



Motivators

An Evaluation of Motivational Styles

Report For: **Sample Report**

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Why is Independently Tested Accuracy of this Assessment Important?



A recent review revealed a **significant majority of assessments available today were absent the studies & reporting to confirm their accuracy.** Of the small minority which claimed reporting, the significant majority of those were conducted privately; oftentimes by the assessment provider itself, rather than an objective and scientifically qualified third party. However, we are leading by example in this otherwise unregulated industry. How are we doing this? By submitting our assessments to an objective, independently conducted battery of tests: Construct Validity, Reliability, and Disparate Impact - all by a qualified scientific authority (*Assessment Standards Institute*). Our goal? Ensuring the trust and confidence of our users by producing the industry's most accurate and class protected assessments. Please turn to the last page of this report to learn more on this topic, and the steps we've taken to safeguard the scientific accuracy of this assessment.

About This Report

Research shows that the most successful people share the common trait of self-awareness. They're able to more quickly recognize situations that will make them more successful. As such, it's easier for them **to find ways of achieving objectives that resonate and align with their motivations**. Those who understand their natural motivators better are far more likely to pursue the right opportunities, for the right reasons, and get the results they desire.

Motivation helps influence behavior and action. It is vital for superior performance to ensure that your motivations are satisfied by what you do to drive your passion, reduce fatigue, and inspire you.

The Motivators assessment is the result of Dr. Eduard Spranger's and Gordon Allport's combined research into what drives and motivates an individual. **The dimensions of value discovered between these two researchers identify the reasons that drive an individual to utilize their talents in the unique way they do.** These pages will help you understand your motivations and drivers, providing a clear course on how to maximize your performance by achieving better alignment with your passion for what you do and your behavior.

The Elements of the Motivation Index

This Motivation Index is unique to the marketplace in that it examines seven independent and unique aspects of motivation. Most similar instruments only examine six dimensions of motivation by combining the Individualistic and Power into one dimension. This assessment remains true to the original works and models of two of the most significant researchers in this field, thus delivering to you a profile that truly helps you understand your own unique drivers.

The Seven Dimensions of Motivation measured in this report are:

-  **Aesthetic** - A drive for balance, harmony and form.
-  **Economic** - A drive for a return on investment.
-  **Individualistic** - A drive to stand out as independent and unique.
-  **Power** - A drive to be in control or have influence.
-  **Altruistic** - A drive to help others at the expense of self.
-  **Regulatory** - A drive to establish order, routine and structure.
-  **Theoretical** - A drive for knowledge, learning and understanding.

