

Job Fit – The Key to Productivity and Engagement

The Profile XT™ predicts job suitability and accurately matches people with the work they do, allowing you to identify and place top performers in each position.

Studies show that proper job fit improves engagement and job-satisfaction resulting in increased productivity. Negative factors such as stress, tension, conflict and costly employee turnover diminish.

A “total person” assessment with a myriad of uses, the Profile XT™ is used for selection, coaching, training, promotion, managing, succession planning and job description development. It measures the job-related qualities that make a person productive – Thinking and Reasoning Style, Behavioral Traits and Occupational Interests.

The Profile XT™ allows you to create job match patterns by reviewing the characteristics of employees who have demonstrated success in a particular position. The resulting job match patterns can be used as a basis for evaluating applicants to help predict their success in a position.

Easy to Use

The Profile XT™ is conveniently administered via 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 anywhere in the world.

Use with Confidence

The Profile XT™ 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. The Profile XT™ is validated to be Age-blind, Gender-blind, and Ethnicity-blind and measures only those factors relevant to selecting the best people to fit the requirements of specific jobs.

“The Profile XT gives me information about our people that is not just “on target,” it hits the bulls-eye every time. Using the Profile XT, we are improving productivity and the efficiency of every employee. It is an incredibly effective tool that I wholeheartedly endorse and recommend.”

- James Maloney,

President, United Freight Service, Inc.

Valuable, Informative Reports

Employers can download any or all of Profile XT™ reports at no additional cost:

- Individual Report– Describes individual attributes and gives insights to improve job performance.
- Placement Report– Used for Job Fit, the report gives candidates’ 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 your 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.
- Summary Report– Snapshots of essential information about employees and job candidates.
- Graph Report– A visual representation of Job Match data.