PXT Select™
Comprehensive Selection Report

Oliver Chase
CONFIDENTIAL
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INTRODUCTION

This report is intended to help you choose the candidate(s) who may be the best fit for the position of ** **Sample Position for PXT Select** **. The Performance Model for this position reflects the attributes typical of high performers in this position. **Oliver Chase's** personalized information will be compared to the Performance Model, giving you a detailed understanding of how well-suited he may be to this role.

What's in this report?

RESULTS SUMMARY	PERFORMANCE MODEL	INTERVIEW QUESTIONS
Candidate's results from the assessment compared to the Performance Model	Range of scores typical for success in the position, with scale and job fit interpretation	Series of personalized questions based on the candidate's fit to the Performance Model

What is a Performance Model?

The Performance Model for ** Sample Position for PXT Select ** provides the recommended range of skills and behaviors for the job. This report compares Oliver Chase's assessment results to the range of scores to show how well he might fit the position. The Performance Model includes:

THINKING STYLE

- Thinking Style is the ability to process information.
- It includes problem-solving, communication, interaction, and learning skills.
- Results are illustrated on scales ranging from 1 to 10.
- A higher score is not necessarily the best indicator of on-the-job performance.

BEHAVIORAL TRAITS

- Behavioral Traits are commonly observed actions that help define who someone is.
- Each scale is defined by two opposing, but equally valuable, end points.
- One side of the continuum is not better than the other.

INTERESTS

- This section may indicate a person's motivation and potential satisfaction with various jobs.
- These are ranked in order from the person's highest- to lowest-scoring interest.

Distortion was not detected in this report. What does that mean?

Some candidates may answer in a way that is socially desirable or to make themselves look better, rather than respond candidly and risk disapproval. Based on his assessment results, it appears that **Oliver answered candidly.**

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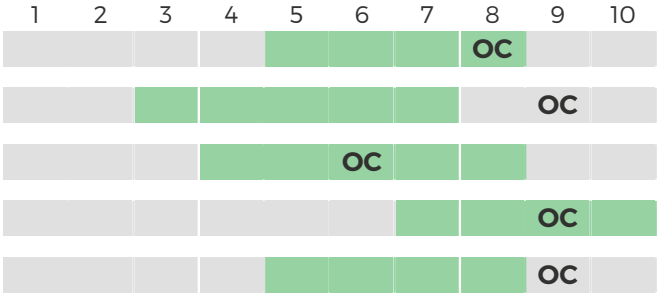
** SAMPLE POSITION FOR PXT SELECT **

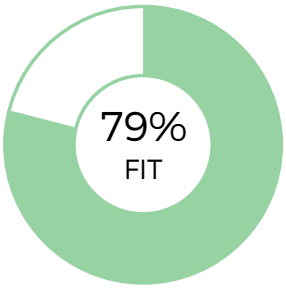
Oliver Chase

OVERALL FIT: 70%

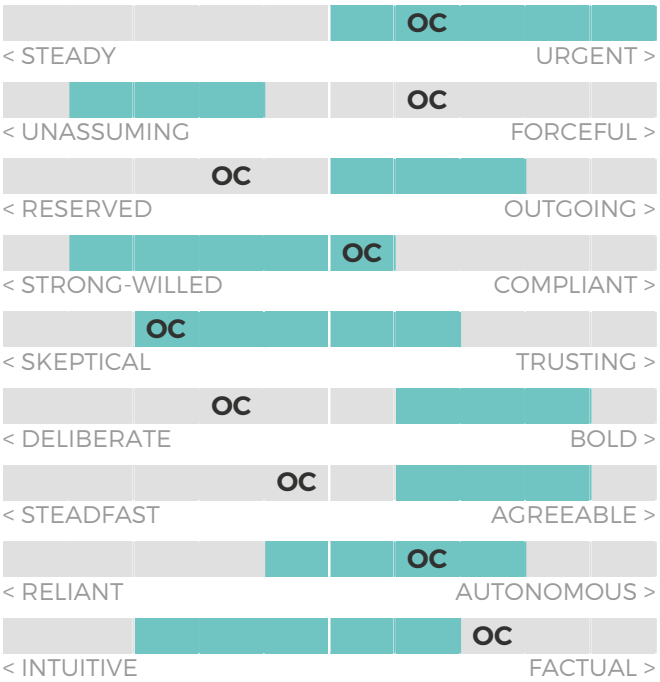
Performance Model = highlighted boxes; Oliver's placement = his initials

