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## Bus Concept™ Talent-Sense Series



### Benchmarking Tool — Predictor 3000 for Job Specific Benchmarking

*“Top Performance Factors Quantified”*



(Gold highlighted areas to be completed by respondent.)

*Job Title:* \_\_\_\_\_

*Company Name:* \_\_\_\_\_

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## The Bus Concept™ Predictor 3000 Benchmarking Survey

*“A 9 Pathway Multi-Dimensional JOB SPECIFIC Performance Survey”*

### ► How to use this "Net Talent" Benchmarking Tool:

Strong performance for jobs where fewer than 50 People occupy for the SAME POSITION can be accurately benchmarked using this 9 Pathways Superior Performance 360 Questionnaire. Only those who Intimately KNOW THE JOB being benchmarked or are CURRENT INCUMBENTS should provide input for this benchmarking survey. The desired results are dependent upon quality, care and accuracy of the input provided.

You will be presented with 9 separate Pathway MODULES. Please read the 12 Performance Statements presented for each pathway and SELECT/CHOOSE the 4 Performance Factors that are MOST Critical for Strong Job Performance from the LEFT COLUMN and then SELECT/CHOOSE the 4 Performance Factors that would be MOST TOXIC for Strong Job Performance from the RIGHT Column.

A job focused benchmarking process not only aligns our clients with EEOC and ADVERSE IMPACT guidelines, but it enables our clients ***FOR THE FIRST TIME EVER...to Easily compare a Candidate or Incumbent's NET TALENT to the Needs of the Specific Job.***

*Net Talent = "The Strength of YOUR Strengths Impacted  
by the Strength of Your Performance Blocks!"*

<b>► Begin by entering the 3 or 4 Key Results you are seeking from this job:</b>
1.
2.
3.
4.

Enter the Key Results you are seeking from this position.

Here we present 2 of the total of 9 pathway components in our Predictor 3000 Benchmark. You are asked to mark the 4 Strong Performance Factors on the left side that you ARE looking for AND the 4 Toxic Performance Factors on the right side that you are NOT looking for in order to create strong performance in the specific job under review.

1st Pathway to Superior Performance — Trust			1st Pathway to Superior Performance — Trust		
Mark the <u>4 Most Important</u> and the <u>4 Toxic Statements</u> for each Pathway Section. They MAY be the same factor.					
Mark the <b>4 MOST CRITICAL</b> Performance Factors that <b>CONTRIBUTE TO</b> the FLOW of Superior Results IN THIS JOB.	X the 4 most Critical Factors			X the 4 most Toxic Factors	Mark the <b>4 MOST TOXIC</b> Performance Factors that <b>INTERFERE WITH</b> the FLOW of Superior Results IN THIS JOB.
Must DEVELOP & MAINTAIN trust from others	<input type="checkbox"/>	1	1	<input type="checkbox"/>	Will have difficulty <b>building trust</b> in others.
Must be SENSITIVE to the needs, concerns & attitudes of OTHERS.	<input type="checkbox"/>	2	2	<input type="checkbox"/>	Will not be concerned about the <b>needs &amp; issues</b> of others.
Must make an effort to make OTHERS feel VALUABLE.	<input type="checkbox"/>	3	3	<input type="checkbox"/>	Will not take the <b>time</b> to make <b>others feel worthwhile</b> .
Must be PLEASANT, COURTEOUS & TACTFUL toward others.	<input type="checkbox"/>	4	4	<input type="checkbox"/>	Will <b>NOT</b> be <b>concerned</b> about being pleasant or courteous
Must help others to have the CONFIDENCE to TAKE RISKS.	<input type="checkbox"/>	5	5	<input type="checkbox"/>	Will build & create <b>doubt</b> in others about taking RISKS
Must motivate OTHERS in a positive and reinforcing way.	<input type="checkbox"/>	6	6	<input type="checkbox"/>	Will NOT go out of their way to motivate in a <b>positive</b> way.
Must ENCOURAGE others and provide positive reinforcement.	<input type="checkbox"/>	7	7	<input type="checkbox"/>	Will not likely take the <b>time</b> to encourage others.
Must suggest improvement and adjustments in a positive manner.	<input type="checkbox"/>	8	8	<input type="checkbox"/>	Will give <b>advice</b> to others in a superior, critical way.
Must be sensitive to the inner worth of other people.	<input type="checkbox"/>	9	9	<input type="checkbox"/>	Will not pay attention to <b>treating others</b> in a negative way.
Must be open to the perspective and suggestions from others.	<input type="checkbox"/>	10	10	<input type="checkbox"/>	Will not be open to the ideas or perspective of <b>others</b> .
Must be open to listening to others' views without personal bias.	<input type="checkbox"/>	11	11	<input type="checkbox"/>	Will tend to develop <b>Negative Biases</b> about others.
Must be able to promote autonomy and freedom of action.	<input type="checkbox"/>	12	12	<input type="checkbox"/>	Will try to <b>control</b> the decisions of others.

