Compare **PDP's ProScan** to **Predictive Index**

PDPglobal. | **PI THE PREDICTIVE INDEX**

PROSCAN SURVEY | 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.	3.3 Min Median	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 fact vs. intuition does an individual rely on to make a decision?	✅	❌
All-Inclusive Platform	Access to full functionality without purchasing add-ons or upgrades.	✅	❌
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, Intuitive, Plain-English Reporting	Limited, One-Page Summary Reporting
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.	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 (α=.94 to .88) Reliability estimates ranged from .94 to .88 following multiple rounds of psychometric assessment.	Moderate (α=.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?	✅	❌