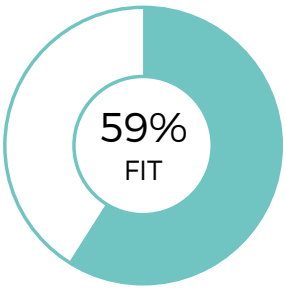
THINKING STYLE





BEHAVIORAL TRAITS





INTERESTS

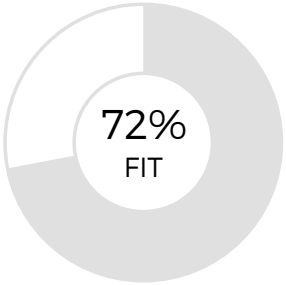
OLIVER
in rank order

TECHNICAL
CREATIVE
FINANCIAL/ADMIN
ENTERPRISING
PEOPLE SERVICE
MECHANICAL

TIED

PERFORMANCE MODEL
in rank order

ENTERPRISING
PEOPLE SERVICE
FINANCIAL/ADMIN



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PERFORMANCE MODEL

For ** Sample Position for PXT Select **

The highlighted boxes represent the **** Sample Position for PXT Select **** Performance Model, reflecting the specific requirements for this position. Oliver's placement is labeled with his initials.

THINKING STYLE

Composite Score

A reflection of overall learning, reasoning, and problem-solving potential

1-3
Best at using the most straightforward concepts of the job

4-7
Takes in information similarly to most people

8-10
Benefits from most development opportunities

Ideal Candidate: Assimilates information with minimal confusion and can handle more complex information processing.

Oliver: Fits the Performance Model.

Verbal Skill

A measure of vocabulary

1-3
Communicates using basic language in most situations

4-7
Comfortable communicating more complex information

8-10
Capable of communicating with a diverse vocabulary

Ideal Candidate: Can process moderately complex language and has a vocabulary in the average range.

Oliver: May experience frustration when communicating with less verbally adept coworkers.

Verbal Reasoning

Using words for reasoning and problem solving

1-3
Prefers easy-to-interpret communication

4-7
Interprets routine communication effectively

8-10
Draws accurate conclusions from verbal information

Ideal Candidate: Capable of analyzing and understanding the nuances contained in complex communication.

Oliver: Fits the Performance Model.

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Numerical Ability

A measure of numerical calculation ability

1-3
Most comfortable with easy calculations

4-7
Comfortable with routine numerical calculations

8-10
Able to carry out advanced numerical calculations

Ideal Candidate: Performs intricate calculations easily and is comfortable communicating complex data to others.

Oliver: Fits the Performance Model.

Numeric Reasoning

Using numbers as a basis in reasoning and problem solving

1-3
May be able to use simple mathematical rules for problem solving

4-7
Comfortable drawing conclusions based on numerical data

8-10
Can easily process numerical data to reach conclusions

Ideal Candidate: Reasonably efficient when using numerical data in decision making and requires little assistance in processing charts and graphs.

Oliver: Analyzes numerical data at a more advanced level than the position requires, suggesting that he may have unused talents in this area.

BEHAVIORAL TRAITS

Pace

Overall rate of task completion

< **STEADY**
Patient
Good with routine

URGENT >
Driven
Fast-paced

Ideal Candidate: Very active and results-driven with the ability to juggle the demands of several tasks at once.

Oliver: Fits the Performance Model.

Assertiveness

Expression of opinions and need for control

< **UNASSUMING**
Diplomatic
Low need to control

FORCEFUL >
Competitive
Achievement-oriented

Ideal Candidate: Little need to have influence over others and, instead, is content to follow direction in an amicable environment.

Oliver: May wish to assert a stronger presence than is typical for success in this position.

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Sociability

Desire for interaction with others

< **RESERVED**
Introverted
Keeps to oneself

OUTGOING >
Extraverted
People-oriented

Ideal Candidate: Generally outgoing and capable of working effectively in a team environment.

Oliver: Probably prefers a little less interaction with others than is typically required for success in this position.

Conformity

Attitude on policies and supervision

< **STRONG-WILLED**
Individualistic thinking
Willingness to question

COMPLIANT >
Conventional
Works within the rules

Ideal Candidate: Effective without direct management, yet welcomes some structure and supervision as needed.

Oliver: Fits the Performance Model.

Outlook

Anticipation of outcomes and motives

< **SKEPTICAL**
Seeks evidence
Cautious

TRUSTING >
Optimistic
Accepting

Ideal Candidate: Has a bit of a skeptical side and will withhold buy-in until given the chance to scrutinize information.

Oliver: Fits the Performance Model.

Decisiveness

Use of speed and caution to make decisions

< **DELIBERATE**
Analyzes options
Moves methodically

BOLD >
Accepts risk
Moves quickly

Ideal Candidate: Is comfortable making quick decisions, even when limited information is available.

