



Rel. Feb. 2025; Rev. December 2025

*** For Merion Residential Hiring Managers ***

How To Send a Predictive Index (PI) Behavioral Assessment Request to a Candidate

Sending a PI Survey to a Candidate:

- a) Merion Hiring Manager: Once you have identified a candidate for an open position at your property (or department) including their email address, send a message to them via email that includes the link to the PI behavioral assessment for Merion Residential. (Cc: Mia Law at mlaw@merionresidential.com on the email that you send to the candidate.)
- b) A suggested email message to send to the candidate is provided below. (Cc: Mia Law at mlaw@merionresidential.com on the email that you send to the candidate.)
- c) You must include the name of your property (department) and the name of the position the candidate is being interviewed for as a footer in the email that you send. (If you do not provide this information, Merion HR will not know where to send the candidate's PI behavioral assessment results.) Also, cc: Mia Law at mlaw@merionresidential.com on the email that you send to the candidate.

General Timing:

- Once the candidate completes their PI assessment, their results will be pulled by Merion HR.
- Typically, the PI survey portal will be checked once daily (weekdays) by Merion HR.
- A candidate's completed assessment will be sent to the Merion hiring manager as received along with the candidate's PI factor combination and style information.
- Questions? Contact Mia Law at mlaw@merionresidential.com.

PI Survey - Survey Links BY POSITION:

- See the last page of this document.

Suggested email message for the hiring manager to send to request a PI survey from a candidate:

- **Merion Hiring Manager** – Add the missing information for each red field or purple field below.

Subject: PI Survey Request

Hello [Insert the name of the candidate]:

The PI Survey is a business tool that provides insights into an individual's behavioral drives and corresponding motivating needs. Please complete the PI Survey (link below) as the next step in your consideration for employment with Merion Residential.

Please complete the survey at your earliest convenience so that we may continue the candidate evaluation and selection process. HR will be automatically notified once you submit the survey.

Link to PI Survey: [Insert the correct survey link; see the list on the last page of this document.]

Typically, once your completed PI survey is returned to HR, your results will be reviewed by the hiring team within 24-48 business hours.

Thank you,

[Insert the hiring manager's name]

- Property/Department Name: [Insert the name of the property or home office division]
- Open Position: [Insert the name of the open position]

PI Survey Links by Position (updated December 2025):

Send the correct survey link to your candidate based on the position they applied for. For home office (corporate office) roles, please contact Merion HR to request the correct survey link to use.

Community Manager	https://assessment.predictiveindex.com/bo/Xpm/CommunityManagerMain_Dec2025_142843
Assistant Community Manager	https://assessment.predictiveindex.com/bo/Xpm/AssistantCommunityManagerMain_Dec2025_142729
Leasing Associate	https://assessment.predictiveindex.com/bo/Xpm/LeasingAssociate_Dec2025_191955
Maintenance Supervisor	https://assessment.predictiveindex.com/bo/Xpm/MaintenanceSupervisorMain_Dec2025_142913
Maintenance Tech I	https://assessment.predictiveindex.com/bo/Xpm/MaintenanceTech_Dec2025_19813
Maintenance Tech II	https://assessment.predictiveindex.com/bo/Xpm/MaintenanceTechIIMain_Dec2025_143032
Lead Maintenance Tech	https://assessment.predictiveindex.com/bo/Xpm/LeadMaintenanceTechnicianMain_Dec2025_143315