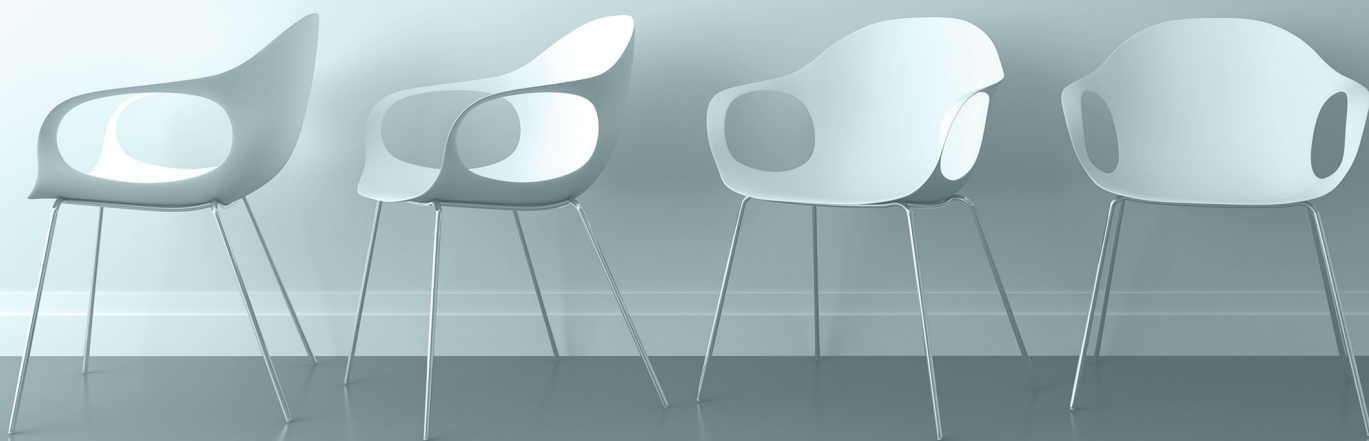# PXT SELECT™

A Wiley Brand

Multiple Positions Report
One person, multiple positions

% FIT
PERFORMANCE MODELS
CANDIDATE FIT

PROVIDED BY

JR Fitzwater & Associates, LLC

WILEY

INTRODUCTION
Roles for Oliver Chase

This report provides a **comparison of Oliver Chase's results to more than one position.** It is intended to help you understand where he might best fit within your organization. However, it **does not address** Oliver Chase's education, training, or experience. It's important to remember that the results from this, or any assessment, should never make up more than a third of the final decision in job placement.

What's in this report?		
% FIT	**PERFORMANCE MODELS**	**CANDIDATE FIT**
The candidate's Overall Fit for each of the positions, shown below	Range of scores typical for success in each position	Candidate's results from the assessment compared to the Performance Models

Position ...Page	% Fit
Specialist 2	**88%**
Manager-Sales 3	**85%**
Sales 4	**79%**
** Sample Position for PXT Select ** 5	**70%**

SPECIALIST
Oliver Chase

OVERALL FIT:	88%

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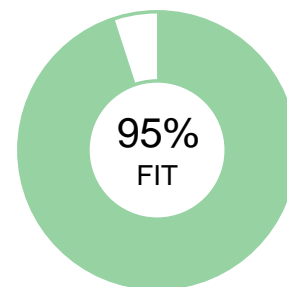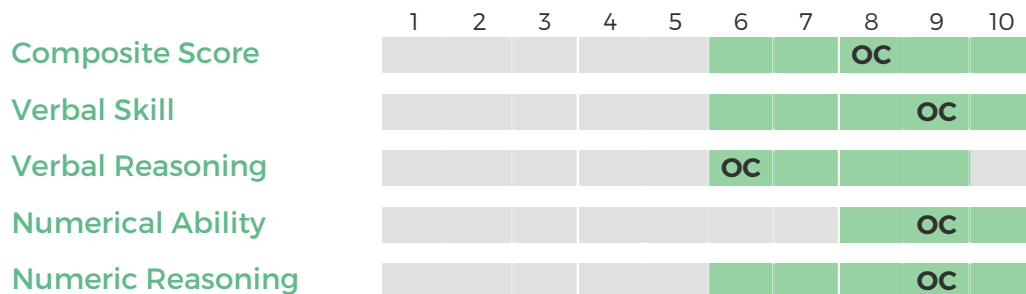
THINKING STYLE