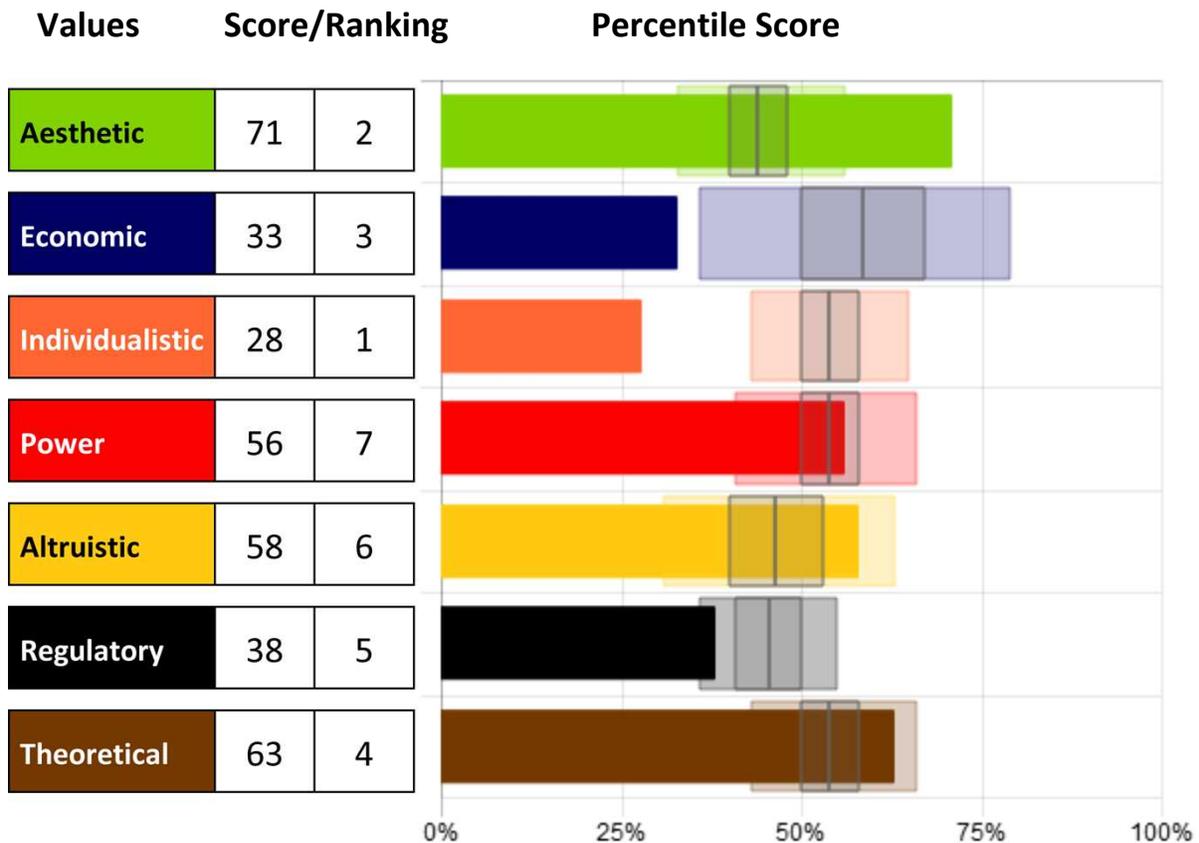
A Closer Look at the Seven Dimension Scores

Each descriptor below reveals your preference for shaping behavior and indicates what energizes you.

Motivator	Low Score Energized by...	High Score Energized by...
Aesthetic	Grounded Pragmatic and tangible approaches that bring concrete and reliable results.	Eccentric Achieving equilibrium and harmony between the world around you and yourself.
Economic	Satisfied Less competitive approaches and being more satisfied with what you already have.	Self-Mastered Self-interest, economic gains, and achieving real-world returns on efforts.
Individualistic	Secure Not seeking the limelight, keeping ideas to yourself, and less likelihood of self-promotion.	Unrestricted Expressing your autonomy and freedom from others' ideas and protocols.
Power	Submissive Supporting other people's efforts and a less focused approach to owning your own personal space.	Domineering Directing and controlling people, environments, and personal spaces.
Altruistic	Self-Focused Focusing on personal wants and needs and taking a more suspicious stance towards the moves of others.	Pushover Helping and eliminating pain and suffering of others at personal cost.
Regulatory	Defiant Remaining independent of as opposed to depending on the restrictive ideas of others.	Black & White Establishing routine, order, and setting boundaries for yourself and others.
Theoretical	Dis-Interested A more dismissive view of gathering new information and discovery while relying more on your natural instincts and past experiences for answers.	Scholarly Activities towards knowing everything that can be known about what you believe to be important and truthful.



Summary of Sample's Motivation



1. The **lightly colored, shaded area** for each Motivator highlights **the majority of the population's scores**. This means that if you took a normal sample of motivator scores and ranked the scores from 0 – 100, you can expect that a majority of the scores would fall inside the shaded area. This indicates if most of the population scores higher or lower in the dimension. Are you similarly driven in your Motivators as most others are?
2. The **norm box** (small box plot) represents the **AVERAGE** scoring range. The scores inside this box represent the scores of people who are **more like everyone else** (therefore, it is considered **normal**). When your score falls inside the norm box, it is **situational**; you consistently ranked the statements of that dimension **both high and low**.
3. The **line in the center** of the box plot represents the **median score**. Like the median in a road, the median divides the range of scores into equal halves. 50% of the scores are above the median line and 50% of the scores fall below the median line.
4. The **colored bar is aligned to your score from 1-100**. These reveal the **level of importance** of that motivator to you. Higher numbers mean you consistently ranked the motivator as **more important** & lower numbers mean the motivator was consistently ranked **less important**. The number also reveals placement in **Very Low, Low, Average, High and Very High**. The people who score within each group share common traits and descriptions (i.e. those who have *Very Low* scores will share common values with one another).
5. Your **ranking reveals how influential the Motivators are to your behavior and decisions in order from 1-7**. Keep in mind that some Motivators have relationships with other Motivators that strengthen them, but this is a true 1 through 7 ranking based on which are individually most impactful.

