



A WORLD LEADER IN INTEGRITY ASSESSMENT SOLUTIONS



It's All About
TRUST

**Trustworthy employees are essential to every business!
They contribute to the profitability, service and
reputation of an organization.**

Midot, an Israeli multinational company, specializes in developing and implementing solutions for the assessment of occupational integrity and workplace ethics.

More than 35 years | 18 languages | 30 countries | Over 1000 companies



Midot is committed to making integrity a standard
for the assessment of human capital in the workplace

- Reliable assessments, tested and validated by studies conducted around the world
- An advanced and secure technology platform, cloud based, requires no installation
- Maximum customization according to customer needs
- Fully adaptable products to local norms, standards and cultures
- Synergy of global knowledge based on partnerships with our international distributors and offices
- More than half the company's budget is invested in research and development
- Members of the International Test Commission (ITC) and ISO 27001 certified (Information Security)

Our products and services are supported by our interdisciplinary team, a global synergy of knowledge, and our advanced web-based technology. We are committed to leading the field, while maintaining an innovative and creative spirit, and designing best-in-class solutions for our customers worldwide.

PRODUCTS & SERVICES

For PRE-EMPLOYMENT

Behavioral risk assessment solutions for recruiting and selecting job applicants

IntegriTEST

Integrity assessment tool for job candidates.

StabiliTEST

Early voluntary turnover predictor.

For POST HIRE

Periodic risk assessment solutions for counterproductive behaviors among current employees

TRUSTEE

Periodic evaluation for current employees.

For ORGANISATIONAL DEVELOPMENT

Group level risk assessments for counterproductive behaviors across organizational units

ProEthic View

Organizational personnel risk survey.

IntegriEXIT

Employee integrity exit survey.

COMPLEMENTARY SERVICES

Custom-made risk assessment solutions, research, and professional services

Additional services

Midot offers a variety of customized solutions for ensuring the most effective results for your company.

IntegriTEST

”In looking for people to hire, you look for three qualities: integrity, intelligence, and energy. And if they don't have the first, the other two will kill you.” Warren Buffet

The next employee you recruit may lead to your company's success or failure. Low integrity can be responsible for occupational offenses, such as theft of property/money/information, bribery and rule breaking.

Scales

The IntegriTEST provides an overall recommendation score based on a candidate's evaluated risk potential for future occupational offenses.

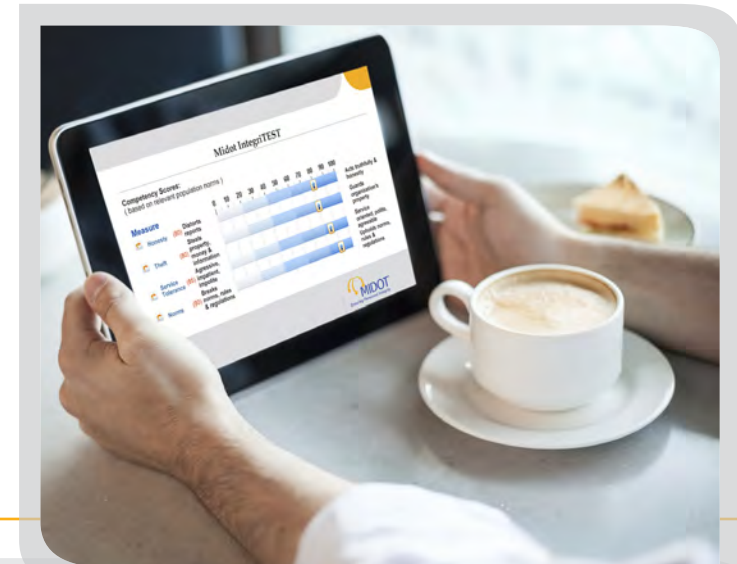
This evaluation is based on responses in the following optional sub-scales:

- Honesty
- Theft
- Norms
- Bribery
- Service tolerance
- Drug use at work

In addition, the test measures self-reported background information in the following optional areas:

- Aggression
- Alcohol
- Criminal record
- Driver's safety
- Drugs
- Employment history
- Financial difficulties
- Gambling
- Information security
- Sexual harassment
- Work ethics

Additional customized questions may be added.



Several characteristics

- 🕒 **Testing time:** Approximately 20 minutes
- 📄 **Number of items:** 96-160 items
- 📍 **Location:** On-site or remote testing
- 📄 **Reporting:** Immediately available online

For
PRE-EMPLOYMENT

IntegriTEST

StabiliTEST

“Hiring employees is just a start to creating a strong work force. Next, you have to keep them.” The Wall Street Journal

Employee turnover can lead to significant financial losses, often estimated at as much as half to a full annual salary per incident. These damages are due mainly to costs related to: recruitment, employee training, lost productivity, and compensation.

StabiliTEST is a pre-employment questionnaire designed to predict early resignation (within six months) among job applicants.

Scales

StabiliTEST provides one **overall score of job stability**, and 3 additional sub-scales:

- Performance history
- Desire for the job
- Intention to stay



Several characteristics

- 🕒 **Testing time:** Approximately 15 minutes
- 📄 **Number of items:** 95 items
- 📍 **Location:** On-site or remote testing
- 📄 **Reporting:** Immediately available online

TRUSTEE

Occupational integrity is derived from personal values, life circumstances and the organizational conditions in which employees work.

Counterproductive work behaviors are influenced not only by an employee's integrity and values, but also by situational factors at work, such as satisfaction and security controls. What's more, these factors may change throughout the employee's employment period.

