



Leadership Predictive Interview Research Executive Summary of Results

This document summarizes the results of the Leadership Competency Research Discovery and Concurrent Validity Study conducted to develop a Talent Assessment for the Selection and Development of leaders at (one of top ten Best Places to Work in America according to Fortune Magazine.)

Research Objective: To Build a Success Profile and Performance-based Competency Assessment that Measures the Talents that Most Contribute to Success as a Leader.

Research Process:

- **Discovery:** Facilitate discovery session with key Executives and Stakeholders to understand business strategy, company vision, corporate culture and leadership demands.
- **Performance Research:** Complete Analysis of Performance Metrics applied to Select Top Leaders.
- **Sample Selection:** Identify Study Group (Top) and Contrast Group (Other).
- **Qualitative Research:** Conduct Focus Groups with Top Performing Leaders across Corporate, Clinical and G&A roles to include diverse demographic representation.
- **Success Profile:** Analyze qualitative data to develop profile of consistent success competencies.
- **Pilot Competency Assessment:** Select database questions and develop new questions to create pilot questionnaire for concurrent validity study.
- **Concurrent Validity Study:** Conduct and analyze 56 Leadership Interviews (approximately 90-minutes per Interview).
- **Build Final Competency Assessment:** Analyze results of concurrent study to build a Reliable, Valid Assessment that is fair across all protected classes.

Sample:

Total N = 55 (Included in Study/Contrast = 51)

Performance:	24	High Performers
	27	Low Performers
	04	Not Grouped
Race:	8	Minority
	43	Non-minority
Gender:	30	Male
	21	Female
Age:	21	Less than 40 years old
	30	40 years and older

Results:

Reliability: Cronbach's Alpha = .93

One hundred and eight questions were scored to produce the Competency Total. The reliability of the Competency is acceptably high at 0.93. Because Cronbach's Coefficient Alpha is an internal consistency measure of reliability it suggests that people responded to the questions retained on the interview in a consistent manner.

Validity: Pearson's Correlation = .838 ($p < .01$)

A strong, statistically significant correlation was observed between the Total Score on the Leadership Competency Assessment and the Study Group of Top Performers, which suggest that the assessment effectively measures content that contributes to an individual's likelihood to succeed as a Leader. In this study the scores on the pilot interview ranged from 26 to 88. Average scores by performance group are

Study Group: 73.04
Contrast Group: 45.19

Fairness: Interview found to be fair and in compliance with EEO standards.

No significant correlations were observed across classifications of race, gender and age.