

# PERFORMANCE PERSPECTIVES INVENTORY®

## MEASUREMENT

*The PPI is based on the Big Five, the industry standard in personality assessment. Listed below, each PPI Major Scale is also further divided into 4 to 5 additional Component Scales...*

- Agreeableness (kind vs. tough)
- Conscientiousness (structured vs. easygoing)
- Extraversion (outgoing vs. reserved)
- Openness (conceptual vs. practical)
- Stability (steady vs. unpredictable)

*The PPI also provides feedback on three groups of specialized Occupational Scales...*

- Leadership (Establishing and Managing)
- Specialist (Creating, Selling, and Analyzing)
- Associate (Implementing and Providing Service)

## INTERPRETATION

*The PPI Snapshot Report ...*

- Provides a graphical display of an individual's PPI profile
- Allows for quick interpretation for recruitment and selection purposes

*The PPI Narrative Report...*

- Provides rich, in-depth feedback
- Describes 'Areas of Fit' and 'Potential Challenges'
- Uses everyday terminology
- Is ideal for coaching, development, and individual assessment

## ADMINISTRATION

*The PPI can be administered via...*

- World Wide Web
- Paper and pencil w/ key entry
- Scanner w/ file import
- All methods require about 20 minutes
- Spanish version available online

## VALIDITY

*Composed of 155 non-intrusive, behavioral questions, the PPI is unlikely to cause concerns about job relevance. Research shows that PPI scores accurately predict job performance & how someone will be described by others. Additionally, we can validate the PPI within your organization in order to...*

- Determine the ideal profile for the target job(s)
- Determine organization-specific norms

## FEEDBACK

*While other feedback reports can pigeonhole people and leave them feeling discouraged, the PPI Narrative Report offers a unique perspective...*

- There are no "good" or "bad" profiles, but degrees of fit with a job or career path
- All attributes have advantages and disadvantages
- Individuals can overcome tendencies affecting performance by building compensatory skills

## TECHNOLOGY

*Cutting-edge technology allows for easy and efficient PPI scoring and database management, offering...*

- Immediate scoring
- Secure access with password protection
- Applicant tracking reports available
- Near limitless database capacity
- 128-bit encryption

## PRICING

*The PPI offers highly competitive pricing, based on the number of scored inventories purchased. Higher volume clients can benefit from economies of scale through unlimited use licensing agreements.*



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