

Compare PDP's ProScan to Predictive Index



PROSCAN SURVEY

PREDICTIVE INDEX

Time to Complete Survey	Both assessments are untimed and don't have a limit, however these are the average completion times.	5-10 Mins	6 Mins
Question Quantity	The number of questions the behavioral assessment includes for the survey-taker to answer.	60	86
Measures Energy Style	How an individual approaches tasks and accomplishes goals.		
Measures Energy Drain	The amount of energy consumed to adapt to stress and pressure.		
Measures Satisfaction Level	Is the person thriving with their perceived pressures or is it overwhelming?		
Measures Decision-Making Style	How much logic vs. intuition does an individual rely on to make a decision?		
Question Format	Likert scales gauge response intensity on a range from least to most, mitigating bias and enhancing data quality.		
Confirmatory Factor Analysis	A CFA is the gold standard in statistical evaluation of assessments and involves highly rigorous research.	YES Large sample size: 1500-2000 respondents for each of the thREE CFAS.	YES Small sample size of 250-350 respondents.
Accuracy Level	Refers to how many respondents agree with their results.	98%	86%
Report Insights	How much information does the assessment's report share about the individual?	Comprehensive Multi-Page Report	Summary One Page Report
Account User Certification Requirements	Education for the user role to ensure maximum results when administering, interpreting, and leveraging profile measurements.		
Designed for the: Screening and Selection of Applicants	Verifies that the assessment doesn't discriminate against protected classes.		
Motivation	Rewards or elements that increase satisfaction.	55% Personalized Based on the Individual	Based on Profile Results
Reliability	Often measured by Chronbach's alpha, reliability refers to internal consistency and dependability.	Very High ($\alpha=.94$ to $.88$) Reliability estimates ranged from .94 to .88 following multiple rounds of psychometric assessment.	Moderate ($\alpha=.83$)
Predictive Validity	Tested that the measured traits predict workplace outcomes.		
Item Response Theory	The most important psychometric method of validating scales.	Evaluated model fit with modern/cutting-edge statistical techniques that take into account each person's individual characteristics..	
Flags for Response Integrity	Does the system monitor whether the respondent is faking their way through the assessment questions?		
Resurveying Permissions All-Inclusive Platform	Does the system allow for a user to retake assessments at any time?		