

# theProfileXT



Assessments USA & Canada, Inc.

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[www.Assessments-USA.com](http://www.Assessments-USA.com)



# A POWERFUL ONLINE MANAGEMENT TOOL

## Breakthrough in Psychometric Technology

The ProfileXT™ is the most technologically advanced, state-of-the-art system available today for measuring human potential and predicting job performance.

The Profile XT is the only system that measures:

**THINKING AND REASONING STYLES** + **OCCUPATIONAL INTERESTS** + **BEHAVIORAL TRAITS**  
These elements are correlated and blended together, allowing you to see:

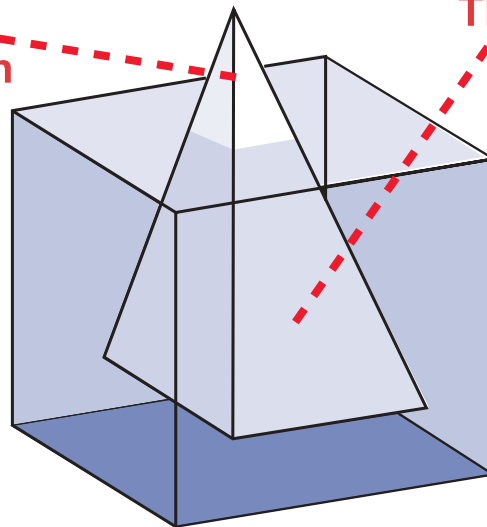
## The TOTAL PERSON

**People only let you see what they want you to see.**  
**They are like icebergs in that what you do not see is more significant than what you do see.**

**10% of the Total Person**

Résumé  
Education  
Referrals  
Appearance  
Work History

***This is good, but limited information***



**The Other 90%**

Thinking & Reasoning Style  
Occupational Interests  
Behavioral Traits

***Information you need for Job Fit***

**THE MOST COMPREHENSIVE HUMAN RESOURCE ASSESSMENT AVAILABLE**

*The Profile XT gives you the WHOLE picture!*

*It measures the essence of the TOTAL PERSON*

*Use The Profile XT with complete confidence*

## Valid for Today's Workforce

- ◆ The Profile XT satisfies all requirements of the EEOC, the ADA, the DOL, and the Civil Rights Act.
- ◆ The Profile XT was designed and developed to be specifically job-related and has been validated in accordance with American Psychological Association standards.
- ◆ The Profile XT is validated to be Age-blind, Gender-blind, and Ethnicity-blind. It measures only those factors relevant to selecting the best people to fit the requirements of specific jobs.

## Customized Job Match Patterns for:

- ◆ Your Company
- ◆ Your Department
- ◆ Your Management Style
- ◆ Your Location
- ◆ Your Specific Needs
- ◆ Your Corporate Culture

Now you will know why some of your people perform at extraordinary levels while others, who appear to be equally qualified, are only average performers.

### *The Profile XT gives you the power to:*

- ◆ Reduce Turnover
- ◆ Eliminate Stress
- ◆ Manage Efficiently
- ◆ Improve Communication
- ◆ Promote More Effectively
- ◆ Increase Productivity
- ◆ Improve Quality
- ◆ Enhance Profits

*The Profile XT  
fine tunes the  
process of putting  
the right people in  
the right jobs*

*Job Success  
Hinges on  
Fit with the  
Job!*

*Get the  
Profile XT  
on the Internet  
Anywhere!  
24 Hours a Day  
365 Days a Year*

## Assure JOB FIT in every position

**HARVARD BUSINESS REVIEW** published the results of a study of 360,000 employed people. The study's goal was to evaluate the effectiveness and validity of traditional hiring practices.

**The Study Revealed:** Men and women performed at the same level. A person's age had nothing to do with their ability to perform. Ethnic background had no bearing on their job performance. **The study concluded:** "It's not experience that counts, or college degrees or other accepted factors – success hinges on fit with the job."

**Your Own Customized Job Match Patterns** assure Job Fit. You can easily identify the people who fit the positions you are filling. You will promote and hire people who meet and exceed your expectations. Your Customized Job Match Patterns will also help you design training programs that produce the performance results you want.

## Ease of Use

- ◆ The Profile XT is self-administered and completed on the Internet, so it is available anywhere at any time.
- ◆ The Profile XT gives you several easy-to-use and informative reports that serve a variety of management needs. Get the information you want when you want it.
- ◆ The Profile XT requires no interpretation.

# *Why it is important to match people with jobs*

The most valuable feature of the Profile XT is its job match function. This refers to the Profile XT's ability to analyze a person's job-related attributes and compare them to the qualities required to perform successfully in a particular job.



## *The Profile XT*

### USES

- ♦ Selection
- ♦ Job Matching
- ♦ Succession Planning
- ♦ Performance Review
- ♦ Training & Coaching

### FEATURES

- ♦ Internet Available
- ♦ Easy to Use
- ♦ Accurate
- ♦ Affordable

### BENEFITS

- ♦ Fewer Costly Mis-hires
- ♦ Greater Productivity
- ♦ Better Job Fit
- ♦ Greater Profits

## Here is why companies use *The Profile XT*

“*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.

“Having *The Profile XT* on the Internet makes it easy to use and cost effective. I can talk to potential employees anywhere in the world and use *The Profile XT* to assess them for job fit in a couple of hours or less. The informative reports tell me what I need to know to make better decisions.”

Says **James M. D. Maloney**, President, United Freight Service, Inc.



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