include Arby's, Color Tile, Loomis Armored Car, Mrs. Field's Cookies, Radio Shack, and Tandy Leather.

Phase II consists of 116 questions which applicants answer either "true" or "false" or select an answer from multiple choice. An employer can choose the self-score version of Phase II or use the Profile Assessment by Computer Evaluation (PACE) and receive via a toll-free number an immediate opinion on the candidate's tendency toward dishonesty and penchant for alcohol or drug abuse. The firm follows with a mailed copy of a detailed "Integrity Status Profile" noting specific areas of the test where company experts feel the individual revealed his true personality.

The offices of Lousig-Nont & Associates are located in the Flamingo Executive Park at 1050 East Flamingo Road.

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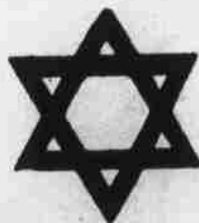
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