Midot TRUSTEE is a tool that enables periodic evaluation of employee integrity throughout the employment life cycle.

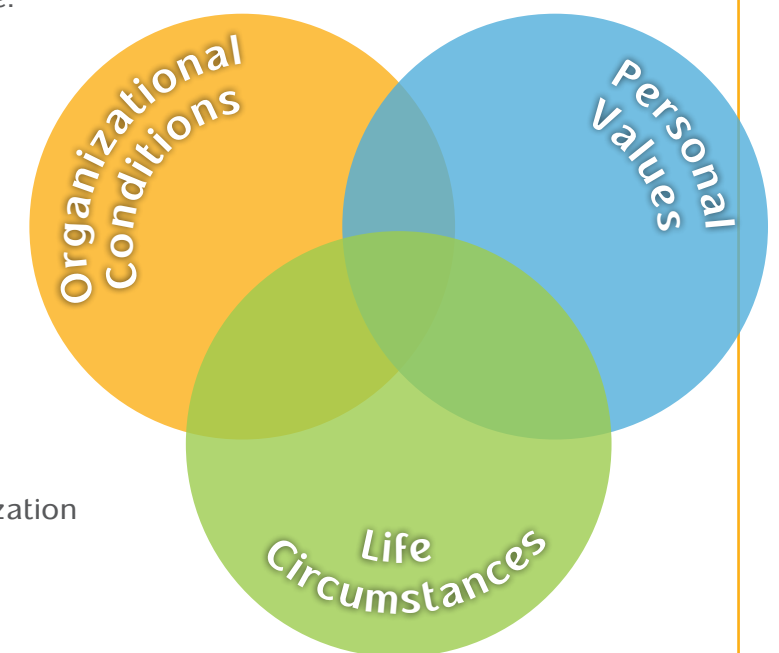
We recommend using TRUSTEE for:

- Periodic employee evaluations
- Pre-promotion or job transfer evaluations
- Post-event related evaluations

Scales:

TRUSTEE uses IntegriTEST indicators to evaluate the employee's personal integrity and adds it to the overall score:

- **Personal values:**
 - Honesty
 - Theft
 - Norms
 - Bribery
 - Service tolerance
 - Drug use at work
- **Organizational commitment:**
 - Job satisfaction
 - Job security
 - Organizational justice
 - Identifying with the organization
- **Security awareness:**
 - Organizational norms
 - Monitoring & supervision
 - Sanctions



Several characteristics

- 🕒 **Testing time:** Approximately 30 minutes
- 📄 **Number of items:** 160 items
- 📍 **Location:** On-site or remote testing
- 📄 **Reporting:** Immediately available online (Podium users)

ProEthic View

Measuring integrity at the organizational level is critical to managing risk.

Crimes committed by employees are known to cost organizations around the world billions of dollars in damages. While individual assessments can greatly help to manage the risks, the ProEthic View organizational survey goes beyond that by providing a group-level analysis of the risks, such as those characteristic of employees from specific branches, departments or jobs.

Scales

The ProEthic View is based on the main scales found in the TRUSTEE, which provides one overall risk score, and additional sub-scores as follows:





- Personal values
- Organizational commitment
- Security awareness

The survey can be administered to either a census or representative sample, among which risks can be evaluated at the level of the organizations:

- Departments
- Branches
- Positions
- Other relevant levels



Several characteristics

-  **Testing time:** Approximately 30 minutes
-  **Number of items:** 160 items
-  **Location:** On-site or remote testing
-  **Reporting:** Survey reports are available within 2 weeks of data collection

IntegriEXIT

What's an organization to do when they sincerely want to know what's going on?

Employee exit surveys provide an exceptional opportunity to gain insight into many of the sensitive concerns employees are often only willing to disclose when they are leaving the organization. Midot's new "IntegriEXIT" focuses on issues related to employee offenses and other counterproductive behaviors, and can provide extremely valuable information to help management improve the integrity of the organization.





Scales:

The IntegriEXIT Survey takes a modular approach, and allows for sections to be administered either together, or in parts.

- Employee details
- Overall job satisfaction
- Coworkers/supervisors/management integrity
- Counterproductive work behaviors



Several characteristics

-  **Testing time:** Approximately 12 minutes
-  **Number of items:** Approximately 50 items
-  **Location:** On-site or remotely
-  **Reporting:** Survey reports are available within 2 weeks of data collection

Additional Services

The use of multiple assessment tools can add significantly more protection against counterproductive behaviors.

Polygraph examinations in the business arena

1. Pre-employment screening
2. Periodical employee evaluations
3. Specific evaluative cases for internal investigation



Additional professional services

Local validation studies

- to measure our tests' ability to directly impact better job performance and reduced counterproductive work behaviors in your company

Return On Investment (ROI) analysis

- to calculate the return-on-investment for using Midot's tools in your organization, and help prove their business case in terms of real dollars and cents

Adverse impact analysis

- to monitor and ensure the fairness of our tools as they are used in your organization, based on internationally accepted standards for measuring adverse impact against minority groups

Customized norming

- to benchmark our test scores against your organization's own employees, job applicants, and professional standards

Customized organizational surveys

- to provide key insights to many of the critical measures that drive your company's successes (and failures), in the areas of ethics, integrity, security awareness and commitment, which can be designed specifically for your company's needs

Professional consulting

- to provide you with in-depth support and consultation regarding any particular job candidates or employees by our team of experienced industrial psychologists. In addition, Midot can advise you regarding your recruitment methods, assessment and selection practices, and work conditions as they pertain to managing a productive and low-risk workforce





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