	1	2	3	4	5	6	7	8	9	10
Composite Score								OC		
Verbal Skill									OC	
Verbal Reasoning						OC				
Numerical Ability									OC	
Numeric Reasoning									OC	

95% FIT

BEHAVIORAL TRAITS

Pace	OC
< STEADY	URGENT >

Assertiveness	OC
< UNASSUMING	FORCEFUL >

Sociability	OC
< RESERVED	OUTGOING >

Conformity	OC
< STRONG-WILLED	COMPLIANT >

Outlook	OC
< SKEPTICAL	TRUSTING >

Decisiveness	OC
< DELIBERATE	BOLD >

Accommodation	OC
< STEADFAST	AGREEABLE >

Independence	OC
< RELIANT	AUTONOMOUS >

Judgment	OC
< INTUITIVE	FACTUAL >

85% FIT

TOP INTERESTS

OLIVER in rank order	PERFORMANCE MODEL in rank order
TECHNICAL	TECHNICAL
CREATIVE	PEOPLE SERVICE
FINANCIAL/ADMIN ⎤ TIED	FINANCIAL/ADMIN
ENTERPRISING ⎦	
PEOPLE SERVICE	
MECHANICAL	

81% FIT
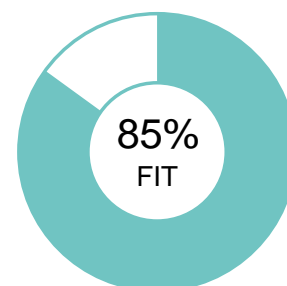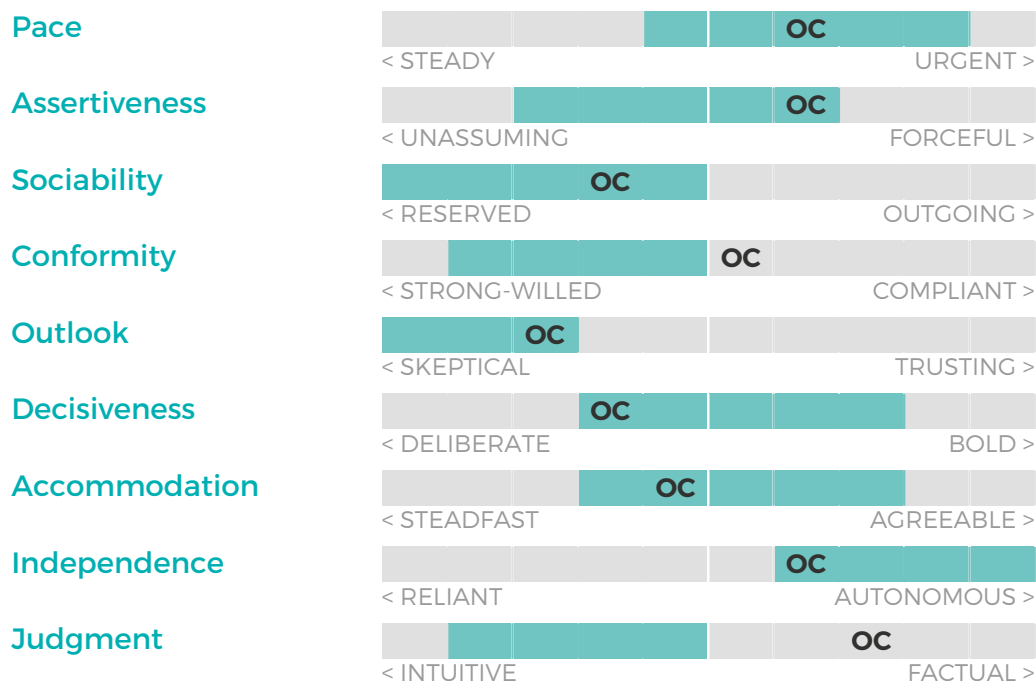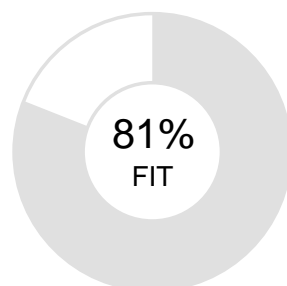
MANAGER-SALES
Oliver Chase

