



hire the right people

What is it?

The ProfileXT® (PXT) assessment measures how well an individual fits specific jobs in your organization. The unique "job fit" feature allows you to evaluate an individual relative to the qualities required to successfully perform in a specific job. It is used for selection, on-boarding, managing, and strategic workforce planning.

The ProfileXT® helps you identify if a person can do a job by measuring their cognitive and behavioral traits, and if they will enjoy doing so by understanding their interests. This information will help you make better hiring and development decisions. Giving this information to managers helps them be more effective and get the very most from their people.

The ProfileXT® helps you:

- ✓ Establish an efficient and effective hiring and selection process
- ✓ Avoid costly hiring mistakes
- ✓ Improve employee satisfaction and performance
- ✓ Effectively onboard and develop new hires

ProfileXT® will help you screen job applicants to make sure they are a good fit for the positions you need filled.

Used for

The ProfileXT® is a great tool used for:

- Placement, promotion fit, succession planning
- On-boarding
- Coaching and development
- Developing the right Performance Model
- Job description development

The process

- Our experts help you develop performance models to establish the job requirements across a set of personality traits and behaviors.
- The candidate is asked to take the online assessment. The system instantly scores the assessment and sends the results to the hiring manager.
- The hiring manager can use the results as a screening tool or to assist in the interviewing, selection, or on-boarding process.

Administered online or in paper form. Takes about 60 minutes.

One assessment, 8 different reports

- ✓ Performance Model Report
- ✓ Interview Guides
- ✓ Candidate Matching
- ✓ Individual Profile
- ✓ Strategic Workforce Planning
- ✓ Comparison Summary
- ✓ Summary Graph
- ✓ Individual Graph



Get started today!

Contact me to learn more about ProfileXT®:

Zada Grant | Recruiter
Zada.Grant@almondsearch.com
253.682.3680

www.profilesinternational.com