If you feel inclined to mark the same statement for both CRITICAL and TOXIC...ask yourself whether it is MORE IMPORTANT to HAVE the positive factor for the success of the job...or is the AVOIDANCE of that Negative factor more Critical, or are BOTH equally important? If BOTH are equally important, please DO MARK them and we will factor both sides into the benchmark for this job.



2nd Pathway to Superior Performance — Team Synergy			2nd Pathway to Superior Performance — Team Synergy		
Mark the <u>4 Most Important</u> and the <u>4 Toxic Statements</u> for each Pathway Section. They <b>MAY</b> be the same factor.					
Mark the <b>4 MOST CRITICAL</b> Performance Factors that <b>CONTRIBUTE TO</b> the FLOW of Superior Results IN THIS JOB.	X the 4 most Critical Factors			X the 4 most Toxic Factors	Mark the <b>4 MOST TOXIC</b> Performance Factors that <b>INTERFERE WITH</b> the FLOW of Superior Results IN THIS JOB.
Must embrace and reinforce the VALUE of sharing and cooperation.	<input type="checkbox"/>	1	1	<input type="checkbox"/>	Will not be willing to <b>cooperate</b> and share.
Must be OPEN to the IDEAS and SUGGESTIONS of others.	<input type="checkbox"/>	2	2	<input type="checkbox"/>	Will not be <b>open</b> to others' ideas and input.
Must be willing to LISTEN to others' OPPOSING points of view.	<input type="checkbox"/>	3	3	<input type="checkbox"/>	Will not be willing to <b>listen</b> to opposing points of view.
Must be able to maintain a POSITIVE and SUPPORTIVE ATTITUDE.	<input type="checkbox"/>	4	4	<input type="checkbox"/>	Will not be <b>concerned</b> about being <b>supportive</b> and <b>positive</b> .
Must be able to keep COMMUNICATIONS CLEAR and to the point.	<input type="checkbox"/>	5	5	<input type="checkbox"/>	Will not <b>communicate</b> in a clear, direct manner.
Must be able to provide FEEDBACK in a positive manner.	<input type="checkbox"/>	6	6	<input type="checkbox"/>	Will provide <b>feedback</b> in a negative manner.
Must be able to ASSIGN TASKS clearly and specifically.	<input type="checkbox"/>	7	7	<input type="checkbox"/>	Will not give <b>clear directions</b> about what to do.
Must be able to be certain that delegation of duties is clearly assigned.	<input type="checkbox"/>	8	8	<input type="checkbox"/>	Will not let others know what they <b>EXPECT</b> from them.
Must treat and direct others FAIRLY and CONSISTENTLY.	<input type="checkbox"/>	9	9	<input type="checkbox"/>	Will not <b>pay attention</b> to being fair and consistent.
Must be able to set PRIORITIES in relationships with others.	<input type="checkbox"/>	10	10	<input type="checkbox"/>	Will have difficulty deciding what is <b>important</b> in relationships
Must be able to deal with CONFLICTING ISSUES in a positive manner.	<input type="checkbox"/>	11	11	<input type="checkbox"/>	Will have <b>difficulty dealing</b> with <b>difficult</b> or <b>conflicting</b> issues.
Must be able to EVALUATE PROBLEMS from a variety of perspectives.	<input type="checkbox"/>	12	12	<input type="checkbox"/>	Will have <b>difficulty seeing</b> the forest for the trees.

If you feel inclined to mark the same statement for both CRITICAL and TOXIC...ask yourself whether it is MORE IMPORTANT to HAVE the positive factor for the success of the job...or is the AVOIDANCE of that Negative factor more Critical, or are BOTH equally important? If BOTH are equally important, please DO MARK them and we will factor both sides into the benchmark for this job.



The Personal Best Series  
Performance Audit



## The Bus Concept™

*"The Science of Sustainable Performance"*

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### Partial Sample of our Benchmarking Instrument

This is just a portion of our benchmarking model. The full model is comprised of 9 separate pathways where you will identify both the performance factors you ARE seeking and the TOXIC factors that you are NOT seeking. The benchmark then proceeds to identify the Internal Employee Motivators you are seeking and the Behaviors desired for the specific job. The entire process requires 1.5 hours to complete and also explores the critical structure of the job that defines the scope and authority of the position as well as how the performance will be rated and the training program that will be in place for this person.

The ability to create this accurate binary benchmark for virtually any position is quite unique and is proving to be stunningly accurate in its ability to identify the winners from the pretenders.

This is an integral part in our effort to align the talent in our clients organizations with their strategic business plan.

We invite you to contact us for a demonstration of how easy this powerful process is to implement.

We look forward to earning your business.

Sincerely,

The Bus Concept

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