



## MERIT PERFORMANCE INDEX™

### Matching People to Job Positions

The MERIT Performance Index (MPI) technology is an assessment and decision-making tool that identifies the desired character and behavioral profiles for given employee positions. When an index is created, the end-user has a powerful reference point against which an individual's *degree of fit* to the position can be quantified.



The MPI helps determine, in advance of hire or promotion, whether the individual has the necessary character and behavioral attributes to be successful at achieving the key performance indicators (KPIs) established by the organization for each position.

### How is the Technology Implemented?

Implementation begins by aligning specific job position key performance indicators with the organization's business objectives. The process requires sponsorship and collaboration with the leadership team responsible for defining specific job position business objectives.

#### Organizational Phase

- Organizational discovery is the understanding of the business objectives and positional key performance indicators, as well as any immediate areas of need.
- Select a sample set of current employees who are exhibiting high, medium and low performance within the selected job position(s) being indexed.
- Select a project coordinator within the organization who will facilitate the performance indexing process.
- Establish timelines and tasks for gathering the required data collection.

#### Data Collection Phase

- Issue the on-line MERIT Profile™ to employee sample set.
- Gather the historical positional key performance data.
- Determine performance levels for the MPI which will support the business plan.
- Enter organizational performance data into the on-line MERIT site.

## CLIENT SUMMARY

#### Analysis Phase

- MERIT Profile survey data, positional KPIs, and any additional business data are analyzed through a series of psychometric processes.
- A preliminary report is created to present the alternatives of MPI equations that result in determining high-predictors of job performance to selected KPIs and combinations (if possible) of KPIs.
- Discussions with the project coordinator and any other interested parties to determine the best MPI equation.
- Finalization of the selected MERIT Performance Index.

#### Application Phase

- Consult and train leaders on-line how to apply and interpret the technology.
- Apply the indexing technology for selection (talent acquisition), intervention (employee development), and retention (succession planning) to proactively recruit the right people and to build effective teams.

#### Evaluation Phase (Optional / Separate Fees Apply)

- Annually review the MPI for recalibration (if deemed necessary) by adjusting the current KPIs and/or redefining the business objective criteria.
- Collect additional performance data that will be used to reformulate any MPI equations.

### Job Performance and Sustainment

Applying a measurement process to human capital assets will strengthen an organization in the same ways as balanced score cards do for production, and financials for the capital assets. The MERIT Performance Index and the other related MERIT Integrated Solutions services provide valuable data-driven processes to help make intelligent and predictable human capital decisions. **Human capital is an organization's #1 investment and #1 risk!**

**“Performance...Not Promise”**

**Future Achievement International®**

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