

Sample Veracity Profile

Assessment Results

Evidenced Data Scoring Key Against Candidate Norms:

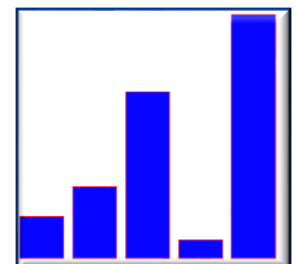
- 0 = Never Evidenced
- 1 = Occasionally Evidenced, Below Average
- 2 = Norm
- 3 = Usually Evidenced, Above Average
- 4 = Evidenced at Every Opportunity



PMI: Performance Management Intelligence - Coaching & Empowerment Tactics	0	1	2	3	4
Clearly Communicates Employee's Performance Against Standards				X	
Transformational & Goal Setting: Coaches Toward Buy-in and Improvement		X			
Enhances Motivation through Engagement & Empowerment		X			
Transactional: Communication of Rewards		X			
Transactional: Communication of Consequences					X
Transformational: Establishes Reasonable Plan to Monitor and Guide Progress			X		
Demonstrates Understanding of Performance Management Basic Principles			X		
Demonstrates Ability to Apply Understanding of Performance Management Basic Principles			X		
SR2: Work Profile & Problem Solving	0	1	2	3	4
Initiative		X			
Sense of Urgency		X			
Organization				X	
Task Prioritization			X		
Analytical Reasoning Absent Job Knowledge			X		
Work Flow Planning		X			
Team Collaboration/Engagement of Others					X
Multi-task with Positive Results			X		
Attention to Detail/Analysis & Interpretation				X	
Communication				X	
TS1: Team Skills Profile	0	1	2	3	4
Ownership/Responsibility/Work Ethic				X	
Builds Collaboration		X			
Delivers Encouragement/Support	X				
Optimizes Respect		X			
CS1: Customer Service Champion – Internal External	0	1	2	3	4
Assurance			X		
Empathy/Diffusion		X			
Responsiveness/Timeliness/Active Listening			X		
Protection to Company Goals - Maintains Balance, Protecting Both Customer & Company			X		

Available Report Customizations Include...

- ✓ Rank, Pass-Fail or Criteria Score Relative to:
 - Department and/or Leader Norms
 - Companywide Standards
 - Job Description(s)
 - Job Title Benchmark
 - Individuals in Consideration for Hire, Promotion, Retention or Job Change
- ✓ Action Planning, Training Deliverables, Optimal Career Path, Supporting Evidence, Ethical Culture, Brand Alignment, Engagement DNA, Intrinsic Goals and More
- ✓ Learning Goals & Trainability Feedback
- ✓ Custom Reports





Assessment Correlation & Validity Highlights

Beyond personality profiles, Veracity assessments predict actual execution of job duties rather than theoretical understanding. Underlying competencies and learning opportunities are additionally measured as developmental decision tools. Veracity predictive validity has traced to 98%. Translation validity to job performance evaluations has proven at 95%, with the 5% gap being attributed to supervisor bias/blemish in performance evaluation and/or working condition variables which affect performance. The 5% gap, therefore, translates to meaningful knowledge of its own, critical for employer awareness. When correlated to profiles such as DiSC, Blanchard and TKI, gaps in execution are measured and explained.



To ensure candidate perception of validity and trust of job-relevancy, a role play in-basket format is deployed. By deploying an assessment method which clearly correlates to job tasks, candidate buy-in exceeds 85%, while the industry standard for candidate buy-in falls short of 40%. The buy-in gap is, of course, reflective of candidates who underperform the norm. The role play nature of the instrument additionally provides extraordinary legal defensibility, as validity is entirely inherent to the instrument, even before correlation is added. Veracity success is in not only the statistical validity of our instruments but also the perceptive validity of our instruments.

Veracity instruments are job-related simulations which have been statistically correlated to job performance evaluation scores through t-testing, regression analysis and other correlation studies. Veracity assessment has been deployed over 35 years with hundreds of organizations representing hundreds of thousands of employees. Across a wealth of industries for companies U.S. and abroad, individual client employer size ranges 10-100,000+ employees.

Tasks are constructed to remove job knowledge as a factor, while simultaneously delivering feedback to measure trainability. HRS scores immediately measure evidence against long-established norms, across multiple job categories to be used as a comparative evaluation. HRS has established cutoff scores for employer clients through job description validation to include weighting exercises and company-wide sampling with statistical analysis of performances at all levels. While most assessments available in the marketplace boast correlation studies to top performers, Veracity correlation studies uniquely validate the elimination scores as well as qualification scores, enhancing meaning and legal defensibility. That is, Veracity instruments are far less likely to create false elimination or inappropriate selection.

HRS tools are both self-published and published/profiled by McGraw-Hill, Wall Street Journal, Forbes.com, CNN, University of San Diego, Amazon and more. HRS publications are on sale at major bookstores to include Barnes & Noble and Amazon.com. Veracity has partnered with and been showcased by academia to include Loyola, Marquette, UNC-Chapel Hill, University of Wisconsin, Arizona State University and a wealth of top-ranked campuses. Studies have been called upon and reported by a wealth of additional global media and accredited experts.