ProfileXT® (PXT)

The **ProfileXT® (PXT)** assessment measures how well an individual fits specific jobs in your organisation. The "job matching" feature of the PXT is unique, and it 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, on-boarding, 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 match to specific jobs in your organisation. It helps your managers interview and select people who have the highest probability of being successful in a role, and provides practical recommendations for coaching them to maximum performance. It also gives your organisation consistent language and metrics to support strategic workforce and succession planning, talent management and reorganisation efforts.

Why assess employees?

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

The ProfileXT gives you an objective inside look at the behaviours and motives of job candidates to help you make better hiring, promotion and organisational 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 in question that you will use to compare job candidates against. Once established, our clients deliver the PXT to their candidates over the Internet—hiring managers or an HR administrator simply forwards 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 on-boarding process.

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.

PURPOSE	Select and retain high performance employees
MEASURES	A. 20 Performance Indicators B. The Total Person • Thinking and Reasoning • Behavioural Traits • Interests
TIME TO TAKE	Less than 60 minutes No administrator or proctoring required
CUSTOMISABLE	Develops Peak Job Performance Models by: • Company • Position • Manager • Geography
USED FOR	• Placement, Promotion Fit and Succession Planning • Coaching • Developing Peach Job Performance Models • Job Description Development
REPORTS	• Performance Model Comparison • Individual Profile • Interview Guides • Comparison Summary • Strategic Workforce Planning • Summary Graph • Candidate Matching • Individual Graph
VALIDATION STUDIES	1999, 2000, 2001, 2003, 2005, 2006, 2007, 2008, 2009, 2010
ADMINISTRATION	Internet or Paper/Pencil
SCORING	Internet