The **ProfileXT® (PXT)** assessment measures how well an individual fits specific jobs in your organization. The "job matching" feature of the PXT is unique, and enables you to evaluate an individual relative to the qualities required to successfully perform in a specific job. It is used throughout the employee life cycle for selection, onboarding, managing, and strategic workforce planning.

This assessment reveals consistent, in-depth, and objective insight into an individual's thinking and reasoning style, relevant behavioral traits, occupational interests, and matches to specific jobs in your organization. It helps your managers interview and select people who have the highest probability of being successful in a role, and provides practical recommendations for maximizing performance. It also gives your organization consistent language and metrics to support strategic workforce and succession planning, talent management, and reorganization efforts.

Why assess employees?
Given the opportunity to land a new job, people may tell you what you want to hear instead of the truth. Additionally, much of their success depends on the specific type of job, and the organization in which they would work. Success seldom transfers automatically. The cost of a bad hire is very high, considering hiring and ramp-up costs, low productivity, and disruption to customers and co-workers.

The ProfileXT® gives you an objective, inside look at the behaviors and motives of job candidates to help you make better hiring, promotion, and organizational decisions. Giving this information to managers helps them be more effective, and get the very most from their people.

How does the ProfileXT® assessment work?
Prior to assessing candidates, our experts help you develop peak performance models for your jobs by providing multiple questions against which potential candidates are measured. Once these performance models are established, our clients deliver the PXT to their candidates over the Internet—hiring managers or HR administrators simply forward a link. The assessment does not need to be monitored, so the candidate can take it from any computer with Internet access. The system instantly scores the assessment, and informs the hiring managers where they can access the results.

The hiring manager can use the results as a screening tool, or to assist them in the interviewing, selection, and onboarding process.

What's the next step?
Please contact your authorized Profiles International business partner.

Did You Know?

- 46% of new hires fail within 18 months.
- Only 19% will achieve unequivocal success.
- Technical skills are not the primary reason for failure.

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imagine great people®

MEASURES	A. 20 performance indicators B. The total person • Thinking and Reasoning • Behavioral Traits • Interests
TIME TO TAKE	Less than 60 minutes No administrator or proctoring required
CUSTOMIZABLE	Develops peak job performance models by: • Company • Position • Manager • Geography
USED FOR	• Placement, promotion fit, and succession planning • Coaching • Developing peak job performance models • Job description development
REPORTS	• Performance Model Comparison • Interview Guides • Strategic Workforce Planning • Candidate Matching • Individual Profile • Comparison Summary • Summary Graph • Individual Graph
VALIDATION STUDIES	Yes
ADMINISTRATION	Internet or paper/pencil
SCORING	Internet

Contact Information

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imagine great people®

Profiles Sales Assessment™   Profiles Managerial Fit™
Profiles Performance Indicator™   ProfileXT®