

James E. Mitchell, Ph.D.

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Dear Michael,

I am writing to tell you how pleased I am with your products. Your stress tolerance test and your measures of cognitive ability have dramatically improved our assessment and selection process for high-risk rescue units.

For us, a candidate's ability to maintain task focus under pressure is critical for success. There are many tests on the market that claim to measure stress tolerance. Yours, however, is one the only products that directly measures performance under pressure, rather than attempting to infer potential performance from what the candidate is willing to disclose. Moreover, since it is administered and scored by computer, human error and evaluator bias are not problems, thus increasing the potential for a fair and accurate assessment of the candidate's potential.

As a psychologist very familiar with assessment and selection for high-risk occupations and knowledgeable concerning tests currently on the market, I will admit I was initially skeptical. So, I ran my own test of the efficacy of your product for predicting success in the high-risk occupations for which I run selection programs. I found your product accurately and reliably predicted real world success in such diverse applications as Explosive Ordnance Disposal performance and special operations rescue missions.

Your stress tolerance test and your measures of memory function under distraction were particularly useful. It costs in excess of \$75,000 to train one of our candidates. Not hiring just one candidate who quits overwhelmed halfway through training, more than makes up for the costs of initial screening. Moreover, since our job involves very high-risk activities that could result in the death or injury of the candidate and others on the team, the accuracy of your tests for predicting effective performance gives us great confidence that we are hiring the best qualified and reducing risk where ever possible. We now are using it to assess and then tailor training to a candidate's specific needs.

Great product! I highly recommend it to anyone assessing performance in challenging situations. Refer anyone you would like directly to me. I'll be happy to share my experience one on one.

Thank you, sincerely,

James E. Mitchell, Ph.D.\*

*\* Dr. Mitchell, Director of Assessment at the Air Force Special Operations Command, Special Tactical Units, used the Law Enforcement version of The RealMe extensively in the assessment, selection, and coaching of pararescue, combat control, and explosive ordnance disposal personnel in special mission units.*

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