



PREDICTIVE RESULTS

Choosing a Human Analytics System Selection Criteria

1. What is the assessment designed to measure and how will it benefit the organization?
2. Is the assessment reliable and accurate?
3. Does it effectively predict important workplace behaviors that drive metrics such as sales, turnover, and customer satisfaction?
4. Is the assessment accompanied by a job analysis tool that identifies the behavioral requirements of the job for an easy fit/gap analysis?
5. Easy to complete for applicants and employees? Web based? User Friendly? Average 7.5 minutes?
6. Is it available in many languages to accommodate your diverse workforce?
7. How easy are the results accessed, interpreted and applied as business solutions?
8. Are you purchasing only a web-based reporting system or a team of experts to support your success?
9. Is there significant documentation showing compliance with EEOC guidelines?
10. Explore the “practical aspects” such as cost, data storage and security, ongoing support, and degree of client self-sufficiency.
11. Can the tool work with your HRIS or Applicant Tracking system?
12. Does the system produce guidelines for interviewing and coaching based on results data?
13. Is it priced on per-usage or do you have unlimited access to the system without additional cost?

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A Predictive Index Certified Partner

Scott Greenwood, Consultant scottg@getgmr.com www.getgmr.com 941-822-8466