



The Px-12 Performance Profile™ has been independently validated and is compliant with EEOC Guidelines

### Px-12 Validation Study Summary

An independent discriminate analysis was used for criterion-related validity to measure the predictive power of the Px-12 Performance Profile\* - the assessment technology used to determine the ThinkX Performance Quotient (PQ). The validity testing of the Px-12 Performance Profile indicated prediction to the determined performance criteria, with an accuracy rate of 85%.

### *What is Validity and why does it matter?*

Validity is the extent to which a test measures what it claims to measure. You can trust and “believe” an instrument when it has been independently tested, meaning that the people who tested are not associated with the product in any way. Criterion-related validity means that a test has shown its effectiveness in predicting something in terms of future behavior of a person.

### EEOC Compliance Summary

Adverse Impact analysis The EEOC (The Federal Equal Employment Opportunity Commission) study found no adverse impact due to gender, age, or ethnicity. The sample study consisted of 439 subjects with an age spread of greater than 40 years (approximately 1960). Ethnic groups that participated were Caucasian, Black, Hispanic, and Asian.

### *Why does this matter?*

The only tools that can legal be used in hiring are those that are compliant with the EEOC guidelines. The results of the Px-12 are not skewed by any characteristics that are described. This measurement is very neutral, and as such, supports diversity and removal of bias, when evaluating anyone’s thinking.

The Px-12 has been used by major corporations over the last 25 years.

*\*The ThinkX Px-12 profile was formerly known as the MPP.*