.TARGETED® PREDICTION

Project Report

Project name:	TP Job performance
Project type:	Targeted Prediction
Targeted Prediction Index:	Job Performance Index
Assessments:	MAP, Adaptive Matrigma
Report date:	2020-06-24
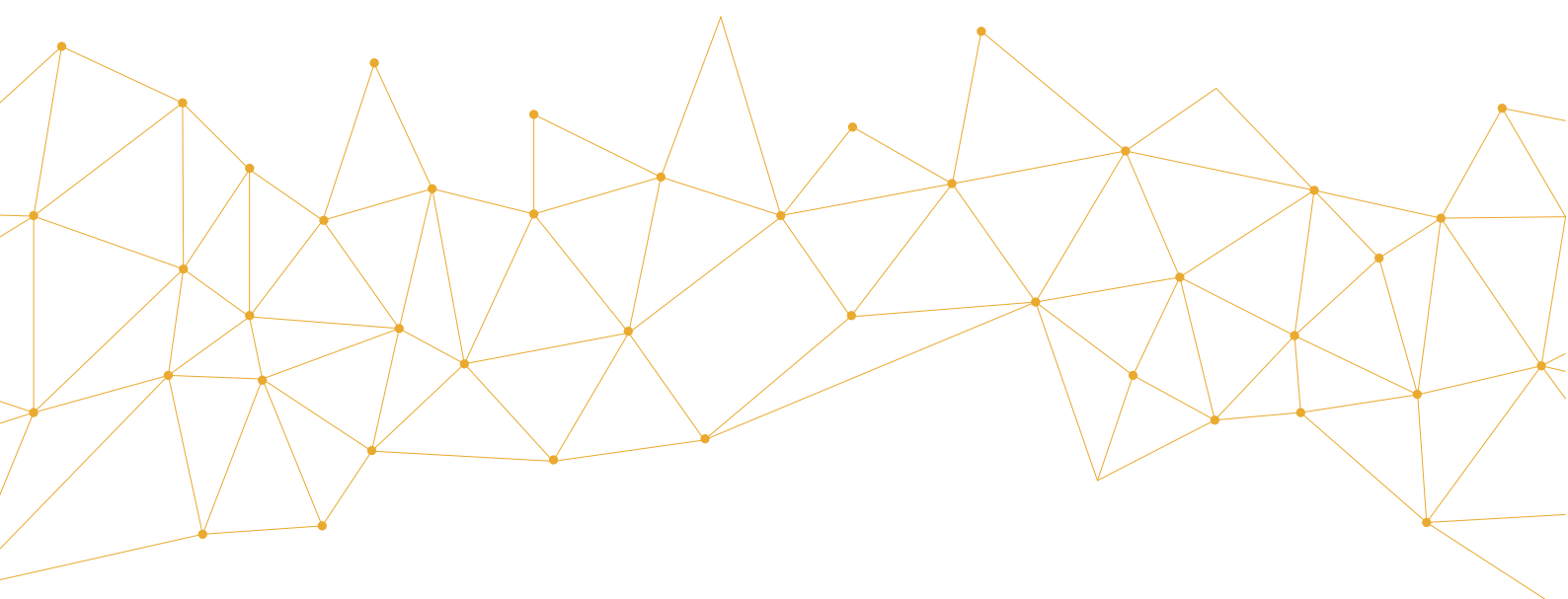
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Targeted Prediction —Project Report

This report contains information about your Targeted Prediction project.

In the report, you find information about the project itself, the assessment process, and your personal notes. This is followed by a short introduction to Targeted Prediction© in general and to the specific target chosen for the current project specifically. Further, the report contains a compilation of demographic information at the group level for all candidates included in the current project. The report is concluded by presentation of individual results for all candidates, or the number of candidates you have selected for this report, along with guidelines for interpretation.

The aim of the report is to provide an overview of your Targeted Prediction© project with the purpose of simplifying decision-making in personnel selection processes. The project report is intended for the project administrator but may be suitable for all stakeholders involved in the personnel selection decision process.

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Project information

Project name:	TP Job performance
Project type:	Targeted Prediction
Targeted Prediction Index:	Job Performance Index
Administrator(s):	Alexander Andersson
Project creation date:	2020-06-24
Project end date:	-
Report date:	2020-06-24

Assessment process

MAP	Adaptive Matrigma

Unified assessment process: Yes

Skip candidate demographics: Yes

Automatic candidate feedback: Yes

Project description

No description exists for this project.

