



*Fifth Theory*

Digital Assessments and Solutions • 2026



A SIMPLIFIED AND RELIABLE WAY

TO DEVELOP AND EMPOWER

HUMAN POTENTIAL

## Contents

<b>Leadership &amp; Organizational Development Assessments and Tools .....</b>	<b>3</b>
Campbell™ Leadership Index -360 (CLI®-360) .....	4
Campbell™ Organizational Survey - Insight Express .....	5
CLI®-90 Plus.....	6
Campbell-Hallam Team Development Survey (TDS) - Online Version.....	7
Leadership Opinion Questionnaire (LOQ) .....	8
<b>Classic Assessment Instruments .....</b>	<b>10</b>
Campbell Organization Survey (COS) - Classic Edition .....	11
Thurstone Test of Mental Alertness (TMA™) .....	12
Thurstone Temperament Schedule (TTS™).....	13
Thurstone Verbal Form .....	14
<b>Peak Performance for High-Stakes Test Takers .....</b>	<b>16</b>
Test Mastery Inclusion™ (TMI) Sponsorship Program.....	17
Test Mastery Inclusion™ Partnership Program .....	18
<b>Training and Certification Programs .....</b>	<b>20</b>
Campbell ACTivated Leadership Certification (CALC) Program .....	21
Psychology-Informed Loss Prevention Professional (PI-LPP) Program .....	22
<b>FifthTheory Fusion™ .....</b>	<b>23</b>

## **FifthTheory® — Performance Solutions for Moments That Matter**

FifthTheory helps organizations and individuals perform at their best when the stakes are highest. We deliver leadership insight, psychological assessments, peak performance solutions, and professional certifications — all designed around one simple promise:

- **Better Decisions**
- **Better Performance**
- **Real Readiness**

Unlike vendors that sell isolated tests or generic training, FifthTheory provides an integrated system that helps you select, develop, certify, and support people in moments that truly matter.

**Advancing Human Performance in High-Consequence Environments**



**Leadership and  
Organizational Development  
Assessments & Tools**

## Leadership That Performs Under Pressure and Adapts to the AI-Era

We help organizations identify, develop, and coach leaders who can think clearly, adapt quickly, and lead effectively in real-world, high-pressure environments—including the accelerating demands of the AI era. Our leadership and organizational development solutions help leaders and teams:

- Navigate complexity, ambiguity, and rapid technological change
- Integrate human judgment with AI-informed systems
- Lead ethically, adaptively, and decisively in AI-augmented workplaces

### Leadership & OD Assessments and Tools

- **Campbell Leadership Inventory – 360 (CLI-360)**  
- 360-degree leadership insight for accurate, defensible development decisions
- **Campbell Organizational Survey – Insight Express**  
- Fast, actionable insight into culture, engagement, alignment, and organizational readiness for change
- **Campbell-Hallam Team Development Survey (TDS) – Online Version**  
- A Research-Based System for Team Insight, Alignment, and Action
- **CLI-90 Plus**  
- Leader self-development and coaching focused on self-awareness, adaptability, and resilience
- **LOQ (Leadership Opinion Questionnaire)**  
- Classic leadership style diagnostics revealing how leaders naturally operate



### Outcome:

Stronger leaders,  
better decisions,  
healthier cultures,  
and leadership  
pipelines built for  
an AI-enabled  
future.



## Campbell™ Leadership Index - 360 (CLI®-360)

The Campbell Leadership Index (CLI) is a robust 360° leadership feedback tool that helps measure personal characteristics related directly to the nature and demands of leadership, including risk management. The CLI can be used for individual development and coaching or as part of organization-wide efforts to assess and benchmark collective leadership talent.

Specifically, the CLI helps organizations to:

- pinpoint areas for leadership development;
- assess executive “fit” in high performance cultures;
- provide comprehensive needs analysis across management teams;
- help to identify leadership potential for succession planning purposes;
- provide multi-source feedback on leadership skills and ethical behavior; and
- identify gaps in perception between leaders and observers on 22 leadership factors.

CLI dimensions of measurement are:

- **Leadership** (*Ambitious, Daring, Dynamic, Enterprising, Experienced, Farsighted, Original and Persuasive*)
- **Energy**
- **Affability** (*Affectionate, Considerate, Empowering, Entertaining and Friendly*)
- **Dependability** (*Credible, Organized, Productive and Thrifty*)
- **Resilience** (*Calm, Flexible, Optimistic and Trusting*)

The CLI assessment program includes a Development Planning Guide to facilitate self-development and coaching.

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to Purchase

CLI®-360



## Campbell™ Organizational Surveys - Insight Express (COS Insight™)

Organizations choose FifthTheory's COS Insight™ bundled program because it delivers fast, friction-free strategic clarity at a time when leaders can no longer afford slow, noisy, or consultant-heavy approaches to culture and capability. Using a simple 8–10 minute online survey and a streamlined delivery process, COS Insight™ produces a research-based, normed, and highly actionable diagnostic of culture, leadership systems, structural maturity, and future-ready capability. All strategic analytics are strengthened by AI-informed interpretations drawn from FifthTheory's COS and OD knowledge corpus, ensuring deeper pattern detection, more accurate interpretation, and evidence-based recommendations.

