

# JUDGMENT INDEX™ IMPACT STUDY

## Performance Improvement

**Impact:** Performance soars!



**JUDGMENT INDEX**

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**Client: Organization with 16,000+ employees**

### **Problem**

Hiring and developing people that will produce at the level of your best performers is difficult to achieve – especially on a consistent basis. Any process that improves quality outcomes, reduces turnover and improves overall performance is a worthwhile process to pursue. Best Performers greatly enhance the bottom line. Bad performers

detract from corporate profitability and reputation.

### **Procedure**

To create a Performance Comparison that measures the effectiveness of the Judgment Index™ as a tool for hiring, team building, and development, two groups were designated. One group consisted of the organizations current employees. The other group was the control group consisted of 300 employees hired using the Judgment Index™.

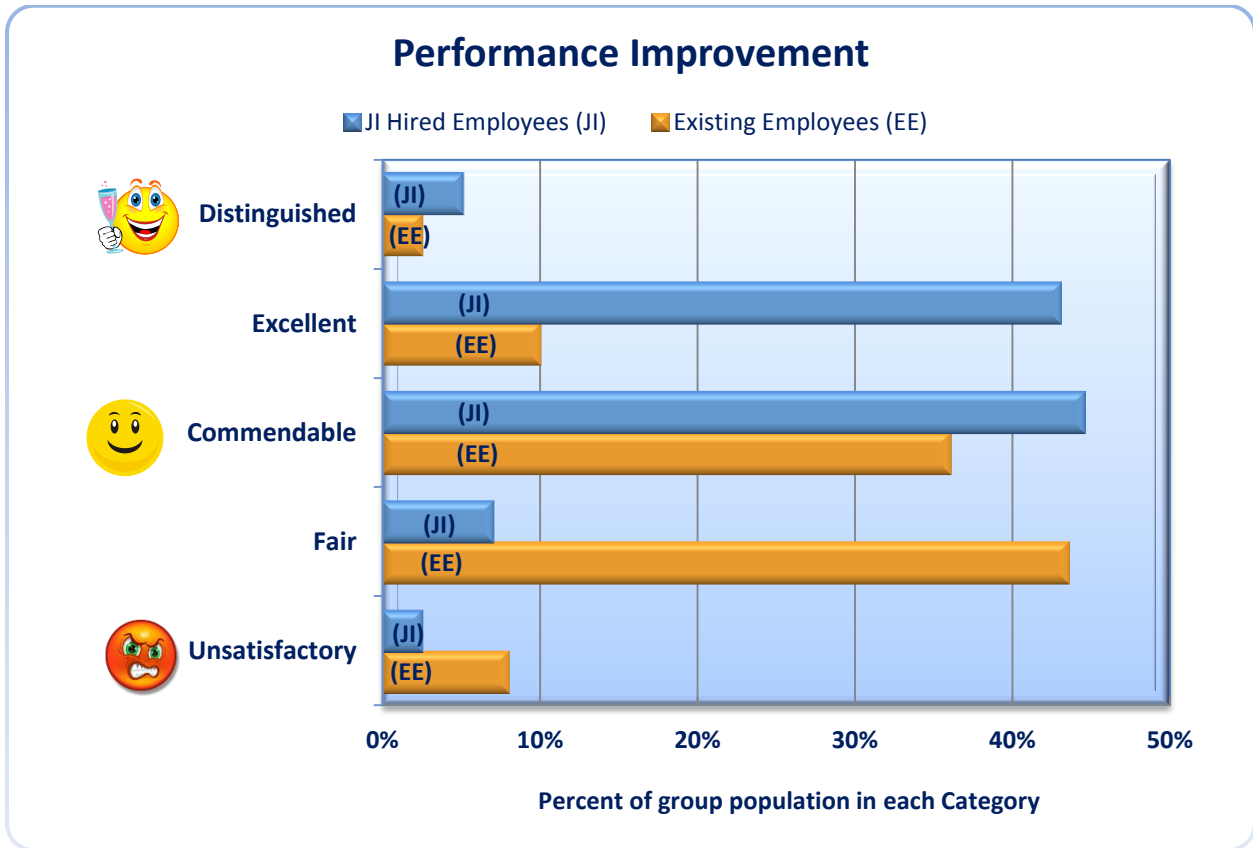
### **Process**

After 18 months the group hired with the Judgment Index™ assessment was evaluated using the organization's own performance criteria consisting of a five point performance evaluation. Performance grading in this organization is intentionally pursued in a very conservative manner. Performance Categories include: (1) Unsatisfactory; (2) Fair; (3) Commendable; (4) Excellent; (5) Distinguished. The chart shown on the next page displays the differences in performance evaluation between the control group that was pre-screened using the Judgment Index™ and the control group of existing employees.

### **Results**

The control group pre-screened using the Judgment Index™ showed substantially higher performance ratings versus the existing employee group. Additionally, during the 18-month measuring period, turnover was 3% for the Judgment Index™ group and 20% for the group of existing employees.

**PERFORMANCE RATINGS OF CONTROL GROUP IS FAR SUPERIOR TO CURRENT EMPLOYEES.**



**HIRING THE RIGHT PEOPLE**

In **EVERY** Performance Category, employees hired using the Judgment Index™ processes scored significantly better than the previously hired workers. Additionally, the group of previously hired employees had almost seven times greater turnover.

Using the Judgment Index™ to hire top performing people in any job description is proven to enhance workforce quality outcomes, reduce turnover, and create better teams. In fact, the investment cost associated with the implementation of the Judgment Index™ is only a fraction of the savings potential it provides to the bottom line.