Details of Sample's Motivation



Aesthetic - Very High

You tend to think “alternatively” and will likely seek personal fulfillment, creative alternatives, and peace of mind rather than the status quo.



Economic - Low

You are not driven by monetary rewards or being “first” and may lack the emotional initiative necessary to compete with those around you.



Individualistic - Very Low

You appreciate what others bring to the table and may be apt to become the unsung hero of any project or team.



Power - Average

You can mediate all available ideas without an excessive need to control outcomes.



Altruistic - High

You connect personally before connecting professionally and are always willing to lend a hand.



Regulatory - Low

You believe there’s always another way when the current situation changes or roadblocks are apparent.



Theoretical - High

You will learn whatever you need to know to get the job done and then some.

Sample's Motivator Word Matrix

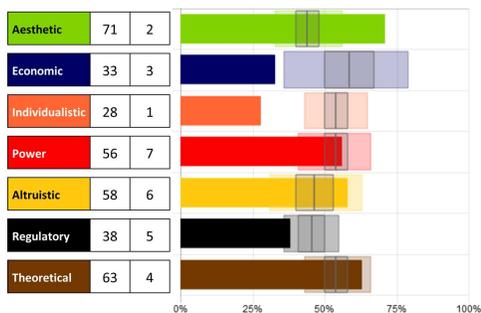
Eccentric	Self-Mastered	Unrestricted	Domineering	Pushover	Black & White	Scholarly
Impractical	Maximized	Independent	Forceful	Sacrificial	Fixed	Fact-Finder
Unconventional	Competitive	Self-Reliant	Authoritative	Accommodating	Systemic	Studious
Divergent	Incentivized	Creative	Controlling	Obliging	Orderly	Investigative
Imaginative	Practical	Balanced	Directive	Supportive	Disciplined	Inquisitive
Sensible	Judicious	Cooperative	Influential	Helpful	Open-Minded	Reflective
Realistic	Relaxed	Accommodating	Supportive	Self-Protective	Flexible	Street Smart
Practical	Aloof	Supportive	Yielding	Suspicious	Independent	Intuitive
Real World	Apathetic	Apprehensive	Passive	Distrusting	Spontaneous	Surface Analyzer
Grounded	Satisfied	Secure	Submissive	Self-Focused	Defiant	Dis-interested
AES	ECO	IND	POW	ALT	REG	THE

This charting of your descriptors provides a better sense of what drives your motivation.

The motivator word matrix translates your numeric score into a one-word description and places each word in a relative position to other descriptors.

By labeling your numeric score with one word you can better understand, describe and locate your motivator orientation.

Your Aesthetic Motivator - Very High



The Aesthetic Motivator: Strong desire and need to achieve equilibrium between the world around us and ourselves (within) while creating a sustainable work/life balance between the two. Creative, imaginative, artsy, mystical and expressive, this style may redefine or resist real world approaches to current challenges.



Universal Assets:

- You may prefer to be your own person and will likely have a high interest in protecting wildlife, the environment, and the undiscovered.
- You show a very strong desire for expressing your talents and fulfilling your dreams.
- You will have a hyper awareness of your surroundings and they will need to "feel" right.
- You may feel as though you were born at the wrong time and might feel misunderstood by most.



Driving Intuitions:

- Although you may feel you are misplaced, you will likely bloom later when things become a little more clear to you.
- You should consider your path and be true to yourself, if it isn't something you really want to do.
- You should realize that it takes money to do most things and that it's not a bad thing to have it.
- You should support your drive to understand the deeper meanings behind issues or objectives.



Critical Advantages:

- You may not be moved by monetary rewards, but rather you are looking for personal fulfillment and peace of mind.
- You will see things differently than most because your insights are intuitive, like seeing the rainbow in a prism.
- You believe in making meaningful contributions rather than consuming all the resources.
- You believe people should do work that is an expression of who they are as opposed to a job that simply must get done.