The bundled program integrates employee data, strategic analysis, leadership alignment, and internal staff development through the COIS Certification, creating a single, coherent organizational insight system. Executives receive more than a report—they gain a practical roadmap for strengthening engagement, elevating supervisory excellence, reducing structural risk, and preparing the workforce for AI-era demands. COS Insight™ is a rare, friction-free solution that provides both immediate clarity and long-term organizational capability, enabling organizations to move confidently from insight > action > sustained performance.

The COS Insight is offered in convenient bundled packages to meet the needs of any size organization.

- **Small Organizations** (25 to 150 employees):
- **Mid-Size Organizations** (151 to 500 employees):
- **Large Organizations** (501 to 1,000 employees):
- **For organizations exceeding more than 1,000 employee**, please contact FifthTheory for custom pricing. [info@fifththeory.com](mailto:info@fifththeory.com)

All Bundles Include the COS-ARC Core System

- **COS Insight™ Survey** (8–10 minutes): Friction-free, research-based, high validity.
- **Strategic COS Insight Report:** Actionable intelligence that connects culture, systems, capability, and AI readiness.
- **COS-ARC Analyst Certification(s):** Build internal expertise; reduce dependence on external consultants.
- **Executive Briefing:** Founder-led virtual session interpreting results and defining strategic priorities.
- **Technical Manuals & Tools:** Interpretation guides, templates, worksheets, and roadmap tools.



## Campbell-Hallam™ Team Development Survey (TDS™) - Online Version

The Campbell-Hallam Team Development Survey (TDS) gathers team performance information and assists team members in self-management – providing valuable feedback that enables the group to focus on strategies for improvement.

Specifically, the TDS can help organizations to:

- identify the group's strengths and weaknesses;
- diagnose problems as part of a team intervention;
- stimulate discussion about critical team performance issues;
- focus on action planning to help team effectiveness;
- assess team effectiveness in meeting the needs of internal and external customers; and
- benchmark team progress and assess digital team readiness.

Based on years of research, the TDS measures 19 dimensions of team functioning that have been shown to be critical to effectiveness, grouped around four major themes:

- **Resources** (*Time and Staffing, Organizational Support, Information, Skills, Material Resources and Commitment*),
- **Efficiency** (*Mission Clarity, Individual Goals, Team Coordination, Empowerment and Team Unity*),
- **Improvement** (*Team Assessment, Rewards, Innovation, Leadership and Feedback*)
- **Team Success** (*Satisfaction, Performance and Overall Index*).



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TDS™



## CLI-90 Plus™

The CLI-90 Plus™ is a comprehensive, research-based framework for leadership growth and succession planning. Co-developed and modernized by David P. Campbell, Ph.D. and John W. Jones, Ph.D., respectively, it measures 21 leadership characteristics organized into five global orientations, creating a holistic portrait of how leaders think, relate, and perform.

### Five Global Orientations

- **Leadership Orientation** – Ambitious, Daring, Dynamic, Enterprising, Experienced, Farsighted, Original, Persuasive
- **Energy Orientation** – A measure reflecting motivation, drive, and persistence
- **Affability Orientation** – Affectionate, Considerate, Empowering, Entertaining, and Friendly
- **Dependability Orientation** – Credible, Organized, Productive, and Thrifty
- **Resilience Orientation** – Calm, Flexible, Trusting, and Optimistic under stress

These orientations combine to form three composite indices: *Leader Presence*, *Leader Grit*, and the *Overall Leadership Index*—a global measure of leadership potential and performance capacity.

### Five-Factor Express Measures

- **Extraversion** - The tendency to be outgoing, energetic, and socially expressive in interactions with others.
- **Agreeableness** - The inclination to be cooperative, empathetic, and considerate in relationships and teamwork.
- **Conscientiousness** - The degree of organization, reliability, and self-discipline a person brings to their work and goals.
- **Stability** - The capacity to remain calm, resilient, and emotionally steady under stress or pressure.
- **Openness** - The tendency to be curious, imaginative, and open to new ideas, experiences, and perspectives.

The CLI-90 Plus also includes the **Five Inner Coaches™**—the *Observer*, *Strategist*, *Encourager*, *Disruptor*, and *Builder*—integrated into a **Self-Discovery Map** that links assessment insights to personalized self-coaching pathways.

The CLI-90 Plus Helps You:

- Strengthen leadership pipelines through targeted development and succession planning.
- Guide executive and mid-level coaching programs with validated behavioral data.
- Encourage authentic self-reflection and continuous leadership growth.
- Integrate seamlessly with FifthTheory's **ACTivate Leadership™** and **Five Inner Coaches™** frameworks.

**Ideal Applications:** Leadership succession planning, executive coaching, self-coaching, and organizational leadership development.

