



Strategically Improving Alignment to Create Customer-Centric Cultural Transformations

Predictive Index

The Predictive Index (PI) is a talent optimization platform that uses behavioral and cognitive science to make data-driven people decisions that align with an organization's overall business strategy. The PI uses the ability to provide data through multiple different tools such as Hiring Assessments, People and Leadership Team Dynamic Diagnosing, and Employee Experience.



A common theme and best practice that we see with top-performing, global organizations is that the employee experience has direct correlation to the fan experience. The BCJ Group utilizes the PI Employee Experience Survey which provides employees a chance to provide candid, confidential feedback across four categories: Job, Manager, Team and Organization, to determine whether people feel engaged, neutral, or actively disengaged.

In addition to the categorical questions, four questions map to overall engagement. This eliminates the guesswork because the PI Employee Experience Survey gives concrete insights so the organization can understand exactly how engaged their people are—and why.