



QUICK INTERPRETATION GUIDE

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PART 1 WORK-SIDE (Who you are) SCORES:

INDEX		MEASURING	CLIENT SCORE	TARGET SCORE	NOTES	REMEDY
Global	I	People , relational judgment		0 – 20	Ability to understand, relate to, and read people	More consideration to people.
Global	E	Work , process, task judgment		0 – 20	Ability to accomplish, to solve tasks, gets things done. Low score could be abrupt, take down mountain and may work too much.	More consideration to work, tasks.
Global	S	Big picture , abstract judgment		0 – 25	Only 7% S-Dom Able to see down the road and around the corner; Ability to understand implications, consequences	More consideration to the big picture.
1	DIF	Noticing Ability, Insight, general sensitivity to others and to surrounding		≤ 30	Extremely strong scores may cause worry/anxiety; notice everything. 55 is the average score.	Slow down, reflect, consciously focus on increasing awareness
2	DIM-I	General Tolerance, Acceptance of Others especially those who are different from you		≤ 14	Strong scores indicate the ability to accept differences in others. >30 could be bigoted, racist, judgmental...RED FLAG	Don't judge a class by actions of few. Exposure to different cultures, beliefs.
3	DIM-E	Trainability; the Ability to Understand Work		≤ 14	Strong scores indicate the ability to see practical and process-oriented solutions to problems. >30 too little work experience.	Ask questions. Talk to "old timers". Ask Manager for feedback. Be patient.
4	DIM-S	Dealing with "Big Picture"; Abstraction		≤ 14	Strong scores bring broad perspectives into the decision-process; understands consequences of actions	Take extra time to consider implications and consequences.
5	DIM	Problem-Solving Balance and Conceptual Clarity		3 – 15	Measures a person's problem-solving style in the workplace.	Work on Weakest of Dim Scores above.
6	DIM%	General Realism-Idealism Orientation		N/A	Low number = realistic High Number = idealistic Mid-range = sees both sides (make best managers) No wrong answer	Since there is no right or wrong answer, the self-awareness in this area is most powerful. Learn to understand why you are this way but to also understand the other side of the fence too
7	INT-I	Compassion, Caring, Relational, People Skills		≤ 6	Strong scores indicate a confidence in social settings. Will inspire confidence/trust & convey concern, care, sympathy, and good advice.	360 degree evaluations with peers; Study compassionate people.
8	INT-E	Dependability, Reliability		≤ 6	Strong scores indicate responsibility, dependability, and a strong work ethic.	Greatly influenced by mentor; Prioritize and be on time!

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9	INT-S	More abstract problem solving		≤ 6	Strong scores indicate the ability to do long-range, strategic planning, and brainstorming, in conjunction with being able to use that for decision making.	Get in habit of looking at best and worst case scenarios. Validate and verify.
10	INT	Decision Making Ability		0 – 15	Most crucial score on work side. Ability to observe, to process the information, to determine best options, make decision, take action. 25 is average score. <i>Caution scores of 0-5, may get bored or feel job is beneath them, must have clear understanding of job and fully accept job. Can be abrasive, aloof, "Holier than thou." Will not let others participate.</i>	Can be most improved by mentorship with one who has a strong score.
11	INT%	Dealing with Difficult People (Energy Level)		≤ 20	Problem-solving energy. Score is hurt by stress. Scores will worsen when too much is on plate. Recognize, organize, mobilize	Rest, relaxation & restorative activities.
12	DI	Focus and Concentration		≤ 7	0-10 Best, 11–20 = isolation/quiet improves decision-making. > 21 =too much clutter in life	Reduce clutter and have a quiet place to work.
13	DIS	Following Directions w/ Accuracy		≤ 2	0 = expectation for following direction is very high 0-2 = very good scores 6-8 = problematic. Mistakes made. People here may feel they aren't getting adequate attention.	Do not challenge directions by simply deciding not to follow them.
14	AI%	Attitude for Work / Work-Side Stress		50 – 55	Strong scores indicate a positive attitude, and if under stress, good coping skills.	Pinpoint where the stress is coming from Are you honestly doing everything you can to maintain a positive attitude?
15	RHO	Summary scale – Validity		≥ .500	This is a composite mathematical indicator of the consistency and overall validity for Part 1	If scores are too low, check time-stamp and rank-ordering to see if individual understood directions. Could need to retake if invalid. Contact JI to discuss.

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PART 2 SELF-SIDE (Who you are) SCORES (93% of people have weaker Part 2 scoring than Part 1)