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to Purchase

CLI-90 Plus™



## Leadership Opinion Questionnaire (LOQ)

The Leadership Opinion Questionnaire (LOQ) was developed by Dr. Edwin Fleishman to assess two important dimensions of effective supervisory and managerial leadership behavior in a self-report format:

- **Consideration:** the extent of interpersonal relations with subordinates; and
- **Structure:** the degree of emphasis placed on goal attainment.

Consideration measures rapport, mutual trust and two-way communication with subordinates evidenced by respect for their ideas and concern for their feelings. Structure measures tendency to proactively direct group activities and efforts through initiating ideas, planning resource use, scheduling tasks and due dates, setting expectations, evaluating subordinate performance and critiquing results.

Specifically, the LOQ can help organizations to:

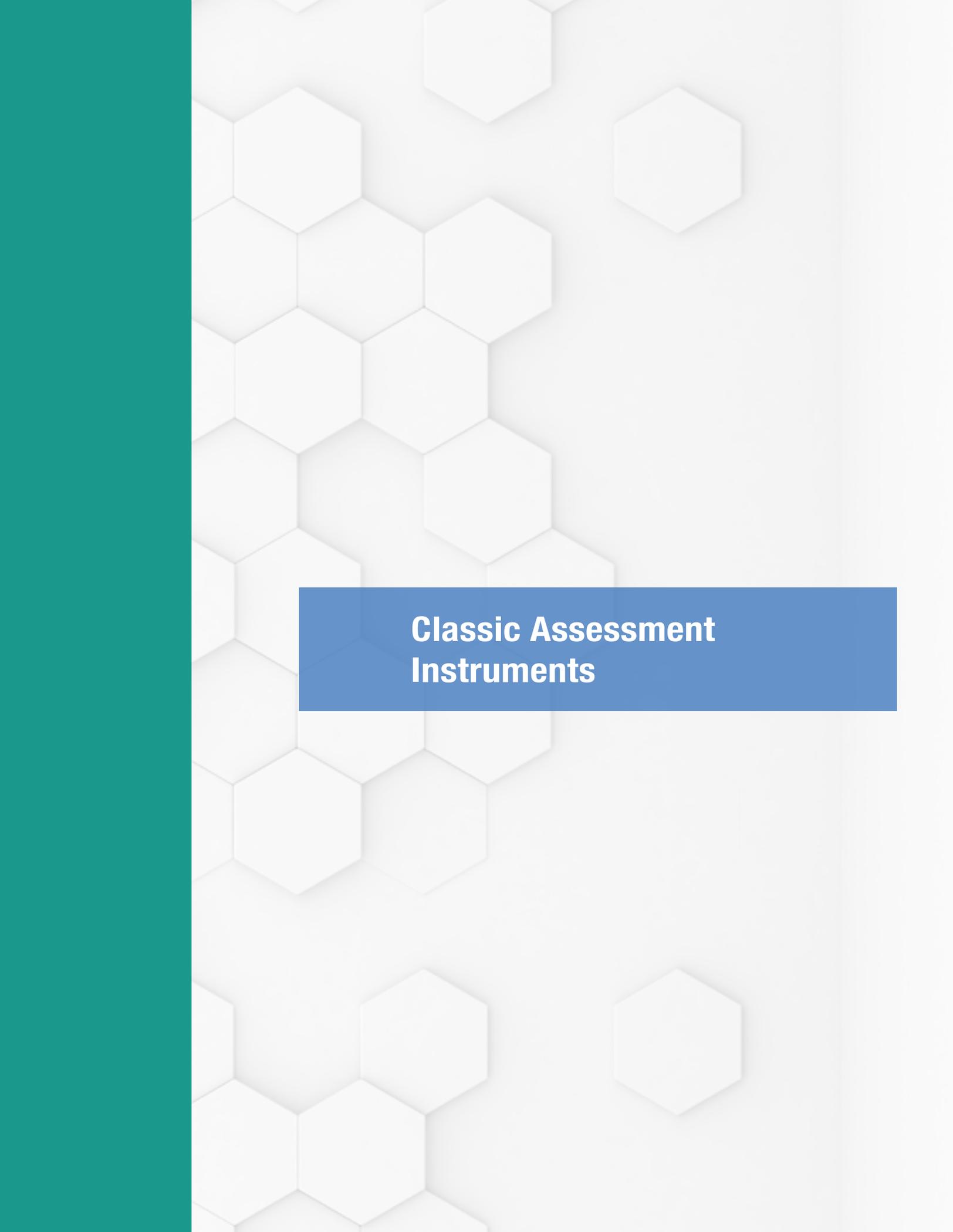
- select supervisory and management personnel;
- support talent development programs;
- assess managerial style for coaching; and
- train new supervisors.

Candidates may now complete the LOQ using a newly created book format printed on demand from a PDF document. Scoring and reporting of results is accomplished online by a test administrator entering item responses from the book.