Oliver: May have more difficulty taking decisive action under pressure than is typical for those most successful in this position.

Accommodation

Inclination to tend to others' needs and ideas

< **STEADFAST**
Willing to express disagreement
Defends priorities and beliefs

AGREEABLE >
Harmonious
Amenable

Ideal Candidate: Enjoys meeting the needs of others, even if it means suppressing his or her personal views and opinions.

Oliver: May be less willing to compromise and let go of his perspectives than is typical for those most successful in this position.

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Independence

Level of preference for instruction and guidance

< **RELIANT**
May seek support
Accepts instruction

AUTONOMOUS >
Slow to seek guidance
Likes to set own direction

Ideal Candidate: Moderately independent yet can accept necessary guidance and instruction.

Oliver: Fits the Performance Model.

Judgment

Basis for forming opinions and making decisions

< **INTUITIVE**
May follow a hunch
Considers emotions

FACTUAL >
Logical
Focuses on facts

Ideal Candidate: Uses judgment that balances common sense and practical experience.

Oliver: Could overlook potential value of instinct when making decisions.

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INTERESTS

The assessment measures six possible Interests, which appear below from Oliver's highest- to lowest-scoring interest. The **top three Interests for the Performance Model** are noted. Two-way and three-way ties are indicated if present.

This list of interests is obviously not exhaustive, and because interests are often something that can be satisfied outside of work, they make up only 20% of the candidate's overall job fit score (Thinking and Behavioral each make up 40% of the overall score). Still, a person's interests can sometimes provide insight into how easily motivated he or she will be concerning different tasks, and how much enjoyment he or she may find in a particular role.

OLIVER'S ORDER OF INTERESTS

- Ordered from his highest- to lowest-scoring interest
- ** Sample Position for PXT Select ** Performance Model Interests are indicated
- Ties are indicated if present

Technical

A Technical interest suggests the enjoyment of learning technical material, interpreting complex information, and solving abstract problems. Individuals with this interest may enjoy working with numbers, data, and/or computer programs.

Creative

A Creative interest suggests the enjoyment of imaginative and artistic activities. It often involves personal expression, emphasis on aesthetics, and novel ways of solving problems, producing ideas, and designing new things.

Financial/Admin [PERFORMANCE MODEL INTEREST]

A Financial/Admin interest suggests the enjoyment of working with numbers, organizing information, and office routines such as record-keeping and completing paperwork. It could indicate an eye for detail and a desire for accuracy.

TIED

Enterprising [PERFORMANCE MODEL INTEREST]

An Enterprising interest suggests the enjoyment of leadership, presenting ideas, and persuading others. Individuals with this interest may desire responsibility and exercise initiative, ambition, and resourcefulness.

People Service [PERFORMANCE MODEL INTEREST]

A People Service interest suggests the enjoyment of collaboration, compromise, and helping others. It may indicate a strong sense of empathy and support and a knack for bringing people together.

Mechanical

A Mechanical interest suggests the enjoyment of building and repairing things and working with machinery or tools. Individuals with this interest may like tasks that involve using their hands, being outdoors, and/or breaking a sweat.

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INTERVIEW QUESTIONS

Oliver Chase & ** Sample Position for PXT Select **

CHALLENGE AREAS FOR THIS JOB FIT

Below you will find what could be Oliver's top challenge areas for this position. The selection is based on how Oliver scored on the assessment compared to the specific requirements for ** Sample Position for PXT Select **.

Assertiveness	MORE FORCEFUL THAN PERFORMANCE MODEL

He tends to be fairly comfortable sticking up for his opinions and needs.

Listen for: how willing he is to soften his level of assertiveness or defer to others when a situation calls for it.

1. When working with a team, how do you get buy-in from your colleagues if you think you have a good idea?

2. Describe a recent situation where you felt it was best to defer to others or not take action. What was the result?

Decisiveness	MORE DELIBERATE THAN PERFORMANCE MODEL

He may prefer to deliberate and make informed decisions, but is also capable of timely responses.

Listen for: his ability to make decisions more quickly when circumstances warrant it.

3. Describe a time when you waited too long to make a decision. What were the consequences? What would you do differently?

4. Would you describe your decision-making style as bold or cautious? Give an example of when it would have been better to take the opposite approach.

Verbal Skill	ABOVE PERFORMANCE MODEL

He communicates at a high level and can easily understand complex instructions.

Listen for: how much effort he uses to adjust his communication style to the needs of the audience.

