Profile**XT**®

Building and Retaining
the
High-Performance
Company

Profile**XT** ®

Uses
- Selection
- Job matching
- Succession planning
- Performance review
- Training and coaching

Features
- Available online
- Easy to use
- Accurate
- Affordable

Benefits
- Fewer mis-hires
- Greater productivity
- Better job fit
- Greater profits

ProfileXT is the most technologically advanced, state-of-the-art system available today for measuring human potential and predicting job performance. ProfileXT gives you the power to:

- Reduce turnover
- Eliminate stress
- Manage efficiently
- Improve quality

- Improve communication
- Promote more effectively
- Increase productivity
- Enhance profits

ProfileXT is the only system that measures:

Thinking and reasoning styles **+** Occupational interests **+** Behavioral traits

These elements are correlated and blended together, allowing you to see the total person.
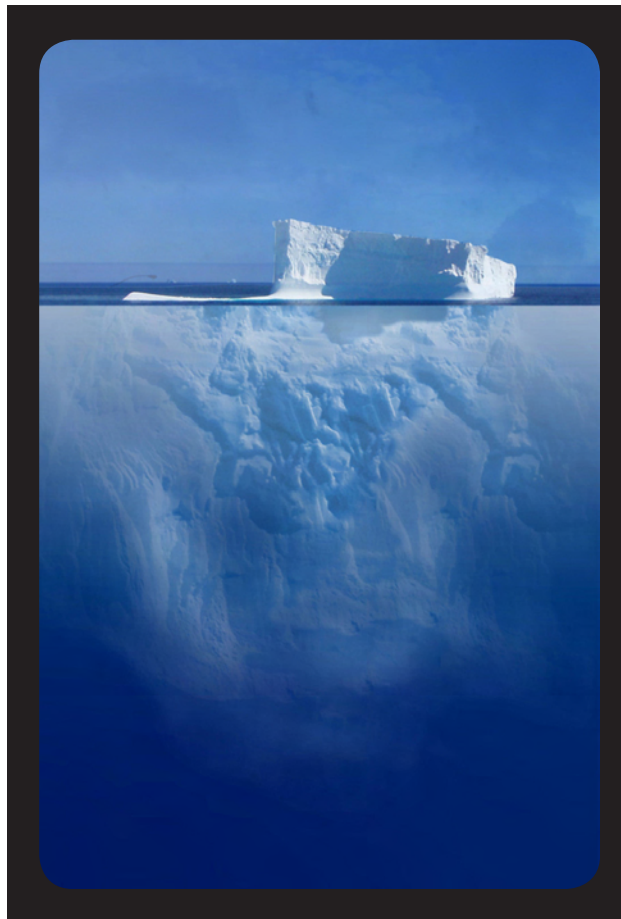
10 Percent -
Good, but limited information:
- Skills
- Experience
- Education

90 Percent -
Essence of the total person:
- Thinking style
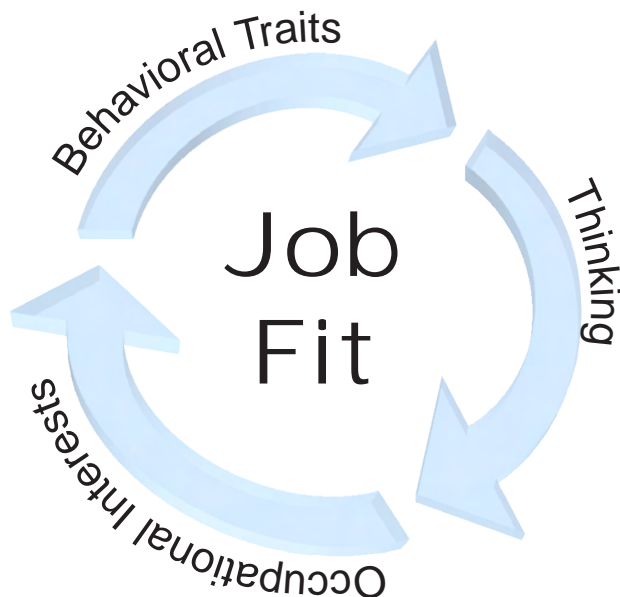- Behavioral traits
- Occupational interests

People only let you see what they want you to see. They are like icebergs in that what you do not see is more significant than what you do see.

Job Match

The most valuable feature of ProfileXT® is its job match function. This refers to the ProfileXT's ability to analyze a person's job-related attributes and compare them to the qualities required to perform successfully in a particular job.

Customized Job Match patterns for:

- Your company
- Your location
- Your department
- Your specific needs
- Your management style
- Your corporate culture

Behavioral Traits

Occupational Interests

Thinking

Job Fit

Now you will know why some of your people perform at extraordinary levels while others, who appear to be equally qualified, are only average performers.

Job match patterns assure job fit. You can easily identify the people who fit the positions you are filling. You will promote and hire people who meet and exceed your expectations. Your customized job match patterns will also help you design training programs that produce the performance results you want.

ProfileXT is self-administered and is completed online, so it is available anywhere at any time. ProfileXT gives you several easy-to-use and informative reports that serve a variety of management needs. Get the information you want when you want it. ProfileXT requires no interpretation.

Harvard Business Review published the results of a study of 360,000 employed people. The study's goal was to evaluate the effectiveness and validity of traditional hiring practices.

The study revealed— Men and women performed at the same level. A person's age had nothing to do with their ability to perform. Ethnic background had no bearing on their job performance.

"It is not experience that counts, or college degrees or other accepted factors – success hinges on fit with the job."

"Job Matching for Better Sales Performance," Harvard Business Review, Vol. 58, No. 5

"ProfileXT gives me information about our people that is not just on target, it hits the bulls-eye every time. Using the ProfileXT, we are improving the productivity and efficiency of every employee. It is an incredibly effective tool I wholeheartedly endorse and recommend.

"Having ProfileXT on the Internet makes it easy to use and cost effective. I can talk to potential employees anywhere in the world and use ProfileXT to assess them for job fit in a couple of hours or less. The informative reports tell me what I need to know to make better decisions."

James M. D. Maloney, President, United Freight Service, Inc.

ProfileXT® is valid for today's workforce

• Satisfies all requirements of the EEOC, ADA, DOL and Civil Rights Act

• ProfileXT was designed and developed to be specifically job-related and has been validated in accordance with American Psychological Association standards

• ProfileXT 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

Profiles)(International
imagine great people®

Founding Member
Association of
Test Publishers