



The ProfileXT (PXT) Competency Assessment measures the competencies needed to succeed in a job, and provides information throughout the employee's time with the company: selection, development, coaching, succession, career planning and performance management.

The ProfileXT® (PXT) assessment gives a picture of an individual's personal working mechanisms, drivers and way of thinking, and measures how well an individual fits specific jobs in your organization. The "job matching" feature of the PXT is unique, and it enables you to evaluate an individual relative to the qualities required to successfully perform in a specific job. It is used throughout the life cycle for selection, on-boarding, managing and strategic workforce planning.

This assessment reveals consistent, in-depth, and objective insight into an individual's thinking and reasoning style, relevant behavioral traits, occupational interests, and match to specific jobs in your organization. It helps your managers interview and select people who have the highest probability of being successful in a role, and provides practical recommendations for coaching them to maximum performance. It also gives your organization consistent language and metrics to support strategic workforce and succession planning, talent management and reorganization efforts.

The ProfileXT (PXT) competency assessment looks at the whole person from a job perspective and shows how well a candidate or colleague is suited to a particular position in your organisation ("Job Fit"). Our assessments provide a very accurate comparison between an individual's competencies and the competencies that are key to success in a particular job. The assessment gives a detailed picture of the capacity of the employee/candidate and informs both him/her and his/her manager in which area(s) conscious attention is needed to overcome "limitations" in order to be successful.



Prior to assessing an individual, our experts can help you develop peak performance models for your jobs in question that you will use to compare against a person's results. Once established, our clients deliver the PXT to their candidates over the Internet—hiring managers or an HR administrator simply forwards a link. The assessment does not need to be monitored, so the candidate can take it from any computer with Internet access. The system instantly scores the assessment and the PXT expert will hand over and helps analysing the results

Where can you use it?

- Selection
- Onboarding
- Individual development, coaching
- Team development, coaching
- Team design and building: boss fit, team fit
- Motivation mapping
- Succession planning
- Promotion fit
- Job description development
- Career coaching, planning

MEASURES	A. 20 Performance Indicator competencies B. The Total Person • Thinking and Reasoning • Behavioral Traits • Interests
TIME TO TAKE	Less than 60 minutes No administrator or proctoring required
CUSTOMIZABLE	Develops Peak Job Performance Models by: • Company • Position • Manager • Geography
USED FOR	• Placement, Promotion Fit, and Succession Planning • Coaching • Developing Peak Job Performance Models • Job Description Development
REPORTS	• Performance Model Comparison • Interview Guides • Strategic Workforce Planning • Candidate Matching • Individual Profile • Comparison Summary • Summary Graph • Individual Graph
ADMINISTRATION	Internet
SCORING	Internet

Contact me for a free demo:

Flora Devenyi

+ 36 70 400 11 55

flora@devenyiflora.com

Flora Devenyi

www.devenyiflora.com

Profiles  International
imagine great people®

Profiles Sales Assessment™
Workplace Engagement Survey

Profiles Sales Indicator™
Profiles Managerial Fit