Pattern Recognition & Pattern Matching Algorithms for Automated Prescreening

Mr. Lynn Taylor, the developer of the 80/20 Protocol and the Core Values Index, guided the development of a computerized pattern recognition algorithm in the early eighties in his work for an echocardiography company. The algorithm enabled ultrasound instruments to detect the edges of the left ventricle through a full cardiac cycle, diastolic/systolic/diastolic, or through approximately 60 interleaved video frames. The result of the edge detection and pattern recognition algorithms in this case was used to compute non-invasive cardiac output volumes. Once computed, doctors use the information to determine a patient's appropriateness for surgery.

A similar algorithm was developed by Mr. Taylor to improve the accuracy of speech recognition in the first IBM compatible personal computers in the mid-eighties. This algorithm increased the accuracy from 70% to better than 98% while increasing the speed of recognition by a factor of five.

These data diagnostic challenges are essentially the same problem in different markets, including the CVI, Core Values numerical data for a given job within a specific company. The data bases in Taylor's previous innovative efforts were all noisy and subject to random anomalies. The presence of a pattern was multivarious and the range and variety of patterns extraordinarily challenging. And, in each case, especially the Cardiology diagnostics and the new CVI hiring recommendations, the use of

the data to make important decisions makes the accuracy and reliability critical.

Overcoming the Barriers

The Company has developed a revolutionary employee prescreening system. There are several primary functional barriers to effective prescreening that have kept other companies from using their assessments for employment prescreening. These have been solved by the CVI and its business optimization, CVIjobMatch™.

1. It is not sufficient to develop an *average* profile of all employees who have the same title within different companies (even within the same industry). An average does not provide enough specificity of range of variance, relative importance of different core values, etc. Additionally, we have proven in hundreds of situations that the job with the same title in the same industry, but with a different company often requires a different core values profile in order to succeed. The Taylor Protocols tie the innate nature of people with tasks. This has never before been achieved.

2. It is not sufficient to develop an *average* profile of all top performing employees in the same job position in the same company. The average is never actualized.

3. It is not sufficient to just develop even the highly refined Top Performer Profile of A-level performers that is made possible by the Company's pattern recognition algorithm.

4. It is not sufficient to overcome all of the above obstacles without proving that the computed Top Performer Profile will discriminate effectively between future top performers and future low performers, also providing an automatic matching of the Top Performer Profile to job candidates, selecting only the best.

5. It is not sufficient to match the Top Performer Profile to job candidate profiles without making a judgment regarding the likely success of the individual in the job position, eliminating a significant number of unlikely candidates.

6. It is not possible to derive a reliable Top Performer Profile without refining the TPP by modifying comparison with low performer profiles in the same job. The highest point of acceptance in the top performing group that triggers greatest number of rejections in the bottom performers must be found.

7. Without the CVI™ as the central tool, all behavioral, skills-based and psycho-social testing are inherently flawed and consistently wrong.

8. It takes 10-20 years of field and research validation, and product refinement to perfect any new profile approach. And, only the Core Values Real Self approach can be reasonably expected to provide the most coveted goal in Human Resource technology-- accurate and reliable prediction of future top performance.

The company's medical grade pattern recognition, pattern matching algorithms, plus the basic design of the CVI™ assessment together create a significant, ***revolutionary*** technology that appears to be

nearly impossible to recreate or displace. The CVI appears to capture the nature of the innate self of people which can only be characterized with a specific set of words and phrases. Any attempt to approximate this core technology would infringe on copyrights and pending patents.

The Human Operating System that results from this base CVI is _**evolutionary**_ in nature and conclusive in configuration. The CVI has revealed the mechanisms and structure of the human identity, which sits in the control center between the conscious and subconscious mind. The algorithms that deduce whether there is a core value pattern in a company's Top Performers in a given job also search for and mark the highest efficiency point of pattern variance, which delivers the greatest capture of new candidates that are like the Top Performers and also discriminates to the highest degree against future bad hires, as proven by comparison of the new TPP with the position's current D level performers.

Company management views its technology and proprietary processes as significantly defensible and irreplaceable. Since the CVI is a human assessment and builds its value through the constant gathering of positive affirmations of its accuracy and repeatability, unlike companies such as Microsoft, the Taylor Protocols HOS system and CVI are necessarily stable and therefore require no ongoing updates and release version which are costly for most software technology companies. All of the refinements will occur at the content level, which is relatively inexpensive and easy to modify.

The Core Values Technology (CVIjobMatch) Solution

The 80/20 Protocol™, the foundation of the Company's system, empowers clients to:

1. Increase productivity, output, and sales by only hiring top performers
2. Reduce interview time, travel, and expense by up to 70%
3. Cut training expenses by 70%
4. Quickly and automatically narrows 50 resumes down to the top 5 candidates.
5. Reduce turnover by placing people where they are able to succeed.
6. Centralize control over hiring for greater consistency and results.
7. Give candidates a Web-based assessment in less than 15 minutes.
8. See a clear indication: hire or don't hire

The Core Values Index™ paints a picture of the unchanging inner person rather than just the personality. Conventional assessments and skills tests capture a person's current behavioral patterns, which can vary with job, age and situation. Instead, many managers are now turning to the deeper Core Values to predict future successful performance. Participants take a fast, simple online assessment where they choose two of the four words in each of 36 boxes. Each word is aligned directly with one of the four Core Values. The resulting profile is an accurate picture of the person's innermost self, a unique recipe of core motivational drivers. The reliability, repeat test scoring consistency is in the 95% range, several orders of magnitude more stable and reliable than the previous gold standard behavioral assessments. The CVI™ is the only assessment known to management that

accurately profiles the innate self, the seat of identity that sits in command over conscious and the subconscious mind. The validated high reliability attests to this claim.

