Name of Tool:	Employee Review (ER)
Author/Publisher (Year)	Behavior Data Systems

Description:	
	The Employee Review 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. The Employee Review has 126 items that make up five scales: - Truthfulness Scale - Employee Orientation - Stress Management - Alcohol Scale - Drug Scale Scores are used to classify risk into four categories: - Low Risk - Medium Risk - Problem Risk and - Severe Problem These classifications, along with clinical judgment, are used to inform treatment recommendations. Truthfulness Scale detects offender denial, problem minimization, and response bias. Demonstrated reliability and validity.

Tool Development	
	A summary of scientific findings is available for download.

General Notes:	
	The ER is a computerized assessment that provides clinicians with a printed report that includes percentile scores, risk classification, and item responses. The ER takes 25 minutes to complete. Tests can be administered individually or in group settings.