OVERALL FIT:	85%

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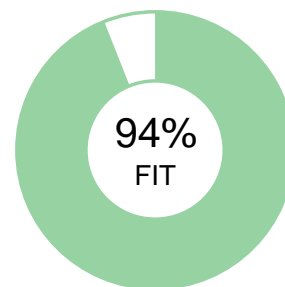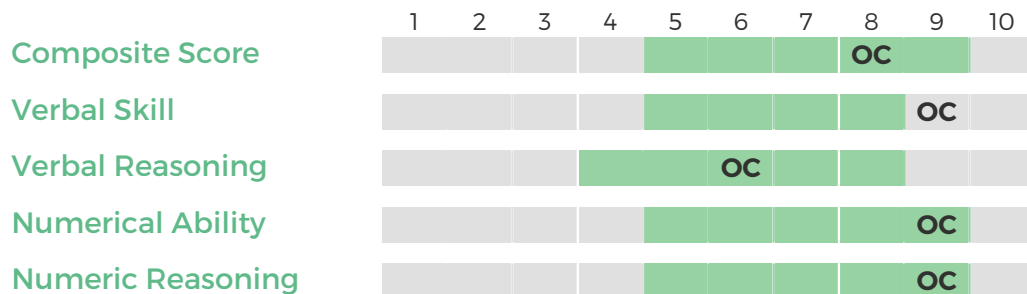
THINKING STYLE

	1	2	3	4	5	6	7	8	9	10
Composite Score								OC		
Verbal Skill									OC	
Verbal Reasoning						OC				
Numerical Ability									OC	
Numeric Reasoning									OC	

94% FIT

BEHAVIORAL TRAITS

Pace — OC
< STEADY   URGENT >

Assertiveness — OC
< UNASSUMING   FORCEFUL >

Sociability — OC
< RESERVED   OUTGOING >

Conformity — OC
< STRONG-WILLED   COMPLIANT >

Outlook — OC
< SKEPTICAL   TRUSTING >

Decisiveness — OC
< DELIBERATE   BOLD >

Accommodation — OC
< STEADFAST   AGREEABLE >

Independence — OC
< RELIANT   AUTONOMOUS >

Judgment — OC
< INTUITIVE   FACTUAL >

78% FIT

TOP INTERESTS

OLIVER in rank order	PERFORMANCE MODEL in rank order
TECHNICAL	TECHNICAL
CREATIVE	ENTERPRISING
FINANCIAL/ADMIN ⎤ TIED	MECHANICAL
ENTERPRISING ⎦	
PEOPLE SERVICE	
MECHANICAL	

