

ProfileXT (PXT)

Facts and Figures



Application

The ProfileXT JobFit assessment can be used to assist in areas such as:

- ✓ Selection
- ✓ On-Boarding
- ✓ Coaching & Mentoring
- ✓ Training Needs Analysis
- ✓ Succession Planning
- ✓ Career Planning

ROI Studies

In a review of 25 studies that quantified the effects of using Profiles International JobFit assessments, it was found that the following benefits were derived:

- The average ROI was \$26.30 returned for every dollar invested
- The average reduction in early failure rate was 46%
- The average reduction in employee turnover was 47%
- The average reduction in Sales Department employee turnover was 71%
- The average reduction in early failure due to the Step-One-Survey was 43% and the ROI was \$26.85 for every dollar invested
- The average reduction in employee turnover by using the ProfileXT was 60% and the ROI was \$33.33 for every dollar invested
- In all cases where assessments were used within the sales team, sales increased as a result

Science

The ProfileXT instrument has, without doubt, the most rigorous testing and is the most scientifically robust and proven assessment in the marketplace.

- The PXT is a Predictive-Normative, Multi-Construct instrument with JobFit capability.
- The PXT was initially Normed on a population of 400,000 individuals and was renormed for Australia on a study of 10,000 Australians.
- The Reliability Studies were based on more than 200,000 individuals with Coefficient Alpha results ranging from 0.73 to 0.87 across all Scales. We do not know of any other assessment that can claim these Reliability Scores.
- The Test-Retest Study results ranged from .66 to .91 across all Scales.

Outcomes

Profiles International assessments are not only fully Validated and Normed to the Australian population, they also possess the highest Predictive Reliability in the global marketplace.



Increased rate of recruiting high performers



Increased Employee individual and team performance



Increased Employee Engagement levels



Improved Customer Service levels



Increased People Management skills



Increased management confidence

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Reporting

The ProfileXT JobFit assessment offers a range of reports, such as:

- ✓ High Performance Role Benchmark
- ✓ Individual Profile
- ✓ Individual Graph
- ✓ Summary Graph
- ✓ Interview Guide
- ✓ Coaching Report
- ✓ Candidate Matching Report
- ✓ Strategic Planning Report

MULTI-LINGUAL CAPABILITIES



The ProfileXT offers multi-lingual capabilities (i.e. assess a candidate in Mandarin but get the results in English, or German, or French, or Japanese etc). A list of languages is available on request.

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