

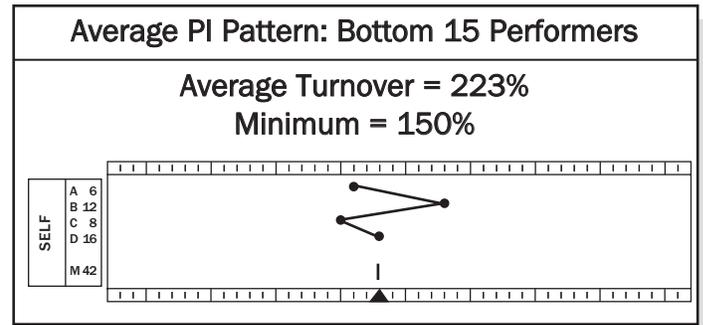
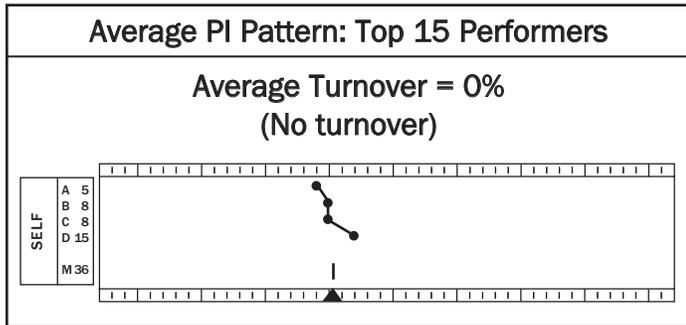
Predictive Index® Case Study
Validity Study / Quantitative Results

Industry: Financial Services

Position: Store Managers

Results

The top performers achieved on average 220% less turnover than the bottom performers.



CRITERIA: This statistical analysis is based upon a PI validity study conducted with 54 Store Managers. PI validity studies are designed to determine the statistical connections between PI profiles and superior job performance. The quantitative measurement criterion is total turnover among store employees over a nine-month period.

Industry

The client company is a financial services company that provides short-term loans to consumers.

Position

Store managers are responsible for the overall operations of a single location, including conducting transactions, meeting financial goals, conducting audits, growing revenue, and hiring and training associates.

Analysis

In examining the differences in the PI patterns of the top and bottom performers, the two most significant factors are the Higher C Factor (Patience) and Lower B Factor (Extroversion). The Higher C Factor indicates that the top performing managers are more deliberate, methodical and patient; running their stores in a relatively consistent, predictable, steady and stable manner. The Lower B indicates that these same managers are also quieter, more introspective and reserved, with an orientation that is balanced between tasks and results and personal relationships. It is important to note there was also statistical evidence indicating that the managers running lower turnover stores had more prominent D Factors, which translates into an approach to work that is more careful, conscientious, dutiful, thorough and self-disciplined.

Because of the relative balance between their B and C Factors, as well as the Higher D Factor, managers from lower-turnover stores benefit more from general assurances of security, respect, and appreciation of their work. In times of change and uncertainty, support and encouragement are also important along with clearly defined duties and responsibilities.