

# MERIT Performance Index™ Construction and Application

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The MERIT Profile™ assessment provides the data for the construction of the benchmarking technology for the MERIT Performance Index™ unique features and application.

## Overview

MERIT Performance Indexes have one overriding **objective**: to help organizations hire significantly better job candidates than they would hire without them.

- ◆ **Professional performance indexes** achieve the objective exceptionally well, and in so doing **prove their value** in the following ways:
  - Every index is **customized** for a particular purpose or position within the organization -- norms are organizational, not just an industry, region or national average.
  - Indexes can be developed for positions that contain no current employees to those containing **any number of employees**.
  - Performance indexes **simplify, speed up**, and take much of the guesswork out of the hiring process.

## Performance indexing **predict success**:

- ◆ Performance Indexes reflect the complex statistical correlation between relevant character and behavioral competencies, and important client- selected criteria.
- ◆ Decision-making information is available at the click of a mouse in the form of **content-rich, descriptive reports** and **easy-to-interpret, graphic displays**.
- ◆ Indexes work for a wide range of applications, all designed to **improve the workforce** and **increase profits**. They include, but are not limited to, increasing sales, improving performance, or decreasing turnover, risk or abuses of Workman's Compensation.
- ◆ MERIT Performance Indexes can be **verified for cost-effectiveness**.
- ◆ Development needs of individuals are identified and **steps for improvement** are provided in the supporting MERIT Profile reports.
- ◆ MERIT Performance Indexes **do not discriminate** and the assessment survey **meet guidelines** for testing set by the Equal Employment Opportunities Commission (EEOC).

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## Advanced I Performance Index

Two features distinguish Advanced I Performance Index:

1. The sample must contain MERIT Profile assessment survey results from at least thirty individuals.
2. The criterion must be an objectively obtained (earned score) measurement of “performance” in the selected job position or index purpose.

**Primary Purpose:** To maximize predictive efficiency by basing Performance Indexes on objectively measured job position key performance indicators (KPIs) / business objectives and large samples of employees.

### Development:

- Developed for job position KPIs and/or business objective purposes for which 30 to 60 employees with the same job description have completed MERIT Profile assessment survey.
- Employer must enter "earned scores" onto the Website that represents each employee's "performance" on the job position KPIs or business objective purpose of interest.
- Performance Indexes are developed by professional research investigators and applied statisticians in accordance with the employer's desired performance standards.
- Predictive mathematical equations that make the Performance Index work are loaded onto the Website for effective, long-term application.
- Reports include candidates' written personal character and behavior profiles and their percentage of fit with the Index, displayed graphically.

### Applications:

- Used to increase predictive "success" of candidates performance directly related to business objectives.
- Used for **selection** where certain qualities of character and/or behavioral **attributes** lead to above average outcomes.
- Used for **succession planning** where Indexes have been created for several positions.
- Provide information about promotional paths even *before* the candidate is hired.

**Cost:** Obtain a pricing sheet from a Future Achievement Sales Associate.

### Major Benefits:

- Development—accomplished entirely by professionals.
- Can be all-inclusive--can include up to 24 metrics that have predictive relevance for outcomes in addition to character and behavior, such as, indices for cognitive abilities and job skills.
- Information--reports are succinct, easy to understand, accurate in their descriptions, and percentage fit scores are displayed graphically for easy interpretation.
- Effectiveness--**increased by the use of "attributes of character and behavior" as predictors of "success" in relationship to job performance indicators and/or business objectives.**
- Results--appropriate long-term use typically results in 40-50 percent improvement over previously used procedures.
- Opportunities for improvement--development needs for each individual are identified and **steps for improvement**, provided on reports with graphical and descriptive statements.
- Does not discriminate; meets guidelines for testing set by EEOC.

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## Advanced II Performance Index

This level of indexes is customized for each organization and each position within the organization, as well as each key performance indicator within the position that align with the business objectives. In addition, they require samples of at least 60 individuals who have the same job description. The Performance Indexes are created separately for each primary trait. This means that, for most positions, four indexes are derived for each business objective, one for each highest trait, Dominance, Extroversion, Patience, and Conformity.

**Primary Purpose:** To increase predictions of success by creating separate Performance Index for each of the four primary behavioral traits.

### Development:

- Developed for job position KPIs and/or business objective purposes for large organizations where a the predictability is increased by dividing the indexes into the highest behavioral traits.
- Requires at least 20 employees with the same job description and highest behavioral trait (D, E, P, or C); three or four times 20 = 60 to 80 employees, minimum.
- Employer must enter "earned scores" onto the Website that represents each employee's "performance" on the job position KPIs or business objective purpose of interest.
- Performance Indexes are developed by professional research investigators and applied statisticians in accordance with the employer's desired performance standards.
- Predictive mathematical equations that make the Performance Index work are loaded onto the Website for effective, long-term application.
- Reports include candidates' written personal character and behavior profiles and their percentage of fit with the Index, displayed graphically.

### Applications:

- The preferred model when the requirements for development can be met.
- Used for **selection** where certain qualities of character and/or behavioral **attributes** lead to above average outcomes.
- Used for **succession planning** where Indexes have been created for several positions.
- Provide information about promotional paths even *before* the candidate is hired.

**Cost:** Obtain a pricing sheet from a Future Achievement Sales Associate.

### Major Benefits:

- Development—accomplished entirely by professionals.
- Can be all-inclusive--can include up to 24 metrics that have predictive relevance for outcomes in addition to character and behavior, such as, indices for cognitive abilities and job skills.
- Information--reports are succinct, easy to understand, accurate in their descriptions, and percentage fit scores are displayed graphically for easy interpretation.
- Effectiveness--**developing Indexes, separately, within each behavioral trait group increases effectiveness.** Increasing results to a 50-70 percent improvement over previously used procedures.
- Opportunities for improvement--development needs for each individual are identified and **steps for improvement**, provided on reports with graphical and descriptive statements.
- Does not discriminate; meet guidelines for testing set by EEOC.