



Performance Culture Fingerprint

Each company has a unique and measurable set of performance attributes that underpin its culture and values. However, few companies understand how their culture drives results in practical ways they can leverage.

Choose Science Over Chance to Make Evidence-Based People Decisions

That leverage starts with using a company's own data to uncover how their culture drives job performance. Interestingly, 50 - 60% of what's driving performance is a unique combination of attributes organizations are not measuring today.

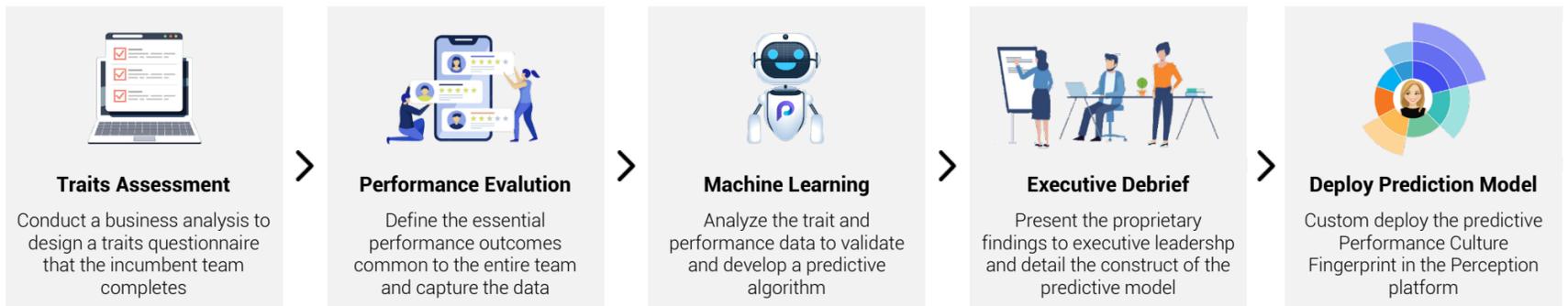
PerceptionPredict AI knows how to systemize the attributes that are shaping culture and job performance. The incumbent team possess some or all of those performance attributes. And each team member is wholly or partially aligned with the culture and values.

How It Works

A *Performance Culture Fingerprint* explicitly measures culture and performance with the incumbent team, enabling the company to develop a predictive system for assessing how well any individual will fit and perform in any role within the company.

The prediction algorithm generates a % score compared to the performance of the existing team you have today. Whilst instinct and experience selecting hires and promotions is valuable, companies can now add their own predictive performance algorithm to uncover the right person for the right role that will perform and stick!

This means that irrespective of a candidate's experience, education, gender, ethnicity or age, companies can source talent from a very diverse talent pool and generate instant insights at the top of the hiring funnel....before a single resume is reviewed or an interview is scheduled.



Performance Culture Framework

Work Performance

How would you rate the overall job performance of each team member? Does the team member produce high quality work that is accurate and thorough; and achieve defined production goals or job-specific performance metrics within expected timeframes?

Trait Measure Examples

Self-Awareness, Self-Confidence, Innovativeness, Risk-Taking, Enterprising Mindset, Future-Oriented Thinking, Ambition, Achievement Motivation

Job Adaptability

How would you rate each team member's job adaptability? Does the team member display adaptive behaviors, mentally, emotionally and physically, to meet changing demands and uncertain work situations?

Trait Measure Examples

Openness to Experience, Lifelong Learning, Growth Mindset, Curiosity, Hardiness, Adaptability, Persistence

Work Ethic

How would you rate each team member's work ethic? Does the team member display exemplary behaviors that contribute to company success; and show dedication and commitment to delivering their best work on time?

Trait Measure Examples

Proactive Personality, Social Boldness, Holistic Cognition, Competitiveness, Perseverance, Decisiveness, Linguistic-Verbal Intelligence, Logical-Mathematical Intelligence, Principled Negotiation Skills, Mind Reading

Counterproductive Behavior

How often does each team member display dysfunctional or destructive behaviors that reduce productivity or result in negative consequences that undermine the well-being or interests of the company?

Trait Measure Examples

Narcissism, Machiavellianism, Destructive Leadership, Intellectual Arrogance, Cognitive Rigidity, Sense of Entitlement, Intolerance of Uncertainty, Regret Proneness, Self-Handicapping

Thriving At Work

How does this team member's personality, abilities and personal needs align with their job, supervisor, co-workers and the company? Is the team member functioning at their fullest – mentally, emotional, socially and physically? And do they experience a sense of acceptance, enjoyment, meaningfulness and relatedness with the people they work with?

Trait Measure Examples

Empathy, Patience, Gratitude, Humility, Thrive, Zest, Social Intelligence, Emotional Intelligence, Culture Intelligence, Authentic Leadership, Collective Orientation, Interpersonal Trust

The goal of the collaborative partnership between each client and PerceptionPredict is to identify and develop a new generation of tools that will build a sustainable competitive advantage. It's time to lean on science and thoughtful systems to guide our decision-making and help identify the right talent across all job roles.

By exploring and measuring your team's psychographic attributes like interests, beliefs, emotions, attitudes, values and aspirations to understand who they are, what drives them, you will gain insights as to what makes the biggest impact on their effectiveness and ineffectiveness as team members. What are the enduring attributes of effective performance? Is it charisma, intelligence, wisdom or the way they behave? An accurate and comprehensive profile of your 'ideal team profile' will emerge as a result. It's the basis to construct an evidence-based selection algorithm. Once deployed as part of your hiring and promotion strategy, we'll also continue to revisit and update it so that the predictive modeling is continuously learning and adapting to changes in your business.

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