

Terminology

The PAIRIN Survey: Consists of a 300-word adjective checklist. Invite individuals to take the survey by sending direct emails through the PAIRIN system or by distributing the survey link to employees, students and/or applicants.



Only takes
10 minutes to complete



8 internal
validity checks



Can be taken by anyone
with a 7th grade vocabulary



Available in
5 languages



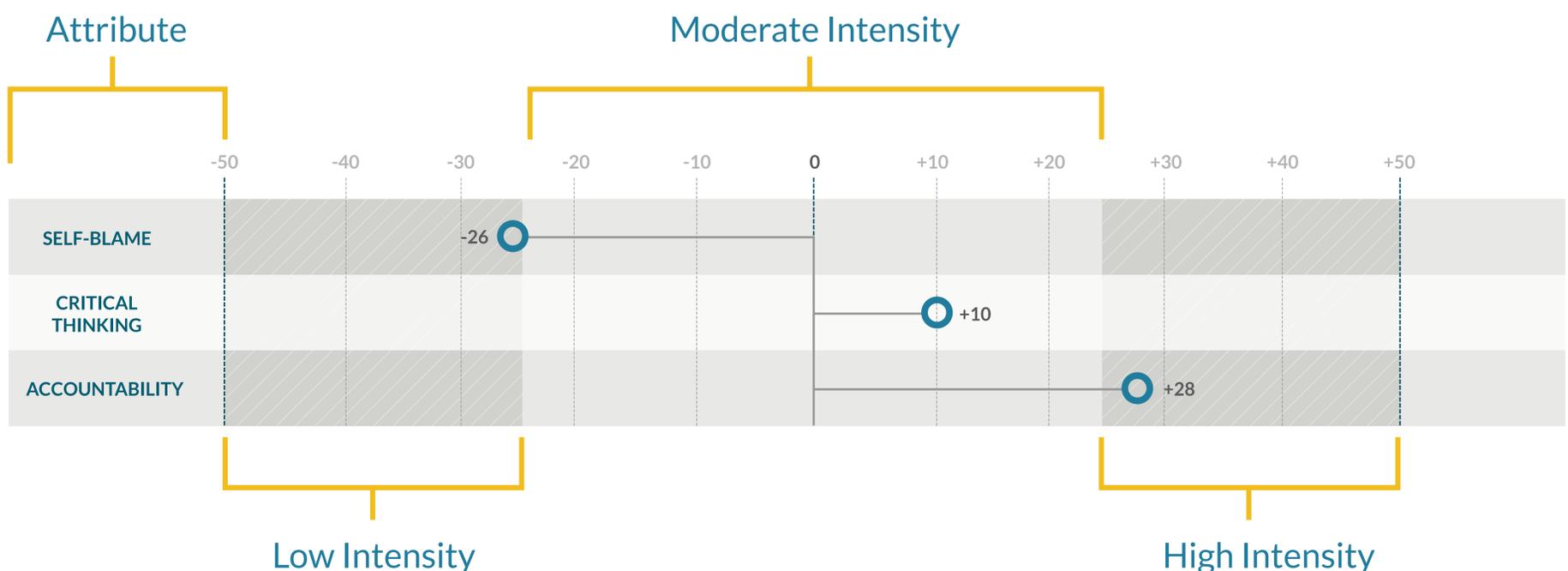
Audio and
definitions provided



Available on any device including
desktops, tablets and mobile

Attributes: PAIRIN measures over 100 soft skills and mindsets, known as attributes, because they account for 75% of what makes an individual successful in a career or program. Examples of attributes include creativity, self-assessment, resiliency, stress tolerance and responsibility.

