

DIMENSIONS

Integrity dimensions and contextual factors

A conceptual guide to distinguishing what is assessed from the context that helps interpret it.

A dimension defines the aspect an instrument seeks to explore. Context consists of circumstances that help interpret that information. Keeping them separate avoids turning a score or personal circumstance into a label about a person.

A dimension focuses a question

The AMITAI Honestidad manual brings together concepts related to attitudes toward workplace behavior. Its themes include the use of resources, relationships with rules, and interaction at work.

Each dimension has a definition and scope. To interpret a specific report, use the definitions for the version administered; this guide explains the conceptual approach and does not replace its user documentation.

Context helps understanding

Role responsibilities, working conditions, and situations described in an interview provide context. They can help frame questions without changing the technical meaning of a scale on their own.

Financial difficulty or a personal circumstance does not establish dishonesty. Inferring a moral quality from those conditions introduces a conclusion the information does not support.

Three useful distinctions

- Attitude and behavior: a response about accepting a situation does not prove that it occurred.
- Result and explanation: a score needs interpretation; it does not identify the cause of an answer by itself.
- Person and dimension: one assessed aspect does not describe the respondent as a whole.

These distinctions support professional language: describe available information, identify what is missing, and explain why a topic warrants further exploration.

From a concept to a conversation

If a dimension concerns relationships with rules, a useful conversation can explore how policies are communicated, what someone does when instructions conflict, and which channels they use to resolve questions.

Questions should connect to actual role responsibilities. Reviewing the process can also reveal opportunities to improve instructions, training, or consultation channels.

Avoiding interpretive shortcuts

Comparing people without context, transferring definitions between versions, or turning a result into a clinical diagnosis reduces the quality of interpretation.

- Use definitions for the relevant version.

- Connect questions to the purpose and role.
- Separate observations from hypotheses.
- Resolve technical questions before concluding.
- Include other relevant sources of information.

A glossary to complete the reading

Dimension: a defined aspect the instrument seeks to explore. Context: additional information that helps explain the situation of use. Indicator: a summary of information requiring a bounded interpretation.

Hypothesis: an explanation to be checked against evidence. Professional judgment: documented reasoning that integrates relevant information for a decision. Keeping these concepts distinct supports precise discussion of results.

What to keep in mind

Explain the specific aspect described by the result. Avoid turning a score or a personal circumstance into a judgment about the person as a whole.

Frequently asked questions

Does a dimension define a person?

No. It describes one area of analysis within an instrument and a context of use.

Does a personal circumstance automatically explain a result?

No. It may prompt relevant questions, but an explanation requires further evidence.

Sources for this reading

AMITAI Honestidad foundations manual, pages 17-26.

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