



# GRI SURVEY

Technical Report

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## INTRODUCTION

This technical report about the GRI Survey provides information about its validity, reliability, non-discrimination and other science-based aspects related to the measurements.

The GRI (Growth Resources Indicators) is a transformative system of people analytics, online tools, and trainings based on a unique behavior assessment. It provides companies and leaders a way to meet diversity and inclusion goals, engage team members, and develop leaders for higher performance—quickly and without bias. These are critical issues facing every business today.

Growth Resources Inc. is a consulting/training, software, and publishing company based in Palo Alto (CA, USA) with more than 20 years of experience in leadership training and organizational development. Growth Resources operates in North and South America, Europe, Africa and Asia.

The GRI was started in 2012 with the vision that organizations and team members can both dramatically improve their performance when we better understand our talents, and particularly the behavioral/affective component which is the hardest to assess and be objective about.

There is extensive material written on building and validating psychometric instruments. Among these materials are the guidelines from the Equal Employment Opportunity Commission (EEOC) in the Uniform Guidelines on Employee Selection Procedures (1978), the American Psychological Association (APA) and the Society for Industrial and Organizational Psychology (SIOP). A select list of material on assessment technics, psychometric instruments is listed in Appendix 3 (1).

Much can be said on personality assessment, personality in general, and behavioral approaches in organizations. Some information is provided below when it relates to the psychometric aspects of the GRI. Information on implementing the GRI is covered during the GRI Seminar and other trainings provided to executives, line managers and HR professionals. Appendix 3 includes references to foundational research material for the GRI Survey.

## ORIGIN

The GRI Survey was created by Dr. Frederic Lucas-Conwell in 2012, to provide nuanced practical information about people and their management to executives and HR experts.

Much of the foundational work behind the proprietary GRI Survey was inspired by the academic research of the author (Appendix 3) in addition to contributions from Growth Resources employees, consultants and clients involved from the beginning.

The material used to develop the survey's adjective lists comes from research on personality structure. The critical objective was to find a limited number of personality dimensions that are stable and valid across cultures.



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