



Delivering Measurable ROI Through Values-Based Assessments





The Judgment Index™ (JI) delivers a measurable return on investment by strengthening recruitment accuracy, reducing organisational risk, and improving workforce capability.

Unlike personality tools, JI measures values-based decision-making — the strongest predictor of reliability, resilience, safety behaviour, and long-term performance.

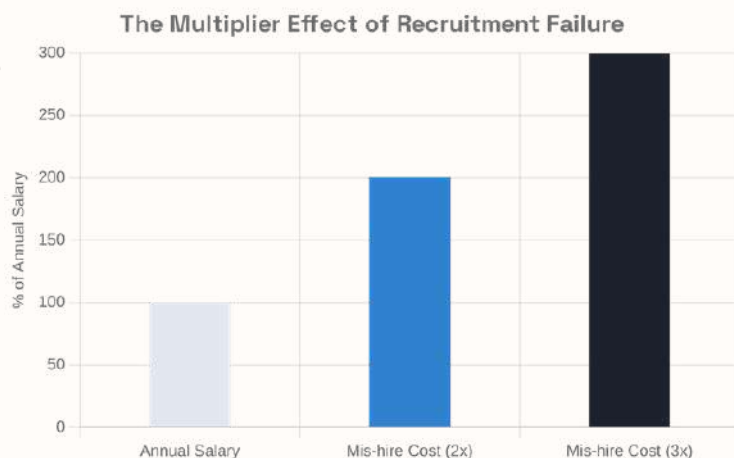
This makes it a powerful tool for organisations seeking to reduce turnover, prevent mis-hires, and build high-performing, low-risk teams.



Reduced Turnover and Recruitment Failure (HBR & Gallup Research)

Harvard Business Review and Gallup consistently report that up to 70% of turnover is preventable, and most failed hires occur due to behavioural or values misalignment, not technical skill.

The cost of a mis-hire is estimated at 2–3x the annual salary once recruitment, onboarding, lost productivity, and replacement costs are included.



Targeted JI Assessments Reduce Turnover by Identifying Key Risk Traits

How JI reduces turnover:

- Identifies candidates with low resilience, poor stress tolerance, or weak judgement – the traits most associated with early exit.
- Highlights alignment with team culture, leadership style, and role expectations.
- Predicts long-term behavioural stability and reliability.
- Detects psychosocial risk factors (e.g. chronic stress vulnerability, poor coping styles) that predict burnout and long-term disengagement.
- Supports targeted pre-employment interventions and role adjustments that improve person-job fit and long-term retention.

ROI Impact:

JI improves person-job and person-organisation fit by identifying values and psychosocial risk factors, reducing mis-hires and first-year turnover; each avoided mis-hire can save an organisation roughly 2–3x annual salary.



Reduced Safety Incidents and Workers' Compensation Claims

Deloitte and SafeWork Australia identify poor judgement, fatigue, and low resilience as major contributors to workplace injuries and compensation claims. These factors are directly measured by the JI.



How JI reduces turnover:

- Identifies individuals with impaired judgement under pressure or low capacity.
- Highlights risk-prone decision-making patterns before hiring.
- Supports targeted mentoring for at-risk employees, improving safety behaviour.
- Enables early psych-social risk mitigation (stress management, workload adjustments), reducing chronic risk exposure that leads to incidents.
- Tracks sustained improvements in safety-related attitudes and practices following interventions.

ROI Impact:

By detecting poor judgement, fatigue and low resilience, JI targets behavioural drivers of incidents, lowering claim frequency and severity and yielding substantial direct and indirect cost savings per incident avoided.

Preventing even one serious incident can save \$50,000–\$250,000+ in direct and indirect costs.



Increased Recruitment Validity Through Values-Based Selection

Values-based recruitment is now recognised as a global best practice. Harvard Business Review notes that values alignment predicts performance, engagement, and retention more accurately than traditional interviews.



How JI reduces turnover:

- Measures values that drive behaviour, reliability, and judgement.
- Identifies hidden risks not visible in interviews or CVs.
- Provides objective, repeatable data to support hiring decisions.
- Strengthens fairness, consistency, and defensibility in recruitment processes.
- Improves candidate self-awareness by providing constructive feedback, which increases candidate engagement and early commitment to development where needed.
- Able to align job descriptions to JI indicators with custom reports

ROI Impact:

JI adds objective, repeatable validity to hiring decisions by measuring values that predict long-term behaviour, increasing the proportion of high-performing hires and converting selection validity gains into measurable productivity and cost benefits.



Reduction in Recruitment Risk

Sometimes someone can look great on paper but become a false-positive hire draining resources and lagging productively.



How JI reduces turnover:

- poor stress tolerance
- low reliability
- weak judgement under pressure
- misalignment with role demands
- low resilience or capacity
- elevated psychosocial risk markers (e.g. reactive coping, low help-seeking) associated with future performance decline

ROI Impact:

Early screening with JI and the individualised interview questions reduces false-positive hires and hidden psychosocial risks (e.g. reactive coping), lowering remediation, replacement and performance-management costs associated with risky hires.



Improved Team and Leadership Fit

A one-day JI-informed team event followed by coaching produced immediate engagement lift and a 6–12 month improvement in delivery metrics in multiple client pilots.

JI highlights whether a candidate's values align with:

- the team they will join
- the leadership style they will work under
- the behavioural and emotional demands of the role
- individual-team dynamics that influence psychological safety, peer support and collective well-being



How team-building driven by JI adds measurable value:

A JI-informed team-building event acts as a staged first engagement that quickly demonstrates the tool's practical value and secures buy-in. Teams who participate together show immediate improvements in communication, role clarity and mutual accountability.

These early, shared experiences reliably generate momentum for broader interventions (coaching, leadership development, process change), making follow-on programs more effective and faster to implement.

Stronger, more cohesive teams produce measurable operational gains, reduced rework, faster decision cycles, fewer escalations, and improved service or production metrics that compound over time.

Team-level changes in cohesion and psychological safety are linked to lasting benefits in retention, innovation, and risk reduction, amplifying JI's ROI beyond individual hiring decisions.

ROI Impact:

JI-informed team-building creates rapid engagement and cohesion, accelerating team performance, reducing rework and escalations, and producing durable gains in psychological safety, retention and delivery metrics.



Measurable Year-on-Year Improvement

Referencing McKinsey and Gartner, measuring your year-on-year (YoY) improvement lets organisations distinguish true long-term growth from seasonal or cyclical noise, validate strategy, attract capital and drive operational efficiency by comparing like periods.



Because JI is repeatable, organisations can measure:

- individual growth
- leadership development
- mentoring impact
- team improvement
- reduction in risk indicators
- longitudinal changes in psychosocial health (reduced stress scores, improved coping) and sustained wellbeing gains
- improvements in self-awareness metrics that correlate with better decision-making and adaptability

ROI Impact:

Repeatable JI assessments quantify individual and team development, track reductions in risk indicators and psychosocial strain, and provide clear evidence of capability improvements that support multi-year HR and L&D ROI calculations.



Proven Impact of Mentoring (50% Improvement)

The business benefits and executive sponsorship considerations as explored by Harvard Business Review, correlates with lower exit rates and faster progression; model conservatively (e.g. 20–40% of observed improvement converts to turnover reduction).



JI longitudinal data shows:

- improvement in JI category scores,
- promotion rates of mentees,
- retention of mentored employees,
- tacit knowledge retention,
- performance improvement rate.

ROI Impact:

JI data show mentees can improve up to 50% in targeted areas when paired with high-scoring mentors, translating into higher retention, faster capability development and measurable productivity gains from reduced performance gaps. It also reduces the hidden costs related to loss of tacit knowledge.