83% FIT
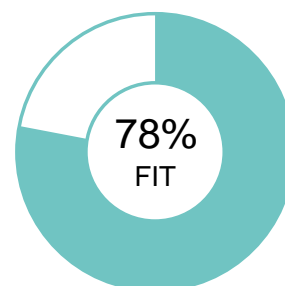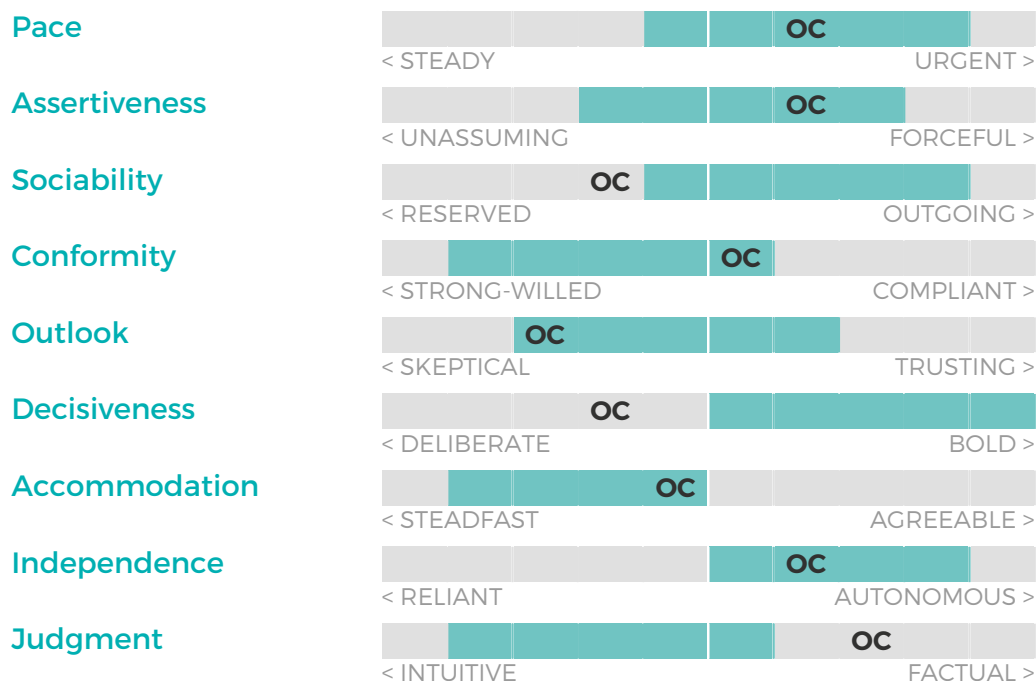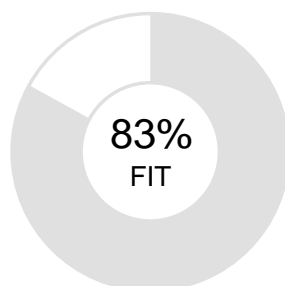
SALES
Oliver Chase

OVERALL FIT:	**79%**

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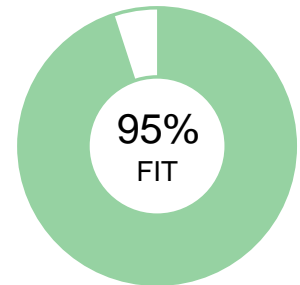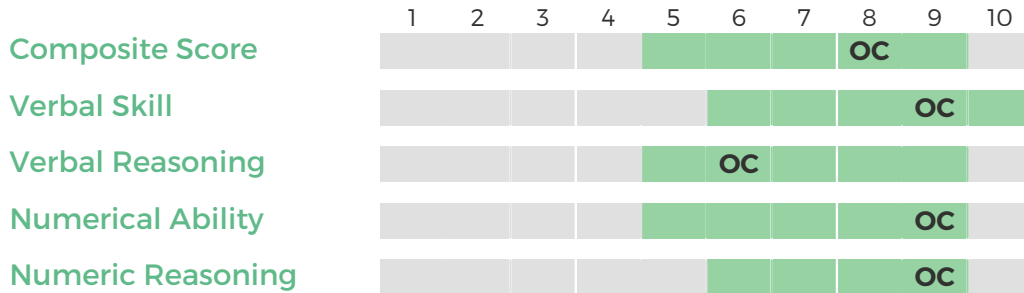
THINKING STYLE

	1	2	3	4	5	6	7	8	9	10
Composite Score								OC		
Verbal Skill								OC		
Verbal Reasoning					OC					
Numerical Ability								OC		
Numeric Reasoning								OC		

95% FIT

BEHAVIORAL TRAITS

Pace
OC
< STEADY   URGENT >

Assertiveness
OC
< UNASSUMING   FORCEFUL >

Sociability
OC
< RESERVED   OUTGOING >

Conformity
OC
< STRONG-WILLED   COMPLIANT >

Outlook
OC
< SKEPTICAL   TRUSTING >

Decisiveness
OC
< DELIBERATE   BOLD >

Accommodation
OC
< STEADFAST   AGREEABLE >

Independence
OC
< RELIANT   AUTONOMOUS >

Judgment
OC
< INTUITIVE   FACTUAL >

66% FIT

TOP INTERESTS

OLIVER in rank order	**PERFORMANCE MODEL** in rank order
TECHNICAL	ENTERPRISING
CREATIVE	PEOPLE SERVICE
FINANCIAL/ADMIN ⎤ TIED	CREATIVE
ENTERPRISING ⎦	
PEOPLE SERVICE	
MECHANICAL	