Targeted Prediction

Targeted Prediction© is a process for combining assessment data, represented by measures of general mental ability (GMA) and the five factor model of personality, in a standardized and scientifically based manner for the purpose of predicting performance in different roles.

The profile for the role, called a target, is manifested in an algorithm. The algorithm uses assessment scores as input and combine them in a standardized and optimal process. Altogether, a Targeted Prediction© score, regardless of applied target, will provide and evidencebased and empirically anchored prediction of probable level of performance. Targeted Prediction© optimizes the use of the assessment information for prediction, applies a compensatory approach, and maximizes fairness and equal treatment between candidates. This imply that the outcome of a Targeted Prediction© process represents the most valid prediction possible given these assessment scores, and that any other strategy for combining them to predict performance only may lower the accurateness of the prediction.

Job Performance Index

The Targeted Performance© Job Performance Index predicts to what extent a candidate is likely to perform in any role, this target encompasses all actions and behaviors that are linked to and/or contribute to the organization's goals. This includes:

- Performance on actual tasks which contribute to the production of the organization's goods and/or services, specifically, this includes behaviors and activities contributing to taking responsibility for and completing tasks, carrying out work to a high standard, and finishing in good time

- All voluntary and positive behaviors that are discretionary and not recognized by the formal reward system in an organization, specifically, this includes deliberate behaviors which in the aggregate promotes the efficient and effective functioning of organizations

- The lack of proneness for engaging in behaviors that are counterproductive to organizations, specifically this includes deliberate behaviors that have a negative impact on or damages the organization and its employees

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Remember this when reading the results

The results from a Targeted Prediction© process is labeled index and is represented by a C-score ranging from 0 to 10. The score is to be interpreted as the higher the score the higher probable level of performance in the target role.

This means that higher scoring (thus ranked) candidates have a higher probability of performing in the actual role, based on personality and GMA. For more detailed information regarding specific targets and the relationship between the target and assessment scores, please see the Targeted Prediction© Technical Manual (Sjöberg & Sjöberg, 2017).

It is important to note that:

- This does not imply that a lower scoring (ranked) candidate cannot contribute with higher performance, merely that the probability is lower.

- Targeted Prediction Index scores do not take other data into account, other relevant data (e.g., hard skills) may exist and may have an effect on the overall probability of performance.
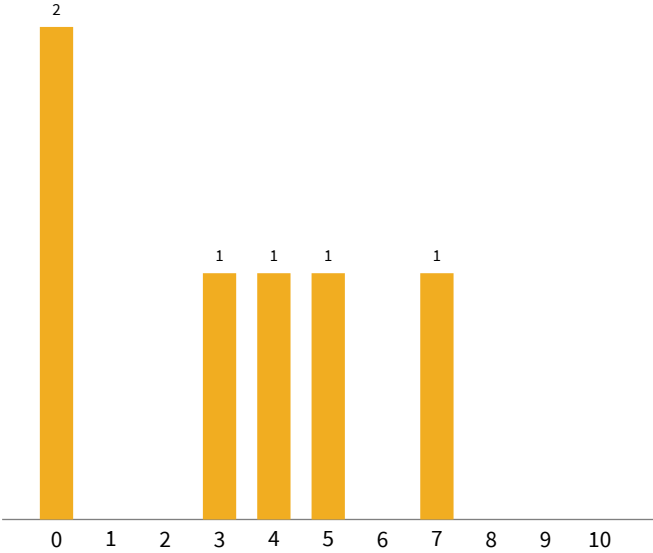
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Descriptive information

Candidates

Total number of candidates:	9
Invited:	0
Completed:	6
Overall average score:	3.50
Top 10 average score:	3.50

Demographics

Age:	Mean 29.22 (SD: 34.77)
Gender:	44.44% Female
	44.44% Male
	11.11% Other/Prefer not to say
Educational level:	11.11% Elementary school
	0.0% Middle/junior high or high school
	0.0% Less than 3 years of post-secondary education (college, university)
	66.67% 3 or more years of post-secondary education (college, university)
	11.11% PhD
	11.11% Other/Prefer not to say

Group Job Performance Index distribution

Candidate ranking

Showing the top 20 ranked candidates for your project.

Candidate name	Job Performance Index
pumbaa, timon	7.31
Namnsson, Annan	5.67
Shreksson, Shreki	4.43
Trassel, Rapunzel	3.56
Trassel, Rapunzel	0.03
Ascendersson, Ascendic	0.00

Candidates not shown: 3