



# Custom Measurement

## Actionable Data to Drive Workforce Decisions

Do you have all the information you need to make informed decisions? Do you need measurement data that is customized to the unique circumstances of your organization?

ODScore® Custom Measurement identifies what matters most to your success, and puts it on a dashboard to help you steer. Our tools look at different dimensions of individual and organizational performance and provide you with clear data designed to inform and guide decision making.

### Why ODScore?

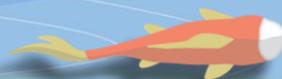
We are a group of organizational development professionals specializing in change and transformation, knowledge transfer, goal attainment, mentoring, hiring, and engagement. Our team is made up of industrial and organizational psychologists, business management consultants, trained researchers and performance measurement analysts.

Combined we have over 100 years of custom measurement experience and bring the latest in integrated brain science expertise to your organization.

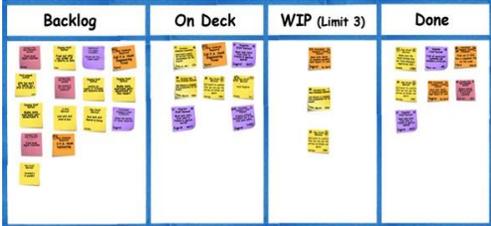
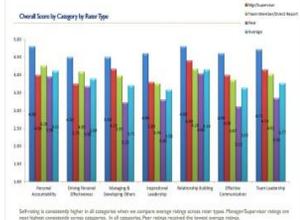
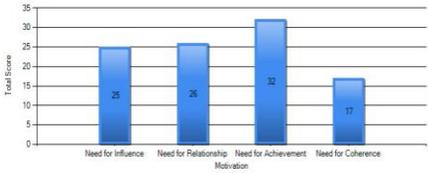


### Our Process

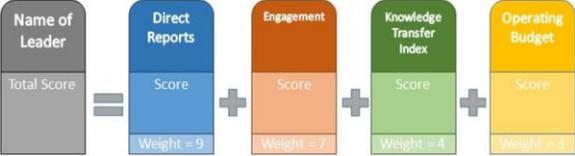
1. We partner with your organization to identify what's really going on in key areas of your business – providing strategic, actionable insights.
2. We provide all the relevant data in a visually appealing, data-rich dashboard format that tells a story behind the numbers.
3. We present a comprehensive post-measurement briefing session that takes you inside your quantitative and qualitative results.
4. We explain how to use this information to strengthen your organization by leveraging areas of strength to address gaps.



You can customize the approach with our comprehensive assessment tool kit

Toolkit	Description	Results
Kolbe® Conative Index	Natural abilities assessment measures how you naturally do things.	<p style="text-align: center;"><b>Kolbe Profile</b></p> 
Goal Attainment Measurement	Measure individual progress against goals.	<p style="text-align: center;"><b>Kanban Chart</b></p> 
Culture Survey	Gap assessment of organizational culture segmented by demographics, roles and functions.	<p style="text-align: center;"><b>Radar Graph</b></p> 
360 Feedback	Leadership assessment designed to increase self-awareness and support development.	<p style="text-align: center;"><b>360 Results by Audience</b></p> 
Core Motivations	Assessment tools to increase individual and manager awareness of what drives behaviour.	<p style="text-align: center;"><b>Core Motivations</b></p> 



Toolkit	Description	Results
Knowledge Transfer Index	Tools for learners and teachers to strategize the best ways to share knowledge.	<p>Knowledge Transfer Focuses On:</p> <ul style="list-style-type: none"> <li>• How you seek and understand information</li> <li>• How you use the knowledge you obtain</li> <li>• How you can most effectively share your perspective</li> <li>• The best role people can play for you and you for them</li> </ul>
Leadership Impact Score Cards	Dashboard view of leadership performance and impact.	<p>Leadership Impact Scorecard</p>  <p>The diagram shows a 'Total Score' box on the left, followed by an equals sign, then four colored boxes representing components with their weights: a blue box for 'Direct Reports' (Score, Weight=9), an orange box for 'Engagement' (Score, Weight=7), a green box for 'Knowledge Transfer Index' (Score, Weight=4), and a yellow box for 'Operating Budget' (Score, Weight=4). Plus signs are placed between the component boxes to indicate they are summed together.</p>
Interview Inbox Exercises	Training and capability assessments using realistic job requirements for interviewees and employees.	<p>Inbox Exercises provide you with insights into:</p> <ul style="list-style-type: none"> <li>• Attributes</li> <li>• Skills and Abilities</li> <li>• Education/Experience/Knowledge</li> <li>• Organizational Fit</li> </ul>
Employee Engagement Surveys	Organizational survey that measures and segments engagement levels via demographics, roles, and functions.	<p>Engagement Results by Audience</p>  <p>The chart shows four stacked bars representing different relationship categories. The y-axis represents percentage from 0.00% to 100.00%. The legend indicates five engagement levels: E1 (red), E2 (orange), E3 (yellow), E4 (green), and E5 (dark green). The data points for each bar are: 1. Strong relationship: E5=29.33, E4=39.33, E3=23.33, E2=8.33, E1=9.33. 2. Trust my leader: E5=26.67, E4=36.67, E3=20.00, E2=13.33, E1=13.33. 3. My leader trusts me: E5=31.67, E4=41.67, E3=16.67, E2=8.33, E1=10.00. 4. Good connection: E5=36.70, E4=46.70, E3=16.70, E2=8.33, E1=11.57.</p>
Custom Assessments	Customized assessments for planning change initiatives, succession and knowledge transfer.	<p>Custom Results</p>  <p>The image shows a 3D bar chart with five bars of increasing height from left to right, colored in a gradient from yellow to red. A blue arrow curves upwards and to the right, pointing towards the tallest bar.</p>

Contact ODScore today to find out how we can help you Measure.  
 1-844-ODSCORE or email us at [info@odscore.com](mailto:info@odscore.com)