Growth Opportunities:

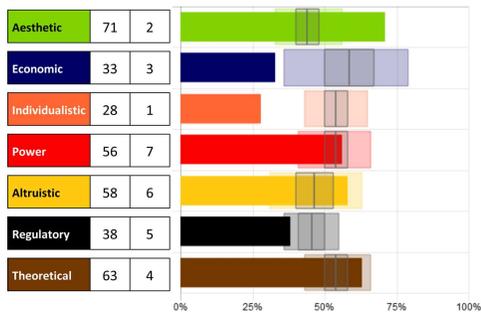
- At times, you may try to be too much of a non-conformist and may rebel against established systems and processes.
- You could get lost in creative intuition if not kept somewhat reined in and on target.
- You may feel "out of place" in this world and inadvertently sideline yourself for not knowing what to do or why you are here, but know you are here for a reason.
- Remember that it is OK that some people won't "get" you or understand your alternative ideas.



Learning Paths:

- To increase the meaning of people's lives you could act as a facilitator between people's gifts and talents and meaningful jobs that might require them.
- You can assist team members in accessing their creative side.
- You have the ability to act as a go-between and integrate people's imaginations with certain tasks.
- You should not be afraid to look like the rest of society; it doesn't mean you are one of them.

Your Economic Motivator - Low



The Economic Motivator: The motivation for security from self-interest, economic gains, and achieving real-world returns on personal ventures, personal resources, and focused energy. The preferred approach of this motivator is both a personal and a professional one with a focus on ultimate outcomes.



Universal Assets:

- You score in a range that indicates a lower interest in gaining material wealth.
- You may be sensitive to inequities and injustices and will not want to be a victim to others demands.
- You may believe money is for spending on things you want.
- You are not driven by monetary rewards and competitive frameworks.



Driving Intuitions:

- Avoid measuring your performance by your love for it only.
- You should provide a variety of work projects or tasks for others to work on.
- You should remember that people with vast amounts of money have feelings too.
- Remember to praise others for their continued contributions.



Critical Advantages:

- You rarely (if ever) look at a project with a "what's in it for me" perspective.
- To you, monetary compensation is a basic function, you may look elsewhere for higher levels of value.
- You do not act selfishly but will be responsive to others needs.
- You see a much wider spectrum of the picture, not just your own needs.



Growth Opportunities:

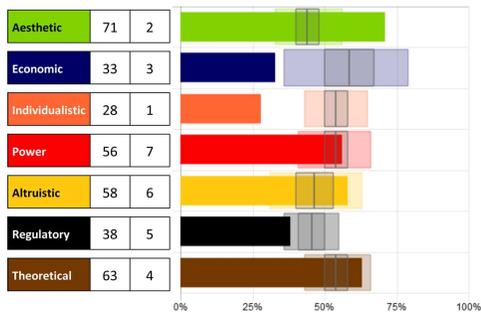
- You may mistake "I can't" for "I won't" and will fear saying "no" to people because it looks bad.
- You may need to be needed and will likely end up regretting over-commitment.
- You should avoid spreading yourself too thin by taking on responsibilities that could be done by someone else.
- You may over-commit both on and off the job.



Learning Paths:

- You may prefer team-oriented activities as opposed to the lone wolf approach.
- You may prefer just hanging out and enjoying others rather than having to compete with them.
- You score like those who appreciate cooperation over competition.
- You come to a training or development function typically without a 'What's in it for me?' attitude.

Your Individualistic Motivator - Very Low



The Individualistic Motivator: Need to be seen as autonomous, unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression apart from being told what to do.



Universal Assets:

- Since the squeaky wheel gets the grease, you'll need to speak up to be noticed more.
- You may never make the necessary noise surrounding important issues and may set yourself up for being overlooked.
- You will likely support others while rarely focusing on gaining the personal support you may want or need.
- You will not likely seek lime light roles, but rather stay back and support someone else.



Driving Intuitions:

- Don't accept leadership roles that make you uncomfortable.
- You'll prefer a supportive environment where members are equally recognized.
- Because you demonstrate a high degree of team-mindedness, you can easily get overlooked.
- You may need more support than you initially imagine.