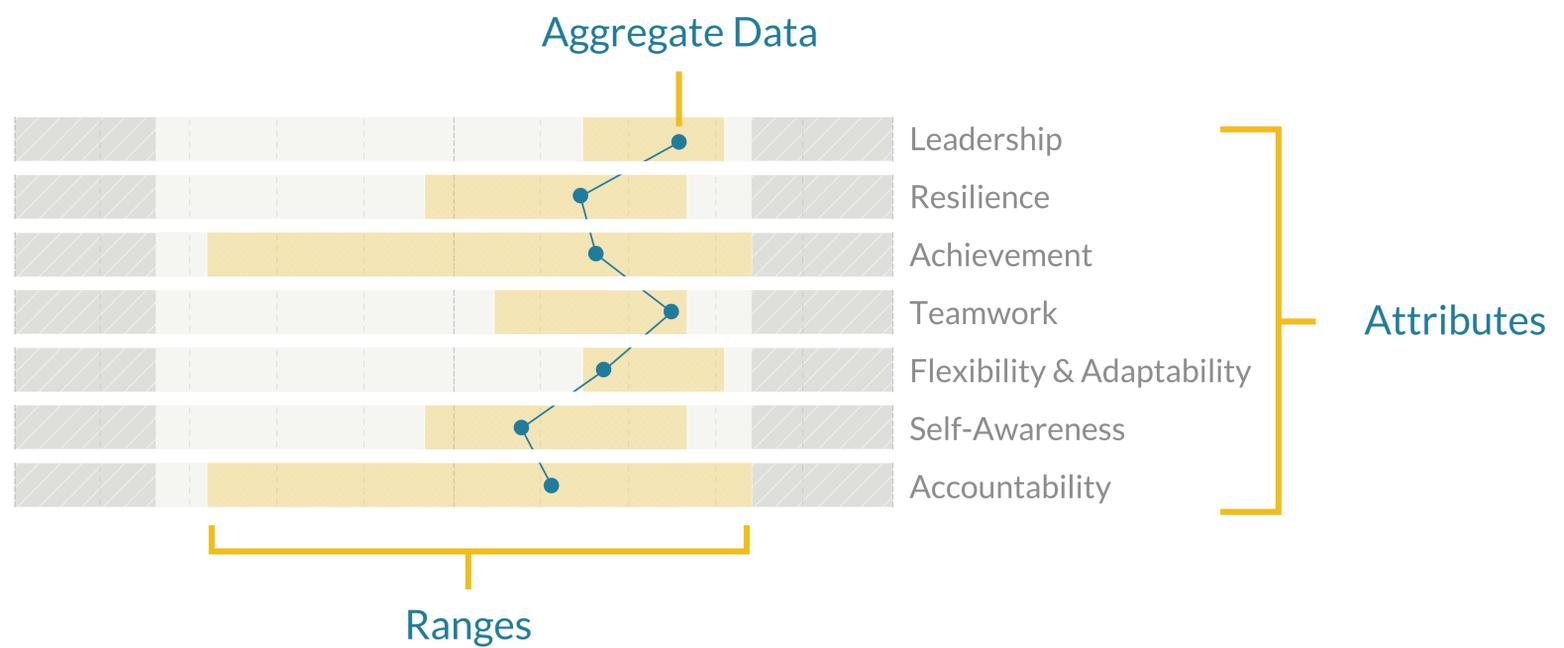
Intensity Scale: Attributes are measured on an intensity scale – low, moderate and high – displaying the range where an individual scores for each. Depending on the target, high intensities may be desired for certain attributes while low intensities may be desired for other attributes.



Groupings: The 105 attributes can be mixed and matched into different groups to provide insights. Examples include drivers, thinking styles, essential skills and imperatives.



Targets: Developed to accompany a specific goal, targets are comprised of a grouping of attributes with specific ranges for those attributes. Based on your target, ranges indicate the desire intensities related to your specific goal. For example, a target can be created for a particular position, organization culture or general career readiness. A blue line indicates the aggregate data for the group or individual you have selected.



Types of Targets:

Default targets: Created by PAIRIN and are based on research (such as career readiness, customer service, accountability, collaboration and leadership).

Custom targets: Created for a designated organization based on top performers within a specific job, program or department.

