



## Judgment Index™

### Statements on Validity and Reliability

**What is the Judgment Index™?** The Judgment Index (JI) is an assessment which measures one's capacity to make judgments about the world and about one's self. Judgment is a critical part of decision making, problem solving and interacting with one's environment. The JI defines the individual's value structure as consisting of three dimensions, (1) People Judgment (Intrinsic), (2) Task Judgment (Extrinsic) and (3) Big Picture Judgment (Systemic). The assessment asks the individual to rank order two sets of 18 value statements from high to low value. Each of the value statements has 9 evaluation combinations producing a corresponding score. These combinations create the 70 plus indicator patterns that are used to identify work and personal strengths and/or areas in need of development.

**What does the Judgment Index™ measure?** The JI predicts that a like group of individuals will rank order the value phrases in predictable and similar ways. That is, individuals with leadership capacities will offer similar rankings, as will individuals who are top performers, individuals who may have difficulty returning to work following an injury or illness, or individuals who are safe or unsafe workers. These like groups can also include individuals who are experiencing excessive work or personal stress, not complying with medical treatment or are dissatisfied with their job or career.

**How were the two sets of 18 value phrases determined?** Robert Hartman, Ph.D., the developer of this tool, and whose life's work was nominated for the Nobel Prize, created the two sets of phrases out of a pool of 400,000 phrases and statements that described various types of value judgments. Each statement was determined to have either an Intrinsic (people) value, Extrinsic (task) value or a Systemic (big picture) value. The value statements were aligned into 12 triads with combinations of I-E-S value weights. As an individual ranks each statement into an overall order, the mathematical equations of the value weights offer a calibration of the strengths of intrinsic (I), extrinsic (E) and systemic (S) value judgments along with various combinations. Hartman personally developed these phrases along with the assistance of Mario Cardenas Tregos, Ph.D. associated with the National University of Mexico, Mexico City.

**What is the logic behind the Judgment Index™?** It is commonly asked "How can so much accurate and meaningful information be derived from rank ordering two sets of phrases?" The relationship between the ranking of the two sets of 18 statements and the strength and weaknesses of the various JI indicators is based on the correlation between the value rankings of the various phrases and well defined work and personal characteristics. Each phrase has a determined mathematical score of intrinsic, extrinsic or systemic value. These mathematical values are then correlated with the various Judgment Index™ indicators. This correlation record of the Judgment Index™ indicators has been developed over a 50 year period of testing and analyses.

**Why is the Judgment Index™ not published in test catalogs and why have I not heard of it before?** Simply stated, it is not just a test. The Judgment Index™ is a program of services sponsored by Judgment Index USA which contracts with independent practitioners who are specially trained, sponsored and supported by the company to administer and supply business recruitment and human resource management tools and services. Judgment Index USA ([www.judgmentindex.com](http://www.judgmentindex.com)) is a global business consultation firm.

**How valid and reliable is the JI?** There are different types of validity. The following apply to the Judgment Index™:

- ▶ **Construct Validity** defines how well a test or scale measures what it claims to measure. Internal and external construct validity tests indicated that over 90% of the possible comparisons between items were predicted by the JI model. Validation of the model using the Friedman's Two-Way ANOVA by rank, Pages Test for Ordered Alternatives, Kendall Coefficient of Concordance and Spearman's Rank Order Correlation were significant at the 99.9% ( $p < .01$  confidence) level. This offers significant confidence that the construct validity of the Judgment Index™ measures a person's basic value structure.
- ▶ **Predictive Validity** is the effectiveness of one set of test results as a predictor of the outcomes. The various predictive studies completed with the JI have focused on a diverse range of occupations and work requirements. The predictive nature of the Judgment Index™ indicates a strong predictive capacity between the systemic indicators for strategic decision making ( $p < .01$ ), ability to work well with others ( $p < .01$ ) and overall performance ( $p < .05$ ). The Extrinsic indicators for decision making ( $p < .05$ ), ability to work well with others ( $p < .05$ ) and overall performance ( $p < .05$ ).

In the assessment of sales performers, the JI was able to predict that on 49 variables analyzed, 26 were found to be

significant predictors of sales performance at the <.01 level (99%), 14 were significant predictors at the <.05 level (95%), 2 significant at the <0.10 level (90%) with 7 determined to be non-significant in predicting sales performance success. Overall, these results indicate a powerful model with a level of statistical significance relating to the key characteristics that the model is intended to predict.

- ▶ **Concurrent Validity** is a measure of how well a particular test correlates with a previously validated measure. The Judgment Index™ has been correlated with such industry accepted psychological testing instruments as the Minnesota Multiphasic Personality Inventory (MMPI), the Cattell 16 PF, Personal Belief Inventory (PBI) the Cornell Medical Index (CMI) and the Auto Lethality Index (ALI). All comparisons were reported with a correlation probability of  $p < .05$  indicating that one's value system and capacity for making value judgments is a significant measure that has valid and useful applications in a clinical setting.
  - ▶ **Reliability** is the probability that the results of the assessment generated by the instrument are not a result of chance. The Spearman Rank Order Correlations Analyses was completed. To achieve a significance level of greater than .001 (that is the confidence that the outcomes would occur by chance less than 1 out of 1000 times) the analyses needs a rank order coefficient of 0.549. The group rank order coefficients for the test sampled as 0.974. The strength of the coefficient provides an extremely high level of significance and confidence in the reliability of the Judgment Index™.
- It is recommended that the JI be aligned with complimentary sources of information such as structured interviews, simulations or other tools used to define the relationship between the job demands and worker's capacities. The JI offers a uniquely valid and reliable assessment to gain insight to an individual's capacity for good judgment and decision making.

### What About Bias Based on Age, Gender, or Race?

Various analyses have been conducted, including one involving 3,725 individuals, to determine if testing bias is present based on age, gender or race. The results greatly exceed standards that have been established for demonstrating adverse impact. In every instance within the standard categories examined by this study, differences are substantially less than one sigma.

### On What Populations Have the Validity and Reliability Studies Been Completed? (sample)

Nurses/Nurse Administrators	Executive Officers	Truck Drivers
Managers and Supervisors	Construction and Craft Professionals	Military Service
Sale Professionals	Claims and Case Managers	Customer Service Professionals

### Application Settings (partial listing)

Hospital and Medical Centers	Quick Serve Food Service	Banking and Financial Services
Schools and Universities	Armed Forces	Manufacturing
IT Services	Construction	Federal Government Agencies
Law Firms	Electric Power Production	Professional and Amateur Athletics

**How has the JI been used?** Since judgment is such a critical part of how a person functions, the JI is a resource offering great utility for employers and human resource professionals. Judgment Index™ applications include:

- ▶ Job Fit; Workforce Selection
- ▶ Reduced Turnover
- ▶ Leadership Development
- ▶ Risk Management and Safety
- ▶ Employee Engagement Evaluation
- ▶ Long-term, Strategic Planning
- ▶ Return to Work (RTW) Planning
- ▶ Wellness and Health Risk Management
- ▶ Promotion and Succession planning
- ▶ Personal Development