Critical Advantages:

- Not one to draw attention to your own efforts, you will likely be pointing out the efforts of others.
- You'll likely be seen as supportive and serene when the pressure is on.
- You'll likely be the unsung hero of any project or team endeavor.
- You will be able to offer ideas with respect to others and their ideas.



Growth Opportunities:

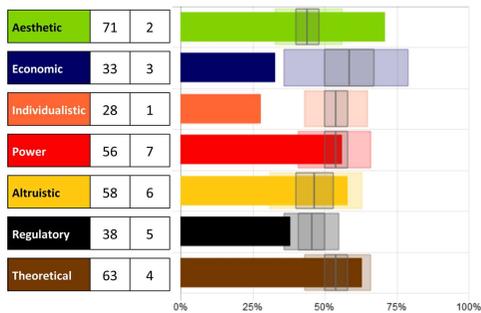
- You may not project your voice when speaking and may not be heard easily.
- You may not share your opinions openly and then later regret not saying something when the heat is off.
- You may settle for less as opposed to fight for what you want.
- You may shudder to think about public speaking or directive roles.



Learning Paths:

- You will likely enjoy group activities.
- You will likely be more disciplined than chaotic.
- You may be more practical and less innovative.
- You will do well helping others behind the scenes.

Your Power Motivator - Average



The Power Motivator: Being seen as a leader, while having influence and control over one's environment and success. Competitiveness and control are often associated with those scoring higher in this motivational dimension.



Universal Assets:

- You will likely be on board with leaders who are competent, but may struggle with leaders who seem unskilled.
- You can be both cooperative and competitive depending on the situation at hand.
- You're a stabilizing force in normal team operations and will lead if necessary, but you don't need to.
- You are able to understand both aggressive and passive leaders.



Driving Intuitions:

- You are a stabilizing force within a variety of environments involving people.
- You can provide input without pushing for your own personal agenda.
- You can step back when you recognize someone else's solution makes more sense.
- You can be very flexible when deciding to lead or support; it's not one or the other.



Critical Advantages:

- You are flexible and free flowing without an excessive need to be number one.
- You can drive the car or sit in the back seat; you aren't extreme in either mindset.
- You don't need to be in charge, but are willing to take initiative within your area of expertise if necessary.
- You can mediate all available ideas as opposed to only focusing on one.



Growth Opportunities:

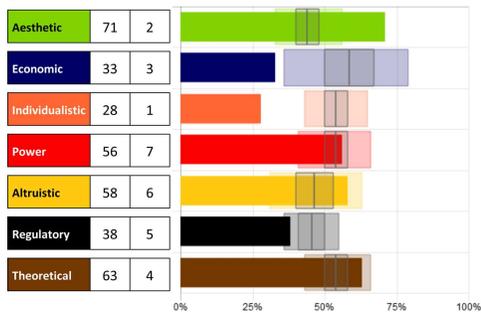
- You may need to own more and not hang back and wait for someone else to take control in certain power struggles.
- You may desire to take action, but may not have the necessary drive to actually pull it off.
- You can take or leave leadership roles; make sure you are not needed if you decide to sit back.
- You may need to take more or less control in certain situations and not remain neutral.



Learning Paths:

- Your ability to be supportive of others as opposed to always having to control the show will benefit you when involved with team dynamics.
- You can either be on a team-oriented or an individualistic and independent learning activity.
- You're able to be an accommodating participant and a controlling factor in training and developmental programs.
- You will likely present yourself as a neutral player as opposed to the owner of the team.

Your Altruistic Motivator - High



The Altruistic Motivator: An expression of the need or energy to benefit others at the expense of self. At times, there's genuine sincerity in this dimension to help others, but not always. Oftentimes an intense level within this dimension is more associated with low self-worth.



Universal Assets:

- You might rather give something away as opposed to sell it for profit.
- You connect personally before you connect professionally with most people.
- You may be turned off by people who speak excessively about their personal gains.
- When your loss creates a win for someone else, you will feel the win if your economic factor is below the mean.



Driving Intuitions:

- Make sure you don't allow others to take advantage of your good nature.
- You should be more involved in emotional intelligence efforts at work.
- You should allow time for socializing outside of the workplace.
- Be careful you don't become a doormat.



