

One Assessment – One Price – Many Reports

Value is the relationship between cost and benefit. When it comes to assessments, your greatest value in assessments is **Profile XT™**. This versatile management tool combines a battery of assessments measuring multiple facets of an individual's attributes, abilities, and attitudes. It yields a wealth of carefully documented information with a myriad of uses.

To present information in an organized, targeted format, **Profile XT** is designed with several different reports. Each report serves a specific management purpose and addresses a particular human resources and organizational development need. **Profile XT** is administered only once, yet any and all of the **Profile XT** reports described below can be printed at no additional cost at any time 24/7.

Placement Report

A Placement Report puts the right person in the right job. It gives employers assessments of job candidates' thinking style, behavioral traits, and occupational interests, giving the candidate's percentage match to the company's top performers. The report also suggests questions interviewers can ask to help determine a candidate's suitability for the position being filled.

Coaching Report

Coaching reports are a manager's guide to helping the people they manage develop better work habits. The report has suggestions for improving employee performance near the level of the company's top performers. Using the reports to direct the development of employees enables managers to develop their leadership abilities.

Succession Planning Report

The Succession Planning Report provides a glimpse of the future. It compares a person to all of the jobs in your company and indicates a good job match. Now you can prepare employees for greater responsibilities by making sure they acquire the skills and experiences necessary to perform the jobs they will fill in coming years.

Candidate Matching Report

The Candidate Matching Report narrows your search as you seek to fill a position. It compares the attributes of several candidates to your Job Match Pattern and, at a glance, shows you which have the highest Job Match Percentage. Through closer examination of the top candidates' Placement Reports, you can easily determine the best approach to take as you interview them and progress to the next steps in your hiring process.

Job Analysis Report

The Job Analysis Report describes in great detail the type of person who has the right qualities and characteristics to fit a particular job. This report complements a standard job description detailing the skills and duties the job requires. Together, they contain a *Total Person* approach to describing the requirements of a particular position.

Individual Report

An Individual Report is used for personal growth and development. This report describes an individual's attributes and gives ideas for improving their job performance and productivity.

You can download all of these reports from your Virtual Assessment Center as often as desired. They provide the objective data you need to make important human resources decisions in a timely manner. The **Profile XT** yields relevant information unattainable by any other method. Adequate information is always the basis of good decisions.