

The Profile XT

The Profile XT through its innovative, online, advanced JobFit™ technology, measures essential data an employer needs to make better recruitment, training, managing and promoting decisions. It predicts job suitability and accurately matches people with the work they do. It uniquely measures **three** dimensions of a person's character in **one 'sitting'**, providing fast, accurate and invaluable accurate information in **20 key scales**.

The Profile XT is the One to Use

The Profile XT™ is a "total person" assessment that has a myriad of uses. It measures the job-related qualities that make a person productive. It is much more than an assessment. It gives you customised Job Success Patterns, suggests relevant interview questions, yields a percentage match when comparing a candidate to your top performers, provides a detailed positive analysis of the individuals you assess, and can provide thousands of "experienced" Job Success Patterns for use in developing your own patterns.

Our clients tell us The Profile XT is three to five times more effective than any other assessment they have used. It is a versatile management tool that develops Job Success Patterns that can be customised by company, department, manager, position, geography, or any combination of these factors. It reveals key attributes and characteristics that would not otherwise be apparent at interview, which could undermine performance in the role, or deliver exceptional results.

Solving these challenges:	<ul style="list-style-type: none"> • Deciding who to promote • Interdepartmental conflict • Profitability issues • Hiring employees with low productivity • High employee turnover • Ineffective training • Poor communication. 				
Used for:	Placement, managing, coaching, re-training, self-improvement, promotion fit and succession planning				
Measures	<p>1. Thinking and Reasoning Style – 5 scales</p> <ul style="list-style-type: none"> • Learning Index • Verbal Skill • Verbal Reasoning • Numerical Ability • Numerical Reasoning <p>2. Behavioural Traits – 9 scales</p> <ul style="list-style-type: none"> • Energy Level • Assertiveness • Sociability • Manageability • Attitude • Decisiveness • Accommodating • Independence • Objective Judgment <p>3. Occupational Interests – 6 scales</p> <ul style="list-style-type: none"> • Enterprising • Financial • People Service • Creative • Technical • Mechanical. 				
Type of assessment	Normative	Time to take	50 minutes	Results turnaround	Immediate
What you will receive	<ul style="list-style-type: none"> • You pay ONCE per candidate • A range of 11, visual, clear reports: <ul style="list-style-type: none"> ○ Instant and at no extra cost ○ Regenerate on demand ○ With simple graphics and language – understandable by management • Reuse candidate results again for other roles – at no extra cost. • A distortion score shows when a person has portrayed a different image of his or her true self – vital in recruitment. 				

Interviewing

Customised, tough interview questions that are prepared specifically for your candidate based upon his or her assessment results, can help you avoid incompatible candidate matches, save time, and make the selection process more effective.

These customised interview questions are to be used in tandem with the insights provided by the employee assessments to further assist the employer in making a well informed selection decision. These custom interview questions are a significant improvement over common interview questions.

Several Valuable Reports

The Profile XT produces these informative reports:

- **Individual Reports** - Used for personal growth and development. It describes a person's attributes and gives insights to improve job performance and productivity.
- **Placement Reports** - Used to put the right person in the right job. It gives employers assessments of job candidates' thinking style, behavioural traits, and occupational interests, giving the candidate's percentage match to the company's top performers. The report also suggests questions interviewers can ask to help determine a candidate's suitability for the position being filled.
- **Summary Reports** - Give you a "snapshot" of essential information about employees and job candidates.
- **Succession Planning Report** - Lets you look into the future. It compares a person to all of the jobs in your company and indicates those where they have a good job match. With this information, you can help employees prepare for greater responsibilities by making sure they acquire the skills and experiences they will need in order to perform competently the jobs they will fill in coming years.
- **Candidate Matching Report** - Helpful for narrowing your search as you seek to fill a position. It compares the attributes of several candidates to your Job Match Pattern and, at a glance, shows you which of them have the highest Job Match Percentage. Then, by closer examination of the top candidates' Placement Reports, you can easily determine which of them you want to interview and graduate to the next steps in your hiring process.
- **Coaching Reports** - A manager's guide to helping the people they manage develop better work habits. The report has suggestions for improving employee performance so it approaches the productivity of the company's top performers. Using the reports to direct the development of employees enables managers to develop their leadership abilities.
- **Job Analysis Reports** - Describes in great detail, the type of person who has the right qualities and characteristics to fit a particular job. This report complements a standard job description that details the skills and duties the job requires. Used together, they contain a Total person approach to explaining the requirements of a particular position.
- **Profile XT Sales Reports** - Detailed reports designed to help evaluate prospective sales professionals seeking to join your sales force as well as your current employees. It reveals key strengths, weaknesses and areas of interest that will make placement, coaching and training consistently more effective.
- **Graph Reports** - A visual representation of job match data.

Easy to Use

The Profile XT is conveniently administered on the internet, so you can assess employees and job candidates anywhere there is internet access. Other administration options are available on request. Results are available immediately and can be shared with decision makers in any of your offices.

Use with Complete Confidence

The Profile XT satisfies all requirements of the EEOC, the ADA, the DOL, and the Civil Rights Act. It was designed and developed to be specifically job-related and has been validated in accordance with American Psychological Association standards. It is registered with the British Psychological Society. The Profile XT is validated to be age-blind, gender-blind, and ethnicity-blind. It measures only those factors relevant to selecting the best people to fit the requirements of specific jobs.

For more about the Profile XT:

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