



WOC

WORKPLACE ORIENTATION CHECKLIST SUMMARIZED REPORT

Assessment Date: 2020-11-09

NAME: Beth Southerley
ID: 960819xxxxxxx

SCORES AND PROFILE OF THE WOC

| SIX SUBSTRUCTURES OF WOC | Scores | | ☉ Current (a) | | | | | | | | | | Sufficient Qualification | ☉ Future (b) | | | | | | | | | | |
|---|----------|----------|-----------------------------------|---|---|---|---|---|---|---|---|----|--------------------------|----------------------------------|---|---|---|---|---|---|---|----|----|----------|
| | Current | Future | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 1. TANGIBLE – ‘HARD’ FACTORS | 8 | 9 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | | | |
| 1.1 Type of Job | 10 | 10 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | |
| 1.2 Home Facilities | 10 | 10 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | |
| 1.3 Resident Features | 4 | 7 | 1 | 2 | 3 | 4 | | | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | | | | | |
| 2. OCCUPATIONAL STATUS - ‘EVOLVING’ & DEVELOPMENTAL CV-FACTORS | 4 | 8 | 1 | 2 | 3 | 4 | | | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | | |
| 2.1 Formal Scholastic/Academic Qualifications | 5 | 5 | 1 | 2 | 3 | 4 | 5 | | | | | | 1 | 2 | 3 | 4 | 5 | | | | | | | |
| 2.2 Experience, Training & Courses | 2 | 10 | 1 | 2 | | | | | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | |
| 2.3 Corporate Familiarity – ‘Teething Period’ | 6 | 8 | 1 | 2 | 3 | 4 | 5 | 6 | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | | |
| Report Date: 2021-02-01 | | | *Integrated WOC Score Current (a) | | | | | | | | | | 6 | *Integrated WOC Score Future (b) | | | | | | | | | | 9 |

***INTEGRATED CURRENT & FUTURE WOC SCORES:** The '6' the candidate scored immediately above in (a), represents his weighted Integrated score based on the '8' he obtained on his three *Tangible factors* and the '4' on his *Occupational status factors* as he perceives his **Current situation** to be. Similarly the '9' in (b) represents his weighted Integrated score relative to the '9' he obtained on his three *Tangible factors* and the '8' on his three *Occupational status factors* as he perceived his situation *can be changed to* in the **Future**, provided a few small interventions.

Please Note : The scores and profile under the Current situation represent the most important information provided in this report, while the Future scores and profile add a significant bonus.

Please Note : ☉ **CURRENT:** The situation as it exists at this stage – as perceived by the candidate.
☉ **FUTURE:** The situation as it could be changed to, with a few relatively small 'interventions' (if any) – as perceived by the candidate.

To derive full benefit from this Summarized Report, the user should consult the candidate's 'remarks' at the bottom of each of the six Assessment Tables the Checklist consists of.

1. TANGIBLE – ‘HARD’ FACTORS

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|---------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | CURRENT |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | FUTURE |

These are real, visible and evident factors; those real things one can see and that can be changed, like a job, a house or residents in the house – opposed to, for example, more human-orientated issues like knowledge, skills, personality dispositions, etc. that must or can be developed. The three tangible factors considered here, proved to have a significant effect on the probability of the candidate effectively performing his job from home – i.e., job type, home and residents in this home/house.

1.1 Job Type

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|---------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | CURRENT |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | FUTURE |

Considering the very nature of the *contents* and/or *circumstances* in which a job must be performed, renders it nearly impossible to be done from home (e.g., fireman, miner, fisherman, etc.) - i.e., representing a low probability; while others, in contrast, render a progressively higher probability of being performed effectively from home, or can be done partly from home, e.g. most administratively-orientated jobs. The scale ranks the candidate's probability of being able to perform performing his job from home – the higher the 'score', the better.

1.2 Home Facilities

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|---------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | CURRENT |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | FUTURE |

This category concentrates on assessing the structured and technical facilities side of the benefits the house/home (the candidate is occupying at present) are offering him in effectively performing his job – ranging from very poor, to acceptable and even good or near-perfect, in terms of space (especially personal space), privacy, etc. The better the facilities offered by the house/home the higher, the 'score' will be on this scale.

1.3 Home Residents – Mix & Quality of “Stay”

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|---------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | CURRENT |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | FUTURE |

This category assesses the quality of 'stay' (with special reference to the human side – i.e., the other residents), the candidate is experiencing at the home in which he stays, and from which he is expected to perform his job – ranging from being overcrowded, noisy, disturbing/distracting, lack of discipline, etc.; to the opposite side of the scale offering space, order, control and privacy. The more negatively impacting the ratio is between the candidate and the other residents sharing the home/house, the lower the score on this scale tends to be.

Please Note :

- For the ease of reading, the *male gender* is used in this document, but also refers in all instances to the *female gender*.



*WOC

WORKPLACE ORIENTATION CHECKLIST SUB & SUPPORT STRUCTURES

ORG: INTEGRITY INTERNATIONAL
JOB TITLE: SUPPORT/IT

NAME: Beth Southerley

2. OCCUPATIONAL STATUS – ‘EVOLVING’ & DEVELOPMENTAL CV-FACTORS

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|---------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | CURRENT |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | FUTURE |

This composite assessment represents the combined **contribution** that the below three *development categories* (typically constituting a person's CV) make to improving the candidate's probability to effectively perform his job from home.

2.1 Formal Scholastic/Academic Qualifications – including Trades

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|---------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | CURRENT |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | FUTURE |

This category assesses the converted-interpretive **contribution** the candidate's highest scholastic/academic qualification (including his Trade-level – if applicable) is making to improving his probability to effectively performing the job on a permanent basis, on his own, from a remote home-based workplace – the higher the level of relevant qualification, the higher the probability to work effectively from home.

2.2 Experience, Training & Courses

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|---------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | CURRENT |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | FUTURE |

This category assesses the integrated-converted **contribution** the candidate's relevant Work Experience, his related Training received and the Courses he attended in this regard, is making to improving his probability to effectively perform his job on a permanent basis on his own from a remote home-based workplace – the level of practical work experience, training received and courses attended (and successfully completed), the higher the probability to work effectively from home.

2.3 Corporate Familiarity – ‘Teething Period’

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|---------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | CURRENT |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | FUTURE |

This category assesses the candidate's **readiness** to function effectively from home in terms of the degree of being exposed to, and having knowledge of the routine of work-life in general, and how well he is acquainted with his organisation in terms of its 'standing' in the market, its internal administrative functioning, how he (the candidate) is related thereto and how, where and with whom he will/should 'link-in' (to the corporate office) when working from home. The higher this score, the better the candidate's Corporate Familiarity and readiness to work from home is regarding this category – the opposite is also true.