

Job Fit – The Key to Productivity and Engagement

The ProfileXT® predicts job suitability and accurately matches people with the work they do, allowing you to identify and place top performers in each position.

Studies show that proper job fit improves engagement and job-satisfaction resulting in increased productivity. Negative factors such as stress, tension, conflict and costly employee turnover diminish.

A “total person” assessment with a myriad of uses, the ProfileXT is used for selection, coaching, training, promotion, managing, succession planning and job description development. It measures the job-related qualities that make a person productive – Thinking and Reasoning Style, Behavioral Traits and Occupational Interests.

The ProfileXT allows you to create job match patterns by reviewing the characteristics of employees who have demonstrated success in a particular position. The resulting job match patterns can be used as a basis for evaluating applicants to help predict their success in a position.

Easy to Use

The ProfileXT is conveniently administered via the Internet – no administrator or proctoring is required. The assessment requires approximately one hour of your employee’s or candidate’s time. Results are available immediately and can be shared with your company’s decision makers anywhere in the world.

Use with Confidence

The ProfileXT meets the guidelines established by the EEOC and the Department of Labor (DOL) as well as the Americans with Disabilities Act (ADA) and the Civil Rights Act. Designed to be specifically job-related, it has been validated in accordance with American Psychological Association standards. The ProfileXT is validated to be age-blind, gender-blind, and ethnicity-blind and measures only those factors relevant to selecting the best people to fit the requirements of specific jobs.

Using and Interpreting the ProfileXT Applicant Pre-Screening Tool

Getting the Most Out of the ProfileXT

Many organizations rely on prescreening tools to assess a candidate’s potential fit for a job opening. You will review sample reports and learn how to integrate the information you gain from the reports into your hiring and management practices.

Furthermore, the reports from the ProfileXT can assist you in retaining your best people, building

more effective teams, developing your employees and becoming more proactive in managing your company’s human capital!

Topics of discussion will be:

- Understanding the ProfileXT assessment
- Overview of all reports available, including new sales reports
- Strategies for succession planning, coaching and training
- Tactics, tips and insights to get the most out of the ProfileXT.

Valuable, Informative Reports

Employers can download any or all of ProfileXT reports at no additional cost:

- Individual Report– Describes individual attributes and gives insights to improve job performance.
- Placement Report– Used for job fit, the report gives candidates’ percentage match to the company’s top performers as well as an assessment of thinking style, behavioral traits and occupational interests.
- Succession Planning Report– Compares employees to each of the company’s jobs and indicates where there is a good job match.
- Candidate Matching Report– Compares candidates’ attributes to your job match pattern and shows which has the highest job match percentage.
- Coaching Report– Guides managers to help employees develop better work habits - contains suggestions for improving employee performance.
- Job Analysis Report– Describes the type of person who has the right qualities and characteristics to fit a particular job.
- Summary Report– Snapshots of essential information about employees and job candidates.
- Graph Report– A visual representation of job match data.

Profiles International
imagine great people®