INDEX		INDEX	CLIENT SCORE	TARGET SCORE	NOTES	REMEDY
Part 2	I	See self in terms of personal uniqueness (Preferred)		0 – 20	Strong score indicates understanding of uniqueness	Consider value of uniqueness, self-worth
Part 2	E	See self in terms of role, i.e. parent, doctor, etc.		0 – 20	Strong scores indicate self in terms of role	Consider importance of role in life
Part 2	S	See self in terms of abstraction		0 – 20	Strong scores – “cog in wheel”, may be good or bad	More self-improvement can be made; “I” Dominant is preferred Part 2
1	DIF	Adequacy of self-regard/self-care		≤ 30	When DIF 2 is 20+ points weaker than DIF 1, there is a critical need for greater attention to self-care.	Take care of eating, drinking, sleeping, fitness habits.
2	DIM-I	Meaningfulness of work experience		≤ 14	This indicator is highly personal and is measuring meaningfulness of work for you	What’s important to me in my job? What is preventing my job from being meaningful and how can it be improved?
3	DIM-E	Morale, Work Ethic		≤ 14	Our belief in the positive impact and importance of our work, morale. Very important Indicator. I want, I do, I get vs. I want, I get.	Morale is a choice, an attitude which we can improve. Consider not only <i>what</i> we do and say, but <i>how</i> we do it and say it.
4	DIM-S	Basic organizational ability		≤ 14	Measure of the presence of organizational principles in a person’s life. Measures how disciplined a person is.	Discipline is a choice. Develop and apply self-discipline.
5	DIM	Balance of scores in DIM-I, DIM -E, and DIM-S (2,3,4 above)		3 – 15	Measures a person’s personal problem-solving style; how individuals solve problems at home, with family, in personal settings	Leave some time to reflect. Make the self-side less chaotic.
6	DIM%	Dealing with change/role identity		N/A	This indicator represents how open and receptive to change an individual will be. Low number = enjoys change High Number = reluctant to change Mid-range = Analyzes if change is value adding (make best managers) No wrong answer	Since there is no right or wrong answer, the self-awareness in this area is most powerful. Learn to understand why you are this way but to also understand the other side of the fence too
7	INT-I	Solving personal problems for self		≤ 15	Measure of ability to solve individual problems. Very low scores may tend to not seek outside help.	Seek mentors, counselors, and guides to get outside expert advice.

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8	INT-E	Solving practical problems for self		≤ 15	Personal decision-making ability as it relates to technical, process, or mechanical matters.	Be more curious about how things work
9	INT-S	Being environmentally conscientious		< 15	Sensitivity to the care of our surrounding.	Take more time. Be conscious of surroundings.
10	INT	Understanding what is important		< 15 Preferred 30+ Overwhelmed	Critical Indicator. Poor score = a profoundly negative sense of urgency in personal life and work Mid-range = fairly safe Strong score = caution burnout	Prioritize. Consider time availability and understand other people's deadlines to understand what is important.
11	INT%	Self-criticism, being too hard on self		≤ 26	This is the extent to which we are hard on ourselves and criticize ourselves. A poorer score here can affect your DIF Part 2 (How you see yourself) too.	Consider the source of outside criticism. Be as good as you can be and remember that no one is perfect.
12	DI	Assertiveness versus Conflict Avoidance		≤ 7	Measures assertiveness versus conflict avoidance. Weak scores indicate denial that problems even exist.	Speak up when you want to voice your opinion.
13	DIS	General moral conscience		≤ 4 5-9 10-18	Strong scores here = guilt with immoral decisions. Low scores = may struggle with right versus wrong.	Choose to do the right thing.
14	AI%	Attitude for Self / Self-Side Stress		50 – 55	Measures stress in self-side. Also measures coping skills. A poor score here may impact other scores. The fastest moving indicator on the assessment. Will act like a magnet and drag all other indicators with it.	Pinpoint where stress is coming from and develop coping skills. Maintain positive attitude!
15	RHO	Summary scale - Validity		≥ .500	This is a composite mathematical indicator of the consistency and overall validity for Part 2	If scores are too low, check time-stamp and rank-ordering to see if individual understood directions. Could need to retake if invalid. Contact JI to discuss.

Print Code	Bottom of Blue Diamond Score Sheet				
VQ1	Quantitative Judgment in the External world		1-70 (50 to 0 best)	Measures the capacity to make good quantitative assessments-quantity.	Based on the four main scales of part 1 -DIF, DIM, INT, DIS all added together.
VQ2	Qualitative Judgment in the External world		1-20 (14 to 0 best)	Measures the capacity to make good qualitative assessments-quality.	Based upon three part 1 scales- DIM, INT, DIS

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BALANCE of JUDGMENT

(Proper balance is an important aspect to Good Judgment as it helps remove Blind Spots and improve perspective.)

Balance Indicator	Balance as it relates to: Work Side	Ideal Score Range	Score
Work-Side Intrinsic Balance	People. Do you overvalue or undervalue People in your judgment process?	0 to plus or minus 5	
Work-Side Extrinsic Balance	Tasks/Work. Do you overvalue or undervalue Tasks or Work in your judgment process? (Undervalue can = Unemployment or laziness) (Overvalue can = Workaholic)	0 to plus or minus 5	
Work-Side Systemic Balance	Big Picture Consequences and Implications. Do you overvalue or undervalue Big Picture consequences and implications in your judgment process? Brainstorming too much can lead to <i>Paralysis by Analysis</i> .	0 to plus or minus 5	
Positive Wobble Effect All 3 in ideal score range	People will follow and trust + individual will show leadership qualities	All in -5 to +5 range	
Balance Indicator	Balance as it relates to: Self Side		
Self-Side Intrinsic Balance	Self-Esteem (Past). Measures how well a person thinks of themselves. Too much can mean arrogance. Too little can mean battered self-confidence. Negative types such as mean spirited, hurtful, putting down and stupid.	0 to plus or minus 5	
Self-Side Extrinsic Balance	Self-Concept (Present). Measures the degree of meaning, satisfaction, fulfillment a person has in their work and personal life. Plus scores can mean too much attachment and emphasis is placed on a role, self-importance. Minus scores can mean role dissatisfaction or underemployment.	0 to plus or minus 5	
Self-Side Systemic Balance	Self-Image (Future). Measures what a person believes he/she can accomplish in their life and how realistic their goals and processes are towards that accomplishment. AQB Self-Motivation	0 to plus 10 or minus 5	
Positive Wobble Effect All 3 in ideal score range	Person will have stability, anchors; well-grounded	All in -5 to +5 range	
Positive Wobble Effect All 6 in ideal score range	Authentic, charisma, not phony or pretentious, likeable	All in -5 to +5 range	