



**Pre-hire and post-hire  
Can be used for a Job Study**

**Objective:** A "total person" assessment that has a myriad of uses. It measures the job-related qualities that make a person productive - Thinking and Reasoning Style, Behavioral Traits, and Occupational Interests.

**Measures:**

<u>Thinking &amp; Reasoning</u>	<u>Occupational Interests</u>	<u>Behavioral Traits</u>
<ul style="list-style-type: none"><li>• Learning Index</li><li>• Verbal Skill</li><li>• Verbal Reasoning</li><li>• Numerical Ability</li><li>• Numerical Reasoning</li></ul>	<ul style="list-style-type: none"><li>• Enterprising</li><li>• Administrative</li><li>• People Service</li><li>• Technical</li><li>• Mechanical</li><li>• Creative</li></ul>	<ul style="list-style-type: none"><li>• Energy Level</li><li>• Assertiveness</li><li>• Sociability</li><li>• Manageability</li><li>• Attitude</li><li>• Decisiveness</li><li>• Accommodating</li><li>• Independence</li><li>• Objective Judgment</li></ul>

**Used For:**

- Job Study
- Placement and Promotion Fit
- Coaching and Self-Improvement
- Succession Planning
- Job Description Development

**Time to Take:** 60 – 90 minutes, results sent immediately via email.  
No administrator or proctor required.

**Customizable:** Our clients tell us the Profile XT is three to five times more effective than any other assessment they have used. It is a versatile management tool that develops Job Match Patterns that can be customized by company, department, manager, position, geography, or any combination of these factors.

**Reports:**

<ul style="list-style-type: none"><li>• Individual Report</li><li>• Placement Report</li><li>• Succession Planning Report</li><li>• Candidate Matching Report</li></ul>	<ul style="list-style-type: none"><li>• Coaching Report</li><li>• Job Analysis Report</li><li>• Summary Report</li><li>• Graph Report</li></ul>
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**Validation Study:** 1999, 2000, 2001, 2003

**Administration:** Internet, Paper/pencil