



Profile XT

The ProfileXT® (PXT) assessment measures how well an individual fits specific jobs in your organisation. The unique “job fit” feature allows you to evaluate an individual relative to the qualities required to successfully perform in a specific job. It is used for selection, on-boarding, managing, and strategic workforce planning.

Why Assess Employees?

Given the opportunity to land a new job or to be promoted, people may tell you what you want to hear instead of the truth. Additionally, so much of their success depends on the specific type of job and the organisation in which they would work. Success seldom transfers automatically. The cost of a bad hire is very high considering the hiring and ramp-up costs, low productivity, and disruption to customers and co-workers.

The ProfileXT gives you an objective inside look at the behaviours and motives of job candidates to help you make better hiring, promotion and organisational decisions. Giving this information to managers helps them be more effective and get the very best from their people.

How does the Profile XT Assessment work?

Prior to assessing candidates, our experts help you develop peak performance models for your jobs in question that you will use to compare job candidates against. 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 informs the hiring managers where they can access the results.

The hiring manager can use the results as a screening tool or to assist them in the interviewing, selection and onboarding process.

We are the people
development people.

Further info and bookings
call or visit—

www.lma.edu.au
1800 333 270

Profile XT

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| Measures | A. 20 Performance Indicators B. The Total Person <ul style="list-style-type: none">• Thinking and Reasoning• Behavioural Traits• Interests |
| Time To Take | Less than 60 Minutes No administrator or proctoring required |
| Customisable | Develop Peak Job Performance Models by: <ul style="list-style-type: none">• Company• Position• Manager• Geography |
| Used for | <ul style="list-style-type: none">• Placement, Promotion Fit and Succession Planning• Coaching• Developing Peak Job Performance Models• Job Description Development |
| Reports | <ul style="list-style-type: none">• Performance Model Comparison• Interview Guides• Coaching Guide• Candidate Matching• Individual Profile• Comparison Summary• Summary Graph• Individual Graph |
| Validation Studies | Yes |
| Administration | Internet |
| Scoring | Internet |

Did you Know?

- 46% of new hires fail within 18 months.
- Only 19% will achieve unequivocal success.
- Technical skills are not the primary reason for failure.

The Profile XT helps you:

- Establish an efficient and effective hiring and selection process
- Avoid costly hiring mistakes
- Improve employee satisfaction and performance
- Effectively onboard and develop new hires



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