

## 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 with over 80% reliability.

Studies show that proper job-fit improves engagement and job-satisfaction resulting in increased productivity.

Negative factors such as stress, tension, conflict and slacking on the job are all a root cause of costly, excessive turnover.

A “total person” assessment with a myriad of uses, the ProfileXT is used for selection, coaching, training, promoting, managing, succession planning and for developing job descriptions. It measures the job-related qualities that make a person productive.

The ProfileXT allows you to create custom performance Models by reviewing the characteristics of employees who have demonstrated success in a particular position. The model are used as a basis for evaluating applicants to help predict a great hire.



### 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 via email.

### 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. It is validated to be age-blind, gender-blind, ethnicity-blind and measures only those factors relevant to selecting the best people for the job requirements.

### WHAT THE PROFILEXT MEASURES CAN THEY DO THE JOB?

**Cognitive Thinking Style:** Verbal Skill and Reasoning, Numerical Ability and Reasoning

### HAVE WHAT IT TAKES TO DO THE JOB?

**Critical Behavioral Traits:** Energy Level, Assertiveness, Sociability, Manageability, Attitude, Decisiveness, Accommodating, Independence and Objective Judgment

### WILL THEY DO THE JOB?

**Occupational Interests:** Enterprising, Financial/Administrative, People Service, Creative, Technical and Mechanical

### VALUABLE, INFORMATIVE REPORTS

#### Individual Report

Describes individual attributes and gives insights to improve job performance.

#### Placement Report

Used for job fit, the report gives candidate’s 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 a 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.

*“Contact your TalentValue Advisor to find out how this solution will help you improve retention and productivity ”*

*..... Build High Performance right now!  
Contact Us: 888.583.7161*