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LOQ



## **Classic Assessment Instruments**

## Proven Psychological Assessments You Can Defend

FifthTheory offers time-tested, scientifically grounded assessments used for selection, placement, and development across education and the workforce—especially where decisions must be fair, valid, and defensible

### Classic Assessment Instruments

- **Campbell Organization Survey (COS)-Classic Edition**  
*-The Gold-Standard, Norm-Referenced Organizational Diagnostic*
- **Thurstone Test of Mental Alertness (TMA)**  
*- Measures core cognitive abilities relevant to learning, problem-solving, and job performance*
- **Thurstone Temperament Schedule (TTS)**  
*- Assesses temperament and work-style tendencies linked to performance and fit*
- **Thurstone Verbal Form**  
*- Evaluates verbal reasoning and language-based readiness*

These assessments are ideal for high-stakes environments where credibility, equity, and scientific rigor matter.



### Outcome:

Smarter hiring,  
better placement,  
and assessment  
decisions you can  
stand behind.



## Campbell Organizational Survey (COS™) – Classic Online Edition

The Campbell Organizational Survey (COS) is a powerful assessment tool for checking the pulse of an organization, and gaining key information on employee opinions and attitudes toward various aspects of work affecting mission execution. Developed by renowned psychologist Dr. David Campbell at the Center for Creative Leadership, the COS can be used to gain and utilize valuable information on how employees feel about the context of their own work environment, targeted change initiatives, the group atmosphere, leadership, cultural values and a variety of other important arenas across the organization – providing feedback on areas that need improvement as well as areas to celebrate.

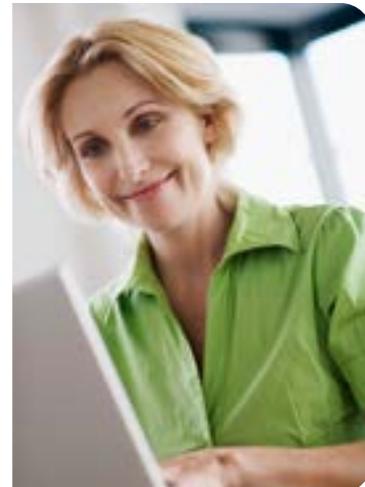
Specifically, the COS provides organizations with several important benefits:

- **Valuable organization-wide insights:** Collects attitude and opinion data on 17 key organization topic areas
- **Well-established:** Results are compared with a broad range of organizations that make up the norm reference, including private sector businesses and public sector agencies, institutions and non-profits
- **High Utility:** Applicable to all levels (executives, managers and contributors) and functions (operations, professional, sales and technical domains), with the ability to compare and contrast results
- **Easy to Use:** Web-enabled administrator's site for project tracking; web-based administration with PDF e-file reporting
- **Facilitates Employee Engagement:** FifthTheory's I-O psychologists have established linkage of COS scales with a variety of common employee engagement dimensions, and can help organizations identify their unique drivers in terms of engagement and business outcomes
- **Customizable:** Allows for the inclusion of custom survey items to ensure that an organization gets all of its survey needs met

**COS dimensions of measurement are:** *The Work Itself, Working Conditions, Stress-Free, Co-Workers, Diversity, Supervision, Top Leadership, Pay, Benefits, Job Security, Promotions, Feedback, Planning, Ethics, Quality, Innovation, General Contentment and an Overall Index.*

Click or Scan  
to Purchase

Classic  
COS™



## The Thurstone Test of Mental Alertness (TMA™)

The Thurstone Test of Mental Alertness (TMA) measures an individual's ability to learn skills quickly, adjust to new situations, understand complex or subtle relationships and think flexibly. Developed by renowned psychologists L.L. Thurstone and T.G. Thurstone, the TMA can support more informed external hiring and internal placement decisions in a wide range of occupations.

Specifically, the TMA can help organizations by:

- providing a measure of general mental ability, which is often the strongest predictor of individual job performance;
- reducing overall turnover by helping to improve the effectiveness of hiring and placement decisions;
- reducing supervisory and training time for employees in new positions; and
- helping to increase overall organizational profitability by identifying employees able to acquire and use new information quickly and easily.

TMA dimensions of measurement are:

- **Quantitative Ability** (*measured by Arithmetic Reasoning and Number-Series items*); and
- **Linguistic Ability** (*measured by Same-Opposite Word Meanings and Definitions items*).

Candidates may now complete the TMA either online or in a newly created book format printed on demand from a PDF document. Scoring and reporting of results is achieved online in both scenarios.

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TMA™



### Thurstone Temperament Schedule (TTS™)

The Thurstone Temperament Schedule (TTS) measures personality traits related to job performance. It can be useful for assessing personal qualities and behavioral tendencies of personnel in a variety of occupations including entry- or management-level positions.

Specifically, the TTS can help organizations to:

- identify candidates with suitable characteristics for potential job success;
- guide individual coaching and development in talent planning efforts; and
- provide personal insights for individual development plans.

TTS dimensions of measurement are: Active, Dominant, Impulsive, Reflective, Sociable, Stable.

Candidates may now complete the TTS either online or in a newly created book format printed on demand from a PDF document. Scoring and reporting of results is achieved online in both scenarios.



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to Purchase

TTS™

### Thurstone Verbal Form

The Thurstone Verbal Form is an abbreviated version of the TMA that measures an individual's general ability to learn, comprehend, solve problems and follow instructions properly.