Critical Advantages:

- People like you tend to be better team players than captains.
- You are often compulsory when caregiving and may not know when to quit.
- Your ambitions are typically focused on other and not yourselves.
- You treat others with respect and care.



Growth Opportunities:

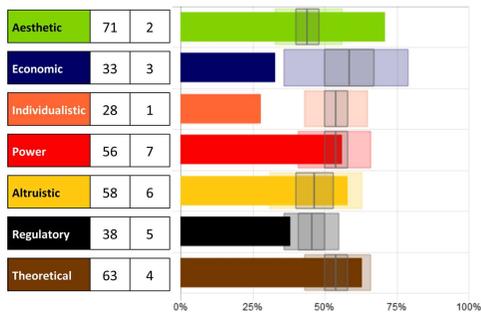
- Your need to help others may not always be rooted in benevolence, sometimes it's a fear of not being a "good person."
- Seeing others as more important than yourself is unsustainable over the long haul.
- Seeing that balance is the key to life, over involvement in the lives of others can have negative effects later on.
- Make sure you find time for yourself and balance it between the needs of others and your own.



Learning Paths:

- Your learning and development should connect knowledge to be shared with others.
- You should be exposed to others and allow them the benefit of being around you.
- Your learning development should be connected to benevolence.
- Your training and development should involve community efforts.

Your Regulatory Motivator - Low



The Regulatory Motivator: A need to establish order, routine and structure. This motivation is to promote a black and white mindset and a traditional approach to problems and challenges through standards, rules, and protocols to color within the lines.



Universal Assets:

- You are in need of freedom from rules and regulations that stifle your creative flow.
- You will more or less march to the beat of your own drum.
- You likely think in terms of "whatever it takes."
- You may feel bogged down when forced to do things a "certain" way.



Driving Intuitions:

- You do not support inefficient means to any end.
- Your spontaneity works for you, but it won't work for everyone.
- You like to cut to the chase and not waste energy on non-essentials.
- Play to your strengths, which are rooted in freedom, flexibility, and open-mindedness.



Critical Advantages:

- You'll try anything once.
- You likely believe the end justify the means.
- You are highly adaptable.
- You believe mistakes are normal and part of a learning process.



Growth Opportunities:

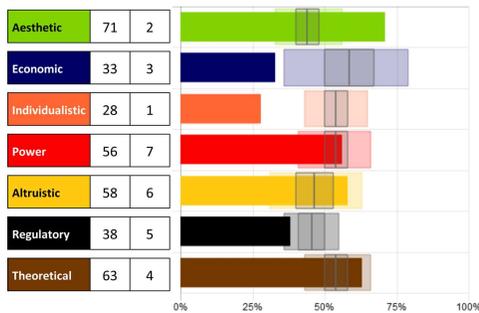
- Not all rules can be broken.
- You need to realize that obeying sometimes keeps you safe.
- Remember to respect the differences between you and everyone else.
- You can still be innovative while following procedures sometimes.



Learning Paths:

- You listen to instruction while at the same time tweaking it.
- You prefer multiple learning modalities that enable your creative side.
- You work independently even when you are on a team.
- You can be a part of something without being controlled by it.

Your Theoretical Motivator - High



The Theoretical Motivator: The desire to uncover, discover, and recover the "truth." This need to gain knowledge for knowledge sake is the result of an "itchy" brain. Rational thinking, reasoning and problem solving are important to this dimension. This is all about the "need" to know why.



Universal Assets:

- You enjoy analytical problem solving.
- You likely think, "It's tight, but it's right."
- You are likely seen as an expert in your field of interest.
- Your intellectual capacity may seem limitless.



Driving Intuitions:

- You will enjoy learning new things that expand your knowledge bank.
- As a life-long learner, you will continue to look for ways to grow and understand.
- People will see you as technically credible and a resource for information.
- You prefer knowledge-based incentives.



Critical Advantages:

- Your approach will be gaining the necessary information first.
- If you don't know you will try to find out.
- You have a hungry brain that must constantly be fed with new information.
- You do your homework most of the time.



Growth Opportunities:

- You're not the only one who is right.
- You may need help with time management.
- Your sense of urgency may vacillate depending on how much information you have gathered.
- You should take more cognitive risks.