5. Tell me about a time when you realized you were speaking at a more advanced level than a colleague could understand. What did you do to communicate your message more clearly?

6. Describe a situation where you had to explain a technical or complex subject to others. What steps did you take to ensure you adequately explained the key points?

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AREAS OF STRENGTH FOR THIS JOB FIT

Next you will find what could be Oliver's top areas of strength for this position. The selection is based on how Oliver scored on the assessment compared to the specific requirements for ** Sample Position for PXT Select **.

Verbal Reasoning	FITS PERFORMANCE MODEL

He is able to analyze more complex verbal information.

Listen for: how he assesses and applies information for different settings, tasks, and people.

7. Describe a situation in which you received instructions that seemed to lack key steps or were incomplete. What did you do to fix the situation and make sure that you were completing the task correctly?
8. Tell me about a time when you discovered there had been a miscommunication. How did you figure out there was a problem, and what did you do to resolve the issue?

Numerical Ability	FITS PERFORMANCE MODEL

He can perform complex calculations on a regular basis.

Listen for: his comfort with numerical calculations, including using new methods of calculating data.

9. Describe a situation where you had to consider different types of numerical information. How did you ensure that you understood and correctly applied the most important aspects of the data?
10. How long does it take for you to feel comfortable using new mathematical processes at work?

Pace	FITS PERFORMANCE MODEL

He tends to be fairly driven and works at a moderate to fast pace.

Listen for: how willing he is to adjust his own work pace and help others achieve a team goal.

11. Describe a time when you and your colleagues were working toward an aggressive deadline. How did you manage your own workload? How did you help your team meet the goal?
12. When you are assigned a task to complete without a specific deadline and with little oversight or supervision, what are some ways you keep yourself motivated?

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QUESTIONS FOR REMAINING SCALES

You will find suggested interview questions for the remaining scales below.

Numeric Reasoning	ABOVE PERFORMANCE MODEL

He can efficiently base his decisions on numerical data.

Listen for: how successfully he communicates numerical concepts, or if he gets frustrated when working with people with different numerical skill levels.

13. If you analyze numerical data and find that it calls for a change—such as reallocating resources or adjusting a process—how would you convince others that the change is needed?

14. Tell me about a time you had to use mathematical concepts or reasoning to solve a problem. How did you communicate your message for those with different levels of training or skill?

Sociability	MORE RESERVED THAN PERFORMANCE MODEL

He tends to be fairly introverted and may often keep to himself.

Look for: how willing he is to socialize when a task calls for it.

15. What are some practices you've used to develop and maintain strong workplace relationships?

16. Tell me about a work situation that required you to be very outgoing. What was challenging and what did you enjoy about this experience?

Conformity	FITS PERFORMANCE MODEL

He tends to be cooperative and usually works within the rules.

Listen for: whether he recognizes when to push back and when to comply, given the situation.

17. Tell me about a time when your supervisor made a decision and you disagreed with it. How would colleagues describe your reaction to the situation?

18. Describe a situation where you had to push repeatedly for your opinion. Would you handle the situation differently today? Why or why not?

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Outlook	FITS PERFORMANCE MODEL

He tends to be skeptical and looks for the evidence to back up a claim.

Listen for: whether he thinks critically about others' ideas without dismissing them prematurely or accepting them too readily.

19. When considering others' ideas, what steps do you take to evaluate the ideas? Give me some specific examples.

20. What impacts have you seen from a lack of trust in the workplace? What benefits have you seen when trust is high? Give me some examples of both scenarios.

Accommodation	MORE STEADFAST THAN PERFORMANCE MODEL

He is usually willing to express disagreement and defend his opinions.

Listen for: how willing he is to compromise or work toward team goals when they differ from his own goals.

21. Tell me about a time when you were swayed by a colleague's argument. What happened in that interaction?

22. How can conflict be a positive factor in the workplace? Give me examples from your own experience.

Independence	FITS PERFORMANCE MODEL

He often likes to set his own direction.

Listen for: the level of guidance he prefers and whether he has been satisfied with guidance in the past.

23. For work you've done in the past, when has following a very structured procedure been beneficial? When has it been better to develop your own approach?

24. Describe an example of the ideal level of guidance you received at the start of a new assignment. Tell me about a time when you were frustrated with the level of guidance.

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Judgment	MORE FACTUAL THAN PERFORMANCE MODEL

He may base decisions mostly on observable behaviors and data.

Listen for: his ability to make decisions given available information, even if it is incomplete or unclear.

25. In your experience, what are the benefits of basing decisions on facts alone? When might this approach be problematic?

26. If you need to make a decision without as much factual information or hard evidence as you'd like, how do you proceed?

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