Before the Interview…

2) Review the applicant's ESQ2 Report.

- Make sure you have reviewed the applicant's ESQ2 report prior to the interview.

- Use the table below to quickly identify behaviors that have been flagged as a potential concern or strength by the ESQ2 Report. The table is designed for the use of the interviewer only. Remember, we strongly recommend that you do not show the applicant his/her ESQ2 results. Consider focusing your interview on those areas you feel require most attention.

Positive Work Behaviors	Potential Concern (< 40)	Average Score (40-60)	Potential Strength (>60)
Customer Service			
Productivity			
Accuracy			
Commitment, Job Satisfaction			
Promotability			
Risk of Counterproductive Behaviors	Low Score (<40)	Average Score (40-60)	Potential Concern (>60)
Alcohol and Substance Abuse			
Unauthorized Sick Days			
Driving Delinquency			
Lateness			
Loafing			
Sabotage of Production or Property			
Safety Infractions			
Theft			
Risk of Counterproductive Behavior			