

The *Judgment Index*™ – Executive Summary

Good Judgment is the KEY to success.

The ultimate success of an individual or organization greatly depends on the *strength of judgment* applied to a countless number of everyday decisions. From small everyday tactical decisions to the large global strategic decisions, good judgment is the key ingredient to successful endings.

The Judgment Index™ provides *real, quantifiable* insight into a person’s judgment and decision-making capacities. It has been called one of the most scientific, mathematical and logically based assessment tools in the world. No other assessment tool provides such a unique perspective on measuring judgment.

The Judgment Index™ can help organizations in critical areas such as:

- Top-performer, top-performance “cloning”
- Job Fit; Workforce Selection
- Designing Personal Development Plans
- Promotion and Succession planning
- Safety and Risk Management
- Alleviating Frustration and Friction within teams and between employees
- Reduction of costly Turnover and loss of Key Employees
- Leadership Development
- Personal Wellness
- Resiliency
- Long-term, Strategic Planning processes
- Bull’s Eye Mentoring programs

The Judgment Index™ measures judgment strength in over seventy indicators, including:

- Decision-making Ability *and* Style
- Work Ethic, Dependability, Reliability
- Ability to accurately Follow Directions
- Focus and Concentration
- Morale and Positive Attitude
- Self Motivation
- Ability to deal with Change
- Trustworthiness
- Stress Coping Skills
- Assertiveness
- Resiliency/Strong Judgment under Stress
- Insight and Noticing Sensitivity



The *Judgment Index*™ is a measurable, quantifiable assessment of a person’s value system and *capacity for Good Judgment*

Our value system defines who we are. It is the *lens* through which we view the world, formulate choices, and make decisions. Our value system evolves throughout our lifetime and is manifested in the way we assess and evaluate; the way we size up situations; the way we solve problems; and ultimately in the way we navigate our course of action. It is influenced by every event, experience, and person who touches our lives.

Mission and Value statements are proclamations many organizations have thoughtfully constructed. These statements reflect ideas and principles such as *honor, integrity, and fiscal responsibility*. The *Judgment Index*™ allows an organization to quantify and measure the degree to which these value statements are being realized by their employees. That which can be measured can be monitored, and subsequently, strengthened.



The *Judgment Index*™ is NOT:

- **An IQ/rational intelligence profile.** Some people score exceptionally well on an IQ test and are extremely book smart, yet have little common sense or wisdom.
- **An emotional balance profile.** The *Judgment Index*™ is not designed nor intended to measure the possibility of psychological dysfunction. The Index, however, will give critical information about the impact of stress on judgment.
- **A personality inventory/test.** The *overwhelming* majority of profiling tools used today are personality profiles. These types of assessment tools suggest that certain personality types or character traits will result in certain kinds of competency (or lack thereof). In fact, people are able to overcome very real personality traits and perform their work in an excellent fashion. Personality profiles are simply *not* a sufficient predictor of performance.



The Key Equation for Best Performance, Best Outcome

$$\text{Best Results} = (\text{CSS} + \text{CP} + \text{GI}) \times \text{GJ}$$

(Competent Skill Sets + Competent Processes + Good Information) x Good Judgment

Quality conscious organizations strive to ensure their people possess the best skills, processes, and information in order to perform their job and achieve desired outcomes. **Good Judgment** greatly strengthens the outcome for success in the same way that **Poor Judgment** will weaken even the best of skill sets and intelligence.

The *Judgment Index*™ is not a generic profiling tool. The qualities of successful employees and the capacity for good judgment *in their local environment* are distinctly measured and numerically applied to their unique industry and culture. The assessment is easy to use and usually takes no more than ten to fifteen minutes to complete.



*We respond to an event or situation by making an evaluation in terms of all our previous experiences and knowledge – our value system. Our responses are based on our judgment. How we respond greatly determines the outcomes achieved in life. It is the distinguishing factor in the success of best performers. The *Judgment Index*™, the only tool of its kind in the world, allows us to measure, build and strengthen the capacity for **Good Judgment**. It will help improve the life of an individual and the success of an organization.*