



ETHICAL REASONING APPRAISAL (ERA)TM

Individual Interpretive Report (ERA IIR)

Joe Sample
03 March 2016

CANDIDATE INFORMATION

ORGANISATION: Sample Inc.
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INTRODUCTION

The Ethical Reasoning Appraisal (ERA) aims to uncover the patterns and tendencies of moral reasoning by candidates in order to access a hidden dimension of deep insights that go beyond personality and cognitive assessments.

The ERA is designed and constructed to provide an ethical reasoning profile that will be relevant for work, educational and social settings.

By seeing how candidates resolve dilemmas, a picture of how candidates make decisions in morally ambiguous situations can be constructed. In addition, by determining the profile of candidates to that of the existing organisation, ERA can help organisations find the most suitable candidates in terms of moral reasoning.



Moral Dilemma Awareness



You generally tend to be able to discern dilemmas from typical situations.

Your judgement of the dilemmas that you have identified tends to follow closely with that your peers.

Situational Assessment



You tend to feel as strongly as your peers when assessing situations with dilemmas.

You find resolving dilemmas difficult. When you encounter dilemmas, you are inclined to ponder and think more deeply about them compared to your peers.

You tend to focus on a simpler perspective of the situation involved in a dilemma, and focuses on just a few facts to understand the nature of the dilemma.

Modes of Moral Reasoning

	Very Low	Low	Slightly Low	Average	Slightly High	High	Very High
Fear		●	●				
Greed		●					
Acceptance				●			
Order				●			
Functionality						●	
Universality				●			

You tend to rely less on fear when reasoning in a dilemma. You believe that making a decision solely to avoid or escape punishment does not make one right.

You tend to rely less on greed when reasoning in a dilemma. You believe that making a decision solely to gain personal benefits does not make one right.

You find the motivation for social acceptance helpful when reasoning in a dilemma. You believe that the choices which your peers or society praise can be seriously considered for making a decision.

You find the motivation for maintaining order helpful when reasoning in a dilemma. You believe that the choices which help to stabilise and anchor your society can be seriously considered for making a decision.

You believe in moral functionality when reasoning in a dilemma. You believe that the choices you make must respect the beliefs of others, consider each person's situations and help to make the world a better place.

You believe in moral universality when reasoning in a dilemma. You believe that each person has rights that transcend different belief systems and situations. You strive to live according to universal principles such as justice, equality and compassion.

This report is strictly confidential.