

We've been conducting evidence-based talent assessments since 1957. We continually evolve the process based on the latest scientific research, new technologies, and best practices. Here's an overview of the process:

- **We can design customized deliverables** to capture what is most important to you.
- **Candidates complete a 2-hour online psychometric test battery.** All tools are backed by rigorous research showing that they are reliable, valid predictors of job performance.
- **Candidates engage in a structured, 1-hour phone interview with a psychologist.** All questions clearly relate to job-relevant behavior. This includes a brief review of their career and questions related to their personality, leadership style, and self-awareness. Candidates are also given feedback on the online assessment results.
- **Two psychologists interpret the data,** independently assign competency and overall potential ratings and come to an agreement through a formal discussion.
- **The report is custom written by the psychologist, peer reviewed,** and explicitly connects the results to job-related implications.
- **Intake calls and debriefs with the hiring team** allow us to gain a full picture of the role requirements, answer questions about the report, and provide guidance on next steps.

The PCI Way

The science is clear. Cognitive ability, the "Big 5" personality traits, and leadership style are the best predictors of job performance. And, the most reliable and accurate way to measure these is with psychometric tests.

We've conducted numerous validation studies, which provide strong evidence of the predictive validity of our executive assessment process. Correlations between our results and a wide range of job-related metrics are at the top of the range compared to industry benchmarks.

Peer reviews are employed and psychometric results are weighted heavily. Structured phone interviews remove biases that can result from the psychologist's preferences and candidate's appearance. We also don't place subjective judgments on candidates based on their upbringing, early life decisions, or pedigree of education (all of which are poor predictors of performance).

We treat all candidates with dignity, by fairly evaluating them against an objective standard (instead of one another), giving them feedback on the online assessment results, and respecting their time and privacy with a non-invasive interview. Not only is it the right thing to do, but it also leaves candidates with a positive impression of your organization, even if they aren't hired.

You get value beyond the hiring decision. The psychologist provides individualized practical advice in the report and debrief for how to facilitate onboarding and mitigate risks. We also write a developmental report for the newly hired executive. Especially when paired with a coach, this accelerates their assimilation into the culture and impact on the business.

Our Promise

You get objective hiring data that's proven to predict job performance. Assessments based on one psychologist's subjective opinion could be influenced by conscious or unconscious biases.

We don't believe in price gouging. The science, combined with our psychologists' expertise and experience, allows us to deliver industry-leading, predictive assessments at a lower cost than our competitors.

Every client gets white glove treatment. Every executive hiring decision is a critical one, so we don't favor big engagements. Regardless of your size or how much business you do with us, you'll be treated like you're our only client.

We respect your candidates' time and understand your sense of urgency. We move candidates through the process in days - not weeks - by eliminating travel and offering evening and weekend interviews. We deliver reports that are clear, concise, and actionable, with industry-leading turnaround times.