

Name of Tool:	Employment Barriers (EB)
Author/Publisher (Year)	Behavior Data Systems (1991), (2000)

Description:	<p>The Employment Barriers (EB) facilitates early employment problem identification, which speeds up problem intervention, remediation and help.</p> <p>The EB is designed for use in Personnel Departments, Human Resources Departments, Employee Assistance Programs (EAP), and Health Maintenance Organizations (HMO). It can serve as an objective second opinion. The ER is a non-confrontational method for screening successful employment barriers.</p> <p>The Employee Barriers contains 116 items that comprise 6 scales:</p> <ul style="list-style-type: none"> • Degree of Confidence Scale • Work Orientation Scale • Stress Management • Self-Esteem Scale • Alcohol Scale • Drug Scale <p>Scores are used to classify risk into four categories:</p> <ul style="list-style-type: none"> • Low Risk • Medium Risk • Problem Risk and • Severe Problem <p>These classifications, along with clinical judgment, are used to inform treatment recommendations.</p> <p>Truthfulness Scale detects offender denial, problem minimization, and response bias.</p> <p>Demonstrated reliability and validity.</p>
Tool Development	<ul style="list-style-type: none"> • Internal, unpublished studies provide evidence of validity, reliability, and accuracy: Davignon, D. D. (2010) Employment Barriers Scientific Findings.
General Notes:	<p>The EB is a computerized assessment that provides clinicians with a printed report that includes percentile scores, risk classification, and item responses.</p> <p>The EB takes 25 minutes to complete.</p> <p>Tests can be administered individually or in group settings.</p>

