



**ProfileXT®** is a multi-purpose “Total Person” assessment that measures 20 performance indicators that are used for selection, development, training, promotion, managing, and succession planning. ProfileXT® is a powerful and dynamic management tool researched, designed, and developed to be job related. This tool addresses a multitude of human capital issues and provides insights for effective resolutions.

<b>MEASURES</b>	<p>A. 20 Performance Indicators</p> <p>B. The Total Person</p> <ul style="list-style-type: none"> <li>• Thinking and Reasoning</li> <li>• Behavioral Traits</li> <li>• Interests</li> </ul>	
<b>TIME TO TAKE</b>	<p>Less than 60 minutes</p> <p>No administrator or proctoring required</p>	
<b>USED FOR</b>	<ul style="list-style-type: none"> <li>• Placement, Promotion Fit, and Succession Planning</li> <li>• Coaching</li> </ul>	<ul style="list-style-type: none"> <li>• Developing Peak Job Performance Models</li> <li>• Job Description Development</li> </ul>
<b>CUSTOMIZABLE</b>	<p>Develops Peak Job Performance Models by:</p> <ul style="list-style-type: none"> <li>• Company</li> <li>• Position</li> <li>• Manager</li> <li>• Geography</li> </ul>	
<b>REPORTS</b>	<ul style="list-style-type: none"> <li>• Performance Model Comparison</li> <li>• Interview Guides</li> <li>• Strategic Workforce Planning</li> <li>• Candidate Matching</li> </ul>	<ul style="list-style-type: none"> <li>• Individual Profile</li> <li>• Comparison Summary</li> <li>• Summary Graph</li> <li>• Individual Graph</li> </ul>
<b>VALIDATION STUDIES</b>	<p>1999, 2000, 2001, 2003, 2005, 2006, 2008, 2009, 2010</p>	
<b>ADMINISTRATION</b>	<p>Internet or Paper/Pencil</p>	
<b>SCORING</b>	<p>Internet</p>	