74% FIT
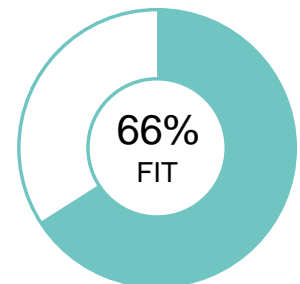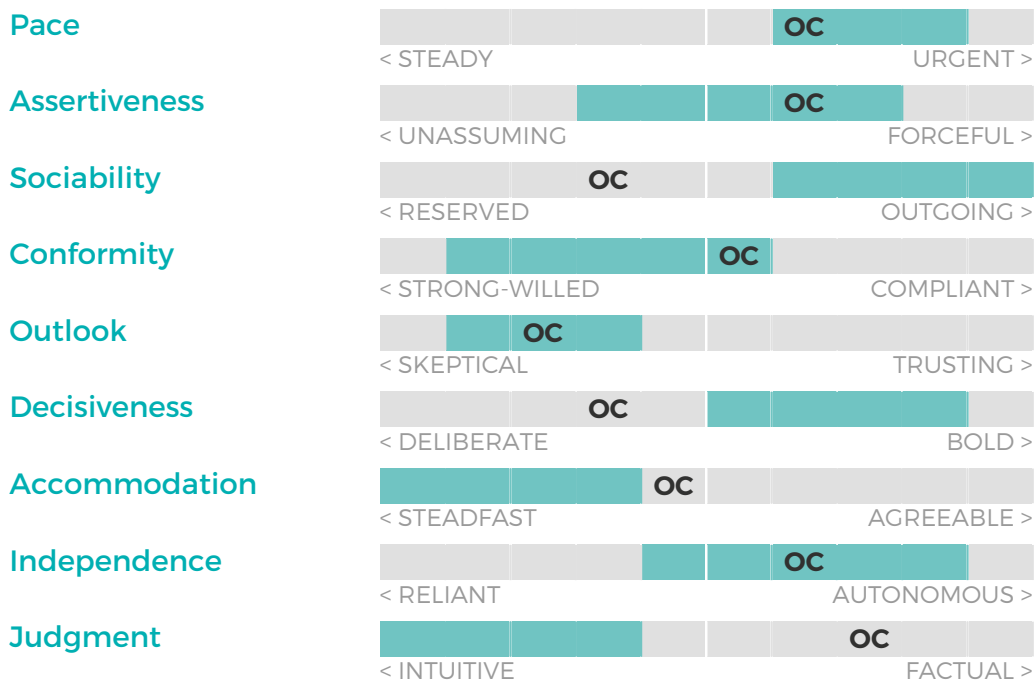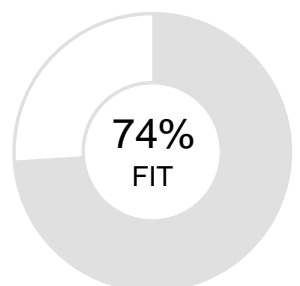
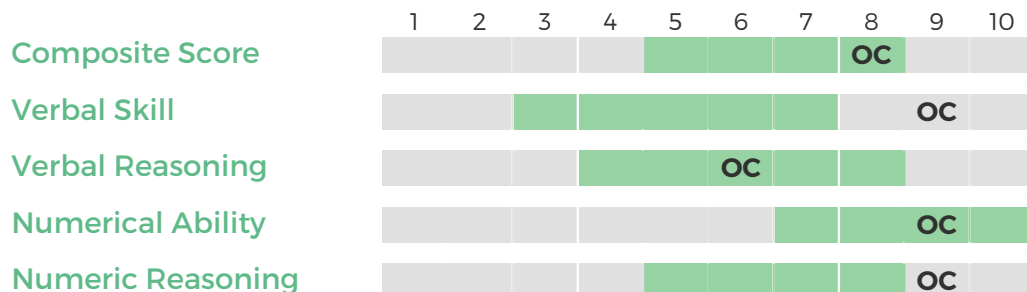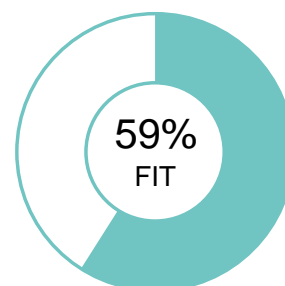