The ETS® Personal Potential Index

An Update from ETS

University of Memphis

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The **ETS® Personal Potential Index (ETS® PPI)**

Get a more complete picture of your graduate applicants to find the best candidates for your program

- A convenient and easy-to-use, web-based, multi-rater system for evaluating the core personal attributes of applicants to graduate or professional school
- An Evaluation Report based on evaluator feedback provides both quantitative and qualitative information about an applicant
ETS® PPI was developed to address a need:

- Based on 10 years of groundbreaking research
- Developed in response to requests from graduate deans and admissions professionals who expressed a need for a tool that could measure noncognitive skills to offer a more “rounded” student application
- The first admissions tool that standardizes the evaluation of noncognitive skills necessary for graduate and business school
What Is the Research Basis for the *ETS®* PPI?

- **Multiple sources:**
  - Input from *GRE®* Board noncognitive symposium (June 2001)
  - Research by ETS scientists and others in the field
    - personality theory
    - measurement of personal qualities and noncognitive skills
  - Feedback from hundreds of graduate and professional school deans and faculty members
  - Analysis and refinement of the instrument

- **Three-year pilot with:**
  - Project 1000 at Arizona State University

- **Commitment to:**
  - Ongoing validity studies exploring the relationship between these attributes and success in graduate and professional school
The *ETS®* PPI Can Help ...

- **Graduate and Professional Schools:**
  - Identify applicants who are more likely to persist and succeed
  - Increase the diversity of graduate programs
- **Applicants:**
  - Provide evidence of a broader range of capabilities
  - Request and track evaluations easily
- **Faculty and Other Evaluators:**
  - Consistently evaluate personal qualities that are critical for success in graduate and professional school
  - Share feedback quickly and easily with multiple institutions
The ETS® PPI Evaluation Report

- Yields an overall evaluation rating of the applicant
- Provides ratings on six core attributes identified as critical for success in graduate and professional school:
  - Knowledge and Creativity
  - Communication Skills
  - Teamwork
  - Resilience
  - Planning and Organization
  - Ethics and Integrity
- All GRE® revised General Test registrants can send four free ETS PPI Evaluation Reports
Six Dimensions, 24 Statements – Plus an Overall Evaluation

• Knowledge and Creativity
  - Has a broad perspective on the field
  - Is among the brightest persons I know
  - Produces novel ideas
  - Is intensely curious about the field

• Communication Skills
  - Speaks in a clear, organized and logical manner
  - Writes with precision and style
  - Speaks in a way that is interesting
  - Organizes writing well

• Teamwork
  - Supports the efforts of others
  - Behaves in an open and friendly manner
  - Works well in group settings
  - Gives criticism/feedback to others in a helpful way

• Resilience
  - Accepts feedback without getting defensive
  - Works well under stress
  - Can overcome challenges and setbacks
  - Works extremely hard

• Planning and Organization
  - Sets realistic goals
  - Organizes work and time effectively
  - Meets deadlines
  - Makes plans and sticks to them

• Ethics and Integrity
  - Is among the most honest persons I know
  - Maintains high ethical standards
  - Is worthy of trust from others
  - Demonstrates sincerity
How Does the ETS® PPI Work?

1. Applicant selects evaluators

2. Evaluators rate applicant

3. ETS creates Evaluation Report

4. ETS sends Evaluation Report
   - Free to receiving institutions
For Each of the Six Dimensions

The evaluator responds to four statements

The evaluator can also add comments for each dimension

Resilience

Please rate the applicant relative to others in your department or unit who have gone on to graduate or professional study. "Insufficient Opportunity to Evaluate" responses are excluded from the ETS® PPI Evaluation Report.

Accepts feedback without getting defensive
- Below Average
- Average
- Above Average
- Outstanding (top 5%)
- Truly Exceptional (top 1%)
- Insufficient Opportunity to Evaluate

Works well under stress
- Below Average
- Average
- Above Average
- Outstanding (top 5%)
- Truly Exceptional (top 1%)
- Insufficient Opportunity to Evaluate

Can overcome challenges and setbacks
- Below Average
- Average
- Above Average
- Outstanding (top 5%)
- Truly Exceptional (top 1%)
- Insufficient Opportunity to Evaluate

Works extremely hard
- Below Average
- Average
- Above Average
- Outstanding (top 5%)
- Truly Exceptional (top 1%)
- Insufficient Opportunity to Evaluate

Add examples and general comments on Resilience, if appropriate, by typing or pasting unformatted text into the text box. (1,000 character maximum; approximately 150-200 words)
The Evaluation Report Shows ...

- Applicant information
- Recipient information
- A summary of the mean ratings for each of the six dimensions and overall evaluation
- Evaluator information
The Evaluation Report Shows ...

For each of the six dimensions and the overall evaluation, the report shows:

- Individual evaluator ratings
- Mean ratings
- Evaluator comments
1. Talk with your colleagues about requiring or recommending that applicants submit an *ETS PPI* Evaluation Report as part of the application process

2. Decide how you will use *ETS PPI* Evaluation Reports in the admissions process
   - You could require that all applicants submit an *ETS PPI* Evaluation Report as part of the application;
   - Perhaps recommend that all or certain applicants submit an *ETS PPI* Evaluation Report as part of the application;
   - Or neither require nor recommend, but consider if submitted by an applicant.
3. Paper or electronic? Decide whether you would like to receive ETS PPI Evaluation Reports in paper format or electronically via SCORELINK® Internet delivery service — Reports are sent electronically via SCORELINK® in both PDFs and XML files.

4. Let prospective applicants know that an ETS PPI Evaluation Report is required or recommended for admission
For More Information

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Questions?
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