The Taylor Protocols Business Optimization System
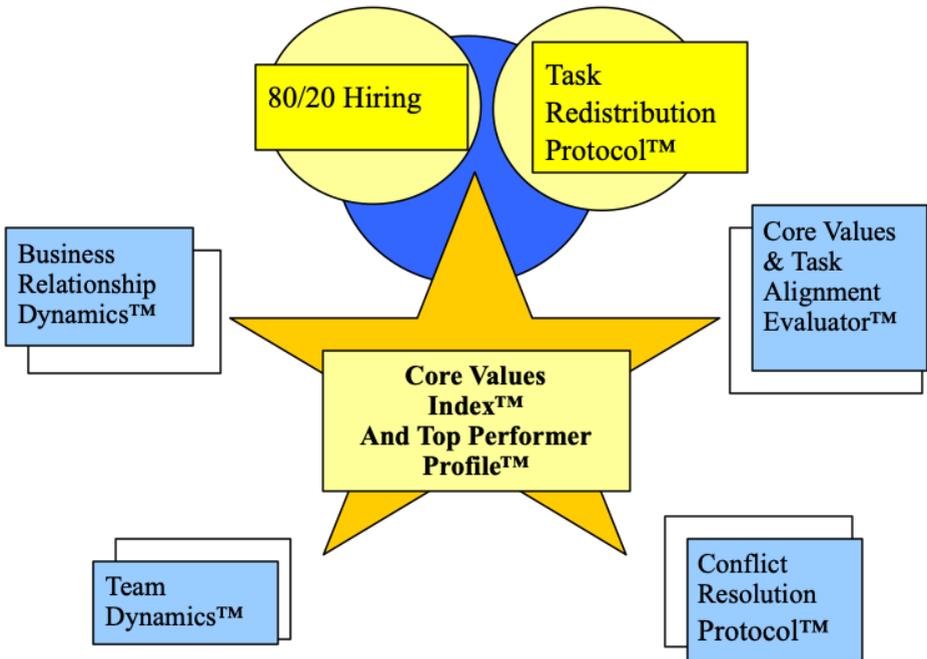
Optimizing businesses starts with optimizing people. The **CVIjobMatch** first compares each individual's core values with the Top Performer Profile for their current position. The CVI™ driven applications then realign people with right jobs, and assigns tasks to right persons for optimal performance.

1. **Identify all key functional positions**; Benchmark current productivity levels.
2. **Develop Top Performer Profiles for each position.** The CVIjobMatch™ profiles top performers in each position, utilizing patent-pending pattern recognition and matching algorithm.
3. **Profile all employees in each position.** Discover the gap between an individual's Core Values Profile™ and the Top Performer Profile™ for that position.
4. **Hire only people with Top Performer Profiles.** Reposition others into new work assignments where their core values are uniquely important.
5. **Redesign task assignments based on Top Performer Profiles.** A comparison of each person's Core Values Profile with the critical task and with all of the daily tasks revealed that the average person spends less than 30% of their work day performing the critical task. Most of the other required tasks performed by the individual are not aligned with their Core Values Profile that dictates the person's passions, the way they are programmed to make their contribution to society. The Task Redistribution Protocol™ solves this problem by tracking all common tasks in each position: frequency, duration and number of repetitions.
6. **Redistribute, eliminate, and automate.** The Company's Core Values Task Evaluator™ and Task Redistribution Protocol™ benchmark the percentage of each person's day spent on each common task, prescribing optimal reorganization.

If 20 percent of an organization's employees contribute 80 percent of the work, what do the other 80 percent of the employees do all day? The Taylor Protocols™ system is a revolutionary way to lessen the effects of the 80/20 principle, increase any team's performance and boost human productivity. It also helps managers assign people to positions that are aligned with their innate, unchanging **Core Values™,** creating higher job satisfaction and a renewed sense of purpose and meaning for each person.

The never-ending result is a dramatic increase in human productivity that typically delivers a 50% increase in the first ninety days, and a constant improvement from 100% to 400% productivity increase in the following 1-3 years, and beyond.

This is a fundamental technology Application that is a new paradigm for human development and for optimization of any company or organization. Executives in large companies tend to believe that they have already optimized their companies. Our Human Capital Audit has consistently shown that the larger the company is, the greater is their need for this system. Middle Market companies are too busy growing to worry about Human productivity solution. The chaos caused by significant growth reduces productivity throughout the company. Putting People in right seats, accelerates company growth, and more important the company's net profits.