Like the TMA, the Verbal Form can help organizations to:

- assess applicant ability to mentally adjust quickly and effectively to changing situations; and
- reduce overall turnover by helping to improve the effectiveness of hiring and placement decisions.

Verbal Form dimensions of measurement are:

- **Quantitative Ability** (*measured by Arithmetic Reasoning and Number-Series items*); and
- **Linguistic Ability** (*measured by Same-Opposite Word Meanings and Definitions items*).

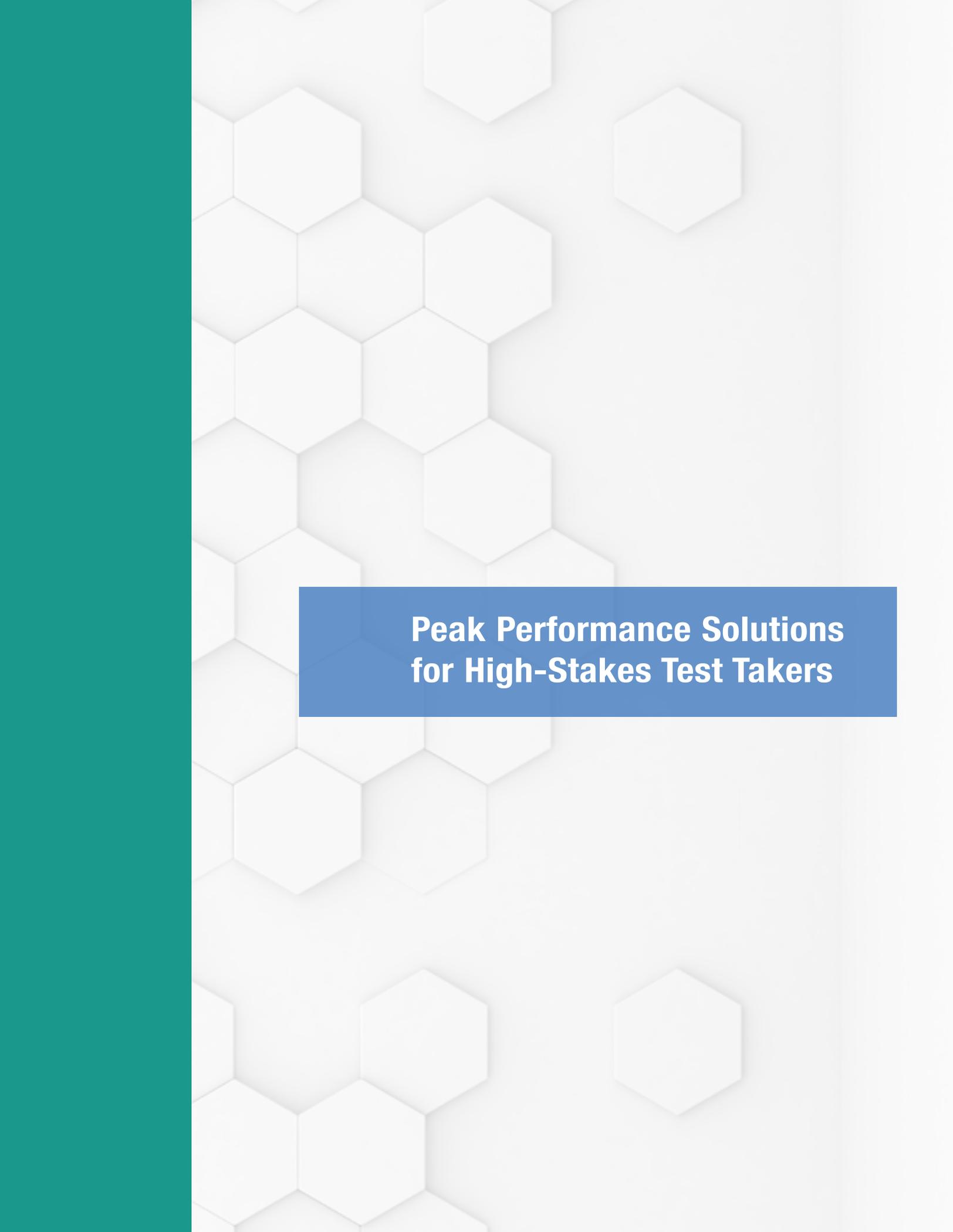
Candidates may now complete the Verbal Form either online or in a newly created book format printed on demand from a PDF document. Scoring and reporting of results is achieved online in both scenarios.



Click or Scan  
to Purchase

Thurstone  
Verbal Form





**Peak Performance Solutions  
for High-Stakes Test Takers**

## Peak Performance Solutions for Moments That Matter

High-stakes exams often fail people—not because they lack ability, but because they lack psychological readiness.

Through Test Mastery Inclusion™ (TMI), FifthTheory helps test takers:

- Prepare mentally and emotionally
- Manage pressure, anxiety, and performance barriers
- Perform at their true capability level

### Peak Performance Solution

- **Test Mastery Inclusion™ (TMI) Sponsorship Programs**

A readiness-focused performance system for:

- Educational admissions exams
- Professional licensure exams
- Specialty certification exams

We partner with exam sponsors through revenue-sharing and tiered sponsorship models that improve outcomes while protecting exam integrity.



### Outcome:

Higher pass rates,  
better candidate  
experiences,  
and stronger  
reputation for  
exam sponsors



## Test Mastery Inclusion™ Sponsorship Programs

The Test Mastery Inclusion Sponsorship Programs helps high-stakes test takers become aware of and develop the test-taking mindset required to master high-stakes exams. Powered by The FifthTheory *TestPrep Profile* assessment, test takers gain greater understanding of their strengths and opportunities for growth in 16 test taking competencies, four global dimensions, and three overall composite areas.

The *TestPrep Profile* is a brief, online assessment of a test taker's test mastery mindset. Test takers are emailed a personalized feedback report with their test mastery scores, interpretations, and behavioral nudges. Access to a Coaching Guide and other resources will help test takers understand their test mastery competencies and select development actions. Coaching resources include an interpretation webinar, guided journal, and positive affirmations. Test Mastery Inclusion is a valid, reliable, and impactful program that meets APA and professional standards.

### Test Mastery Inclusion™ Corporate Sponsorship Program

The Test Mastery Inclusion Corporate Sponsorship Program can play an important role in Corporate DEI strategy by providing all employees access to this development program. The program helps address concerns of equity for underserved populations by helping all employees who take high-stakes exams improve their test mastery mindset. Sponsors will have their company name and logo on the *TestPrep Profile* instrument, personalized report, and coaching guide. Benefits of the Corporate Sponsorship Program include:

- Private labeled Test Mastery Inclusion program
- Supporting diversity and inclusion for lifelong learning as part of employee benefit package
- Providing a no cost test mastery mindset development program for employees
- Supporting professional growth of employees preparing for high-stakes exams
- Helping to retain talented employees by supporting their development
- Improving employee performance on certification and licensure exams

The Test Mastery Inclusion program also offers opportunities for individuals to become certified coaches through the Training and Certification Program for TMI Coaches. This is accomplished using a webinar instructional format and self-study materials.

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to Purchase

TMI Corporate  
Sponsorship



## Test Mastery Inclusion™ Partnership Program

Sponsor your own test-taker-defined edition of the Test Mastery Inclusion™ (TMI) Partnership Program — a psychology-informed, self-coaching system designed to strengthen test preparedness and readiness across motivation, responsibility, confidence, and resilience dimensions. This Partner Sponsorship allows organizations to offer the TMI assessment experience at no cost to the partner after the initiation fee, while participating in a revenue-share model when individual test-takers choose to purchase the enhanced Full Report for deeper insight and self-coaching guidance.

### How the Revenue-Share Program Works

You license and promote a branded TMI edition for your exam or program. **Test-takers independently purchase the Full Report for their own use.** You earn a share of that revenue — with no report purchases required from the sponsor.

This Revenue-sharing program ideally benefits Exam sponsors, Professional associations, Educational institutions, and Certification & licensure programs.

### With your initiation fee, FifthTheory® will:

- Create one (1) sponsored TMI edition customized for your exam or program
- Provide partner-specific, co-branded access links
- Grant partner access to the TMI self-coaching ecosystem:
  - Self-Coaching Guide, Self-Discovery e-Journal, Secure self-interpretive digital program
- Activate your eligibility for the Full Report revenue-share program

### What Test-Takers Receive

Through your sponsored link, test-takers can complete the TMI assessment, receive basic TMI results by email, and optionally purchase a Full Report with deeper insights and guidance. *(Note: only paid Full Report purchases generate partner revenue.)*

### Revenue Share

- 20% of net proceeds from all Full Report purchases
- Paid semi-annually
- Includes transaction summaries
- Based only on completed purchases (not free assessments)

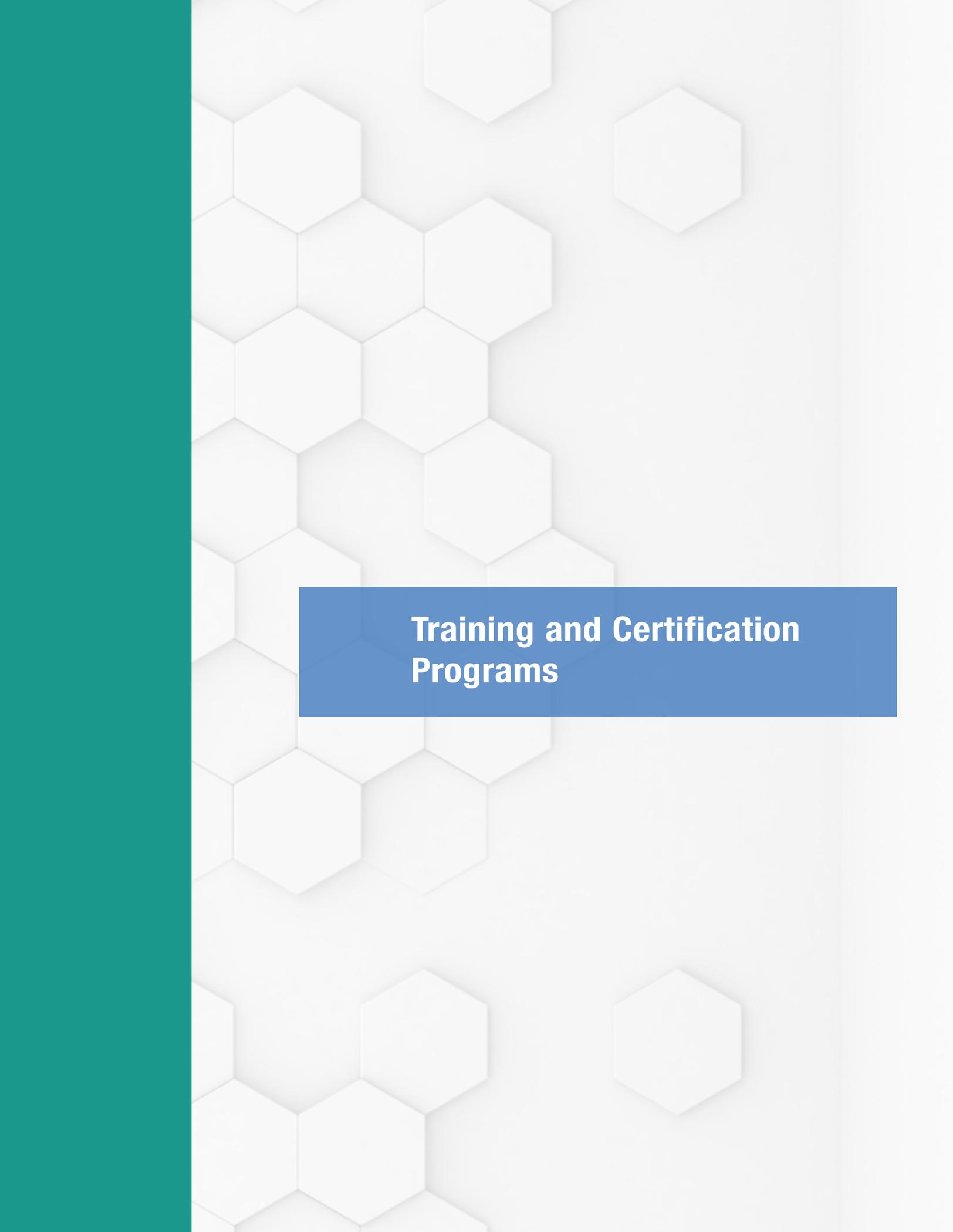
### Setup, Renewal & Notes

- Typical setup time: within 60 days
- Sponsorship operates on an annual basis
- Initiation fee is reviewed annually at renewal
- Program supports readiness and self-coaching; outcomes are not guaranteed
- All assessments and analytics remain the property of FifthTheory®

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TMI  
Partnership  
Program





# **Training and Certification Programs**

## Professional Training & Certification That Raises the Bar

FifthTheory delivers online training and certification programs that translate psychology into real-world professional competence. Our programs are designed for practitioners—not theorists—with a focus on applied skills, ethical decision-making, and measurable impact.

### Training & Certification Programs

- **Campbell ACTivated Leadership Certification (CALC)**  
- Prepares coaches and practitioners to deliver ACT-informed, assessment-driven leadership development
- **Psychology-Informed Loss Prevention Professional (PI-LPP)**  
- Elevates loss prevention and asset protection through applied psychology, neuroscience, and ethics



#### Outcome:

Certified professionals who perform better, reduce risk, and represent their organizations with credibility.



## Campbell ACTivated Leadership Certification (CALC) Program

*Empower Leaders with Psychological Flexibility and ACT-Based Coaching*

Become a Certified Campbell ACTivate Leadership Coach™ and master the use of Acceptance and Commitment Therapy (ACT) for developing resilient, adaptable, and emotionally intelligent leaders. This certification aligns with the groundbreaking CLI-90 Plus Assessment, offering a dynamic, AI-enhanced way to assess and develop leadership potential.

### Why Choose CALC?

- **Backed by Science** – Grounded in ACT and the CLI-90 Plus, our model fosters psychological flexibility, resilience, and values-based leadership.
- **Multi-Format Learning** – Self-paced training, live webinars, expert Q&A sessions, and exclusive e-resources.
- **CLI-90 Plus Access** – Learn to interpret and coach using this dynamic leadership assessment.
- **Credible Certification** – Powered by the Campbell International Leadership Institute and FifthTheory, LLC.
- **Flexible Coaching Models** – Use minimalist or maximalist approaches based on client needs.

### Course Includes:

- Live Quarterly Group Meetings
- 9 Interactive Online Modules
- CLI-90 Plus Assessment & Feedback Report
- E-Journals, Guides & ACTivate Coaching eBooks
- Certificate of Mastery – Official CALC Coach Status



## Psychology-Informed Loss Prevention Professional (PI-LPP) Program

Add to your professional development and become a Psychology-Informed Loss Prevention Professional! Gain strategic and practical knowledge to help you grow your career by learning how to address employees' mindsets and the organizational factors that lead to employee crime, deviance and counterproductivity.

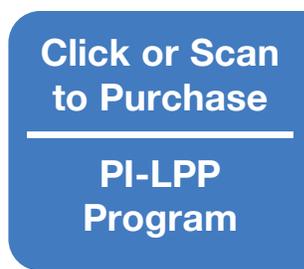
The **Basic Course**, the **Advanced Course**, and **Mastery Certification** are now available.

### Certification Benefits:

- **Mastering Loss Prevention Psychology (LPP):** Master the field of Psychology-Informed Loss Prevention, which complements and extends Standard Loss Prevention and Technocentric-Loss Prevention.
- **Becoming a Certified LPP Expert:** Leverage the new PI-LPP Certification to reflect advanced knowledge and skills in a rapidly evolving field. Receive a badge that reflects mastery in this new discipline.
- **Developing Competencies to Better Control Losses:** Loss Prevention Psychology Interventions will allow certified professionals to have a broader knowledge base and tool kit to control losses.
- **Becoming a More Qualified Team Member:** Become a more knowledgeable and reliable partner when working with Human Resources, Business Operations, and Information Technology to better control employee risks and losses.

### Focused LPP Curriculum:

- Online LPP Webinars & Self-Study Research and Case Studies
- Introductory & Advanced Texts on Loss Prevention Psychology:
  - Jones, J.W. (2023a). *Loss Prevention Psychology: An Introduction to Psychology Informed Asset Protection*. Chicago, IL: FifthTheory Press.
  - Jones, J.W. (2023b). *The Hidden Threat: Extreme Loss Prevention Psychology and It's Role in Managing Employee Risks*. Chicago, IL: FifthTheory Press.
  - Jones, J.W. (2023c). *Optimizing Safety, Minimizing Loss: A Comprehensive Guide to Research Design and Methodology for Psychology-Informed Loss Prevention Professionals*. Chicago, IL: FifthTheory Press.
- Chapters from Leading Texts on Criminal Psychology that are relevant to Loss Prevention Psychology at Work (e.g., "Inside the Criminal Mind – Updated Edition," "Introduction to Forensic and Criminal Psychology," will be referenced.)
- Receive online access to the PI-LPP Test Mastery Inclusion™ Program, which includes the self-assessment, the self-coaching guide, an e-journal, the PI-LPP practice test, and CE credits.



## FifthTheory Fusion™

### Digital Assessment, Learning, and Analytics Platforms (2026–2027)

FifthTheory Fusion™ is our unified digital platform ecosystem supporting assessment, learning, reporting, and compliance across the employee lifecycle. Fusion is designed to deliver **secure, scalable, and psychology-informed digital solutions** while preserving the scientific, ethical, and legal foundations required for high-stakes workforce applications.

#### Platform Architecture & Access

FifthTheory Fusion™ platforms provide intuitive, role-based access for candidates, employees, managers, and administrators, with **24/7 availability across devices and geographies**. Systems are optimized for ease of use, accessibility, and data integrity while supporting global deployment and enterprise-level scalability. Fusion platforms support:

- Secure candidate and employee data capture
- High-precision scoring and results processing
- Configurable workflows for assessment, development, and learning
- Centralized dashboards for administrators and stakeholders

#### Licensed Digital Infrastructure & Technology Partners

Rather than relying on a single monolithic system, FifthTheory Fusion™ operates as a **curated digital ecosystem**. We license and integrate established scoring, reporting, and delivery services from a range of **best-in-class technology vendors** known for:

- Advanced assessment and learning platforms
- Proven data capture accuracy and scoring reliability
- Sophisticated reporting and analytics capabilities
- Enterprise-grade security and privacy protection
- Compliance with global data protection standards

This modular approach allows FifthTheory to match the **right digital engine** to the **right use case**, rather than forcing clients into a one-size-fits-all platform.

#### Responsible Use of Artificial Intelligence (AI)

FifthTheory Fusion™ uses artificial intelligence **primarily for AI-based psychometric analyses, research applications, and select advanced data analytics projects**. AI capabilities are deployed **strategically and under professional oversight**, sourced only from secure, vetted platforms, and used to **support—not replace—validated scoring, interpretation, and decision frameworks**. All AI-supported work is subject to quality assurance, bias monitoring, and ethical governance, with clear boundaries maintained between regulated assessments and lower-stakes developmental tools.

#### Privacy, Security, and Data Stewardship

FifthTheory Fusion™ platforms are designed with **privacy-by-design principles**, emphasizing:

- Secure data transmission and storage
- Role-based access controls
- Minimal data collection aligned with stated purpose
- Compliance with applicable privacy and employment regulations

#### Positioning Statement

FifthTheory Fusion™ reflects our commitment to combining **psychological science, digital innovation, and responsible technology governance**. By integrating best-in-class platforms, professional oversight, and ethical safeguards, Fusion enables organizations to deploy modern assessment and learning solutions with confidence, credibility, and compliance in an AI-accelerated world.



## Contact Us

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