

**THE NATIONAL STANDARD FOR
MERIT, EXCELLENCE, & INTELLIGENCE**

Get MEI Certified Today!

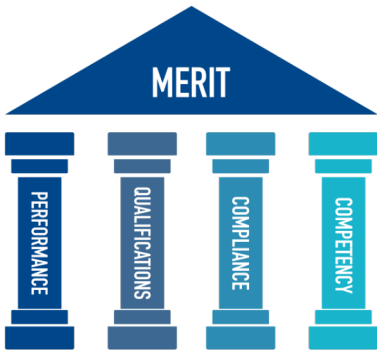
 www.carterdevgroup.com/mei



The **Carter Merit, Excellence, and Intelligence Pillars** is a research-based framework developed by Adrian N. Carter, Ph.D. and the Carter Development Group to create Measurable Standard Practices (MSPs) that establish a structured approach to performance evaluation and organizational transformation.

This **national standard** for MEI ensures that merit-based systems drive nondiscriminatory opportunities, that excellence is ingrained as an operational practice, and intelligence fuels continuous learning and innovation.

www.carterdevgroup.com/mei



PERFORMANCE

The measurable outcomes and results individuals achieve in fulfilling their job responsibilities.

QUALIFICATIONS

The education, skills, certifications, and experience required to perform a role effectively.

COMPLIANCE

Commitment to following laws, regulations, policies, and industry standards while ensuring ethical and operational accountability.

COMPETENCY

The ability to effectively apply knowledge, skills, and judgment to perform job functions.



LEADERSHIP

The ability of individuals to inspire, guide, and empower others to achieve organizational goals while maintaining integrity and vision.

COLLABORATION

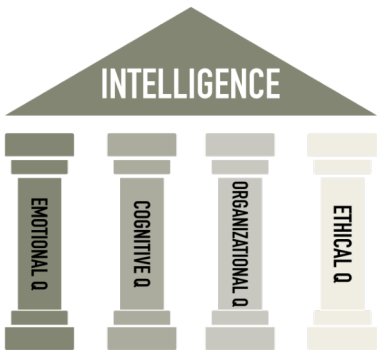
The ability of teams and individuals to work together effectively toward shared goals while leveraging varying perspectives.

INNOVATION

The process of generating and implementing creative ideas to improve products, services, processes, or strategies.

PROGRESS MONITORING

Systematically tracking and evaluating goals, milestones, and outcomes to ensure continuous improvement and accountability.



EMOTIONAL Q

The ability to recognize, understand, and manage emotions while navigating interpersonal relationships.

COGNITIVE Q

The ability to think critically, solve complex problems, and process information effectively.

ORGANIZATIONAL Q

Understanding and optimizing an organization's structures, processes, and dynamics to achieve strategic goals.

ETHICAL Q

The capacity to uphold integrity, fairness, and moral principles in decision-making and actions.

MEI Readiness Diagnostic™

Is Your Organization MEI Ready?

In under 20 minutes, gain strategic insight into your organization's compliance alignment and merit maturity.

Start Your SHIFT Today.

Scan or Click



to take your confidential leadership diagnostic.



Scan or Click



PILLARS OF MERIT MEASURE

Guides organizational decisions in creating systems grounded in fairness, objectivity, and the recognition of performance, skill, and effort while fostering a culture of accountability, and excellence with measurable outcomes.

PILLARS OF INTELLIGENCE EDUCATE

Equips organizations with the cognitive, emotional, and psychological safety tools necessary to navigate complex challenges, build strong relationships, and make informed, ethical decisions.



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PILLARS OF EXCELLENCE OPERATE

Drives continuous improvement, innovation, and strategic alignment, enabling the organization to achieve sustained high performance and adapt effectively to change through exemplary leadership.



THE CARTER MEI CERTIFIED ORGANIZATION™ PROGRAM

The Carter MEI Certification™ is awarded to organizations that successfully implement and demonstrate alignment with the Carter Merit, Excellence, and Intelligence (MEI) approach.

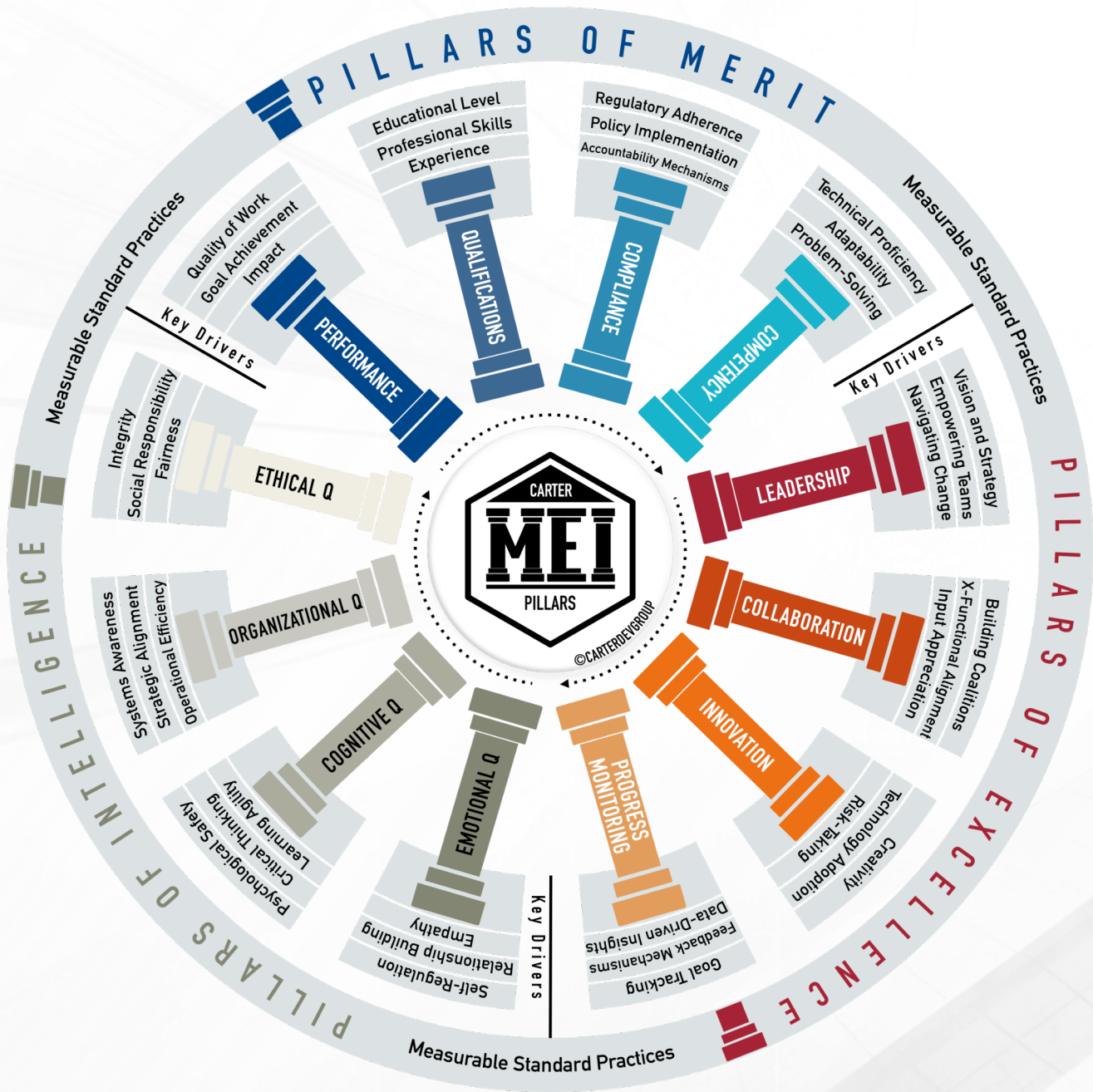
This credential signals to stakeholders, employees, auditors, and funding partners that your organization operates with measurable merit, practiced excellence, and intelligence-driven decision-making.

THE CERTIFIED MEI ADVANTAGE

1. Reduces exposure to legal, financial, and reputational risk through measurable, documented standard practices.
2. Replaces subjective decision-making with structured, defensible evaluation systems.
3. Aligns organizational policies with federal nondiscrimination laws and evolving regulatory standards.
4. Protects eligibility for grants, contracts, and funding opportunities.
5. Positions organizations ahead of regulatory shifts rather than reacting to them.



The Carter MEI Pillars framework provides you **RISK MITIGATION + COMPLIANCE PROTECTION + STRATEGIC FORESIGHT**



Is Your Organization MEI Ready?