Learning Paths:

- Your learning activities need to be structured and outlined.
- Your training and development should involve reliable information that makes logical sense.
- Your learning and development should be connected to an ongoing stratagem for personal development.
- You're more dedicated than a casual learner when getting new information.

MOTIVATORS ADAPTABILITY

Adapting to another’s Motivational preference can be quite difficult! Sometimes Motivations are not readily observable, or may be disguised in behavior that doesn’t align to them. A key way to understand another’s Motivations is to pay attention to the things they value, the way they speak, and where they spend their time and attention (or other resources). What do you see that drives them? You can use some of these questions to guide your discovery; you may ask them or just observe. Once you know someone’s Motivators, you can interact with them in a more effective way.

<p>Aesthetic</p> 	<ul style="list-style-type: none"> • What is beautiful to you? • How important is it for you that you can express yourself creatively? • Are form and aesthetics more important, or is functionality more important? • How important is work/life balance? • Do you find that you are more “head in the clouds” or more practical?
<p>Economic</p> 	<ul style="list-style-type: none"> • How important is winning for you? • What is a reasonable return on investment? • Do you generally think people have an agenda or want/need something from you? • Would you consider starting your own business or being an entrepreneur? • When you are faced with a situation do you first consider how it will affect you, or how it will affect others?
<p>Individualistic</p> 	<ul style="list-style-type: none"> • How important is it for you to be independent and autonomous? • If you could do anything you wanted today, what would it be? • Do you think people generally see the world the same way you do? • How do you feel about teamwork and collaboration? • What does “freedom” mean to you?
<p>Power</p> 	<ul style="list-style-type: none"> • What role do you typically take in a group? • How important is it for you to be in charge? • How would you motivate others to take action? • What kinds of things do you like to have control over? • Do you take initiative, or do you prefer direction before acting?
<p>Altruistic</p> 	<ul style="list-style-type: none"> • Do you have a hard time saying no, or feel overwhelmed and spread too thin? • What is considered a reasonable amount of assistance or help for others? • Would you more likely give to anyone who needs it, or only to those who deserve it? • Do you tend to sacrifice your needs for the needs of others? • Do you feel like you need to do things for others to be valuable or loved?
<p>Regulatory</p> 	<ul style="list-style-type: none"> • Is there a right way and a wrong way, or many ways to accomplish something? • How important is it for you to be right? • Are rules and regulations important to you? • How important is structure and process to you? • When you solve problems, do you prefer the tried and true approach or are you more flexible and open to options?
<p>Theoretical</p> 	<ul style="list-style-type: none"> • How important is it to understand all perspectives and details of a project/problem? • Do you consider yourself to be an expert in any field? • Would you rather spend time studying and reading, or just learn as you go? • What do you love about learning new things? • What do you think is most important – action or knowledge?

Guidelines to help you

1. The scores in this report are a snapshot in time. These scores represent your preferences (desires, such as being in control or not) at the time you completed the survey. These are not lifelong motivators from which you have no choice or power to influence.
2. There are no good or bad scores to have, but there are consequences. If you do not like the level of effort you feel toward your goals, how you are behaving toward others or how others are behaving toward you, you can influence them through intended behavior and emotions (with DISC).
3. The key is to understand your motivational preferences so you can move with the situation to encourage your own awareness, intentionality and growth.

What works?

- Decide what level of effort and intensity (energy) you want to use moving forward.
- Pick one simple behavior to focus on such as how long you take to think through a problem or how you endeavor to get what you need from someone.
- Make it easier to use your motivational orientation you have right now, rather than finding a greater or a more difficult motivational element.
- It is important to develop a practical understanding of your own motivational orientation, so you do not trick yourself into feeling you lack motivation. **We are all motivated**, but we may lack the “energy” (see your DISC graph) for the process of getting what we want.

What is proven not to work?

- Not starting or giving up. The way to get unstuck is not becoming extreme by exaggerating your efforts or stopping them altogether. Try doing something small and then look at the evidence.
- Getting too much information. Information may help to change your attitude and intention, but information alone does not work well to change your behaviors. Action is key.
- Wanting to get better at something is easy. Sticking with small changes is a different story.
- Avoid pursuing “ideal motivational activities or work.” Instead, improve your pursuit of vital work/activities using your natural motivational orientation within this report.



Tiny Steps, Big Results Plan

You are only a few behaviors away from making progress.

Where do I currently excel at work and what motivators are in play already?

Which motivators don't need any additional attention?

With which motivators am I currently struggling and need an extra boost?

Using my understanding of my motivational orientation, which types of additional motivations would work best for me right now?

Using my understanding of my motivational orientation, which types of additional motivations would not work for me right now?



Choose one harmful influence on your motivational orientation (take in small steps) to act on today. Then, practice and repeat.

Choose one positive influences on your motivational orientation (take in small steps) to act on today. Then, practice and repeat

We all are motivated to get better but we get stuck with the process we must go through to move toward what we want. How can I make the process of making progress smaller and simpler? List up to three (3).

So Now What?

This report is filled with information about your seven independent and unique aspects of motivation. You have a profile that truly helps you understand your own unique motivations and drivers and many suggestions in each of the seven motivators sections of this report, particularly the *Growth Opportunities*, for you to apply this valuable information.

Take the next step and begin with the actions outlined to make improvements in the specific motivator sections most important to you and your success. Do not put this report on a shelf or in a file. Use this report as a reference tool. There is a lot of information in it and it is not meant to be digested in just one reading.



(continued from page 2)

How to Assure Assessment Accuracy? Independent & Qualified Testing at Standards Set by the **APA** and **EEOC**

“...we applaud your efforts at making Motivators reliable and valid...” - Assessment Standards Institute

The Assessment Industry’s Past and Present

Assessments have been used since the mid-20th century, initially relied upon by Fortune 500s, calculated by highly skilled PhDs and produced by only a handful of trusted developers. With the advent of the internet in the 1990s, the ability to produce, market, and sell assessments became exponentially easier and less expensive. Since then, it has developed into a kind of “global cottage industry” with hundreds of new assessment developers, producing thousands of different assessments. Each developer purporting its assessments to be scientifically accurate instruments - sold, resold and used by individuals and organizations of all kinds; including many of our largest institutions like Fortune 500s, major universities, world governments, and even military. Frighteningly, this “global cottage industry,” which produces data relied upon by millions, is entirely unregulated with nothing to ensure its consumers are receiving what they are being told and sold. There are zero requirements, safeguards, laws or regulations ensuring the consumer receives a scientifically accurate instrument - or even what the developers and sellers claim.

The Solution? Independent & Verifiable Testing by a Qualified Institution

The *Assessment Standards Institute (ASI)* provides our assessments with verifiably objective testing and reporting that meet standards set by the **American Psychological Association (APA)** and the **Equal Employment Opportunity Commission (EEOC)**. This battery of tests is both voluntary and verifiably transparent. Our goal? To ensure this assessment’s professional merit and scientific accuracy for you, the user. These reports are readily available upon request and include:

Construct Validity (APA Standards)

Construct validity is one of the most central concepts in psychology. It is the degree to which a test measures what it claims, or purports to be measuring. Researchers generally establish the construct validity of a measure by correlating it with a number of other measures and arguing from the pattern of correlations that the measure is associated with these variables in theoretically predictable ways.

External Data Reliability (APA Standards)

The term reliability in psychological research refers to the consistency of a testing or assessment method. In this case we are measuring the reliability or consistency of assessment measures over time. External Reliability measures the extent to which assessment measure varies from one use to another. In this analysis we are measuring reliability from the use of a test at one time as compared to another time. The comparison is using a mean variance measure referred to as the mean value ratio. The mean value ratio measures the external or time consistency of an assessment.

Disparate Impact (EEOC Guidelines)

Employers often use tests and other selection procedures to screen applicants for hire and employees for promotion. The use of tests and other selection procedures can be a very effective means of determining which applicants or employees are most qualified for a job. However, use of these tools can also violate the EEOC Guidelines if they disproportionately exclude people in a protected group by class, race, sex, or another covered basis. Importantly, the law does allow for selection procedures to select the best candidates based on job related requirements. If the selection procedure has a disparate impact based on race, color, religion, sex, or national origin, the employer is required to show that the selection procedure is job related and consistent with business necessity. If discrimination exists, the challenged policy or practice should therefore be associated with the skills needed to perform the job successfully.

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