MindData

Confirm Final Selections

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MindData Attitude Index 180 (MD/180) is an ideal confirmation tool when used in combination with MD/100. It is the ultimate instrument for screening candidates for positions such as supervisors, sales associates, and other positions of particular importance to any organization.

"Psychological tests can also give a sense as to how a prospective employee would fare within an company's culture."

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MD/180 is a reliable and accurate instrument for for finding, recruiting, and/or promoting the perfect fit.

MindData Attitude Index 180 (MD/180) is a comprehensive psychological profiling instrument, measuring 20 key behavioral tendencies found in all individuals. These 20 key character traits reveal invaluable insights into the participant's probable behavior before the decision to hire or promote is made. ▶

Match Core Values

Any organization's success is a direct reflection of the qualities of its employees. The MindData Attitude Indexes (MD/100 and MD/180) provide employers with ethical and accurate tools for matching job candidates to the dominant characteristics of your current high performers. With MindData, organizations can build an increasingly productive workforce of people with similar minds and work ethics.

Gain Insight

MD/180 identifies 20 essential, work-related, personality tendencies (including attitudes toward use of drugs, alcohol and theft). Employers receive a precise evaluation of any participant's probable behavior as related to:

- **Adaptability** – ability to accept new ideas or change.
- **Aggression** – the degree to which wants or demands are made known.
- **Anxiety** – the degree of concern as a motivator or a hindrance.
- **Compassion** – the level of concern or disinterest in the needs of others.
- **Compliance** – the tendency to resist or obey rules and regulations.
- **Decisiveness** – tendency to make decisions or avoid them.
- **Determination** – degree to which the job is accomplished done regardless of any obstacle.
- **Diplomacy** – the level of communication - from diplomatic to blunt.
- **Distractibility** – the ability to concentrate on a task despite distraction.
- **Drive** – tendency to procrastinate or get things done immediately.
- **Ethics** – a representation of one's value system.
- **Initiative** – desire to take charge and accept responsibilities.
- **Meticulousness** – degree of being careful or careless in carrying out a task.
- **Optimism** – the level of optimism or pessimism.
- **Organizer** – tendency to do tasks in an organized or spontaneous fashion.
- **Reliability** – the extent to which promises may be reliably kept.
- **Sensitivity** – how criticism will be handled.
- **Sociability** – the extent to which one enjoys or avoids dealing with others.
- **Stamina** – level of desire to put forth extra effort.
- **Trust** – degree of trusting other's motives.

Ultimate Approval

The validation of MDAI programs in their original form has been adjudicated and approved by a federal court as meeting the stringent guidelines for testing outlined by the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP).

MD/100 and MD/180 questions and narratives have been strictly designed and worded by a co-author of the EEOC *Uniform Guidelines on Employee Selection Procedures* to be non-threatening and non-invasive of an individual's race, color, religion, gender, national origin, and right to privacy.

Unique Features

Both MD/100 and MD/180 contain statistical programs for creating norms according to multiple job profiles, contrasting high and low performers according to key characteristics. These norms may then be used as benchmarks when selecting job candidates for hire or promotion.

"Creating alignment is essential," Jerry I. Porras, a Stanford Business School Professor and coauthor of <u>Built to Last: Successful Habits of Visionary Companies.</u> "It results from determining the five or six key behaviors we need in our people to realize our envisioned future."

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Administration

The questionnaire takes approximately 30 minutes to complete. At any time after the questionnaire is completed and the responses are entered into the MDAI program, the administrator can generate a complete profile in a matter of seconds.

MD/180 is easily administered by either of the following methods:

Written

The participant marks their responses to questions on the questionnaire provided from the program or the preprinted version. The profile administrator enters the Yes/No responses into the computer and a complete Participant Profile can be printed out in less than 2 minutes.

Online

The participant responds to the questions by clicking on a Yes or No button as the questions sequentially appear on a computer screen. The administrator may choose to print a Participant Profile immediately or later.

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