



the **Profile XT**

In less than 60 minutes, the Profile XT measures the "Total Person"

It assesses key areas in:

Thinking & Reasoning: including an index of expected learning ability, reasoning and problem solving potential, a measure of verbal skill through vocabulary, verbal reasoning, numerical ability and numeric reasoning

Behavioural Traits: including energy level, assertiveness, sociability, manageability, attitude, decisiveness, accommodating, independence, and objective judgement

Occupational Interests: including enterprising, financial/administrative, people service, creative, technical, and mechanical

The Employer starts by inputting the data about a particular job within the organization, and rates the desired skills, abilities, and interests required to perform the functions within the position. The existing or potential employee completes then completes an assessment of themselves, which generates critically useful reports for both the Company and the individual. Reports generated include:

An Individual Report

- helps a candidate identify and make full use of strengths, while developing an awareness to areas that could be limiting their effectiveness.

A Job Summary Graph

- By comparing the Employer's expectations of the position to the results of the individual, several graphs are produced to show the overall job match between the position and the person.

A Job Profile Summary Report

- Provides a brief profile of the individual in relation to the Job Summary Graph

A Coaching Report

- Based on the results of the individual assessment and the position requirements, this report provides the Employer information that can be helpful in managing, motivating, and coaching the individual for increased productivity.

A Placement Report

- By comparing the position and the individual, this report provides information about the candidate in a manner to help you judge their match with the selected position in your organization.

Succession Planning Report

- If the employer enters one or a number of positions into the Profile X to measure a candidate against, you can see the job match for the employee and different positions within the organization. This can help you understand where people may fit in the future and help you design training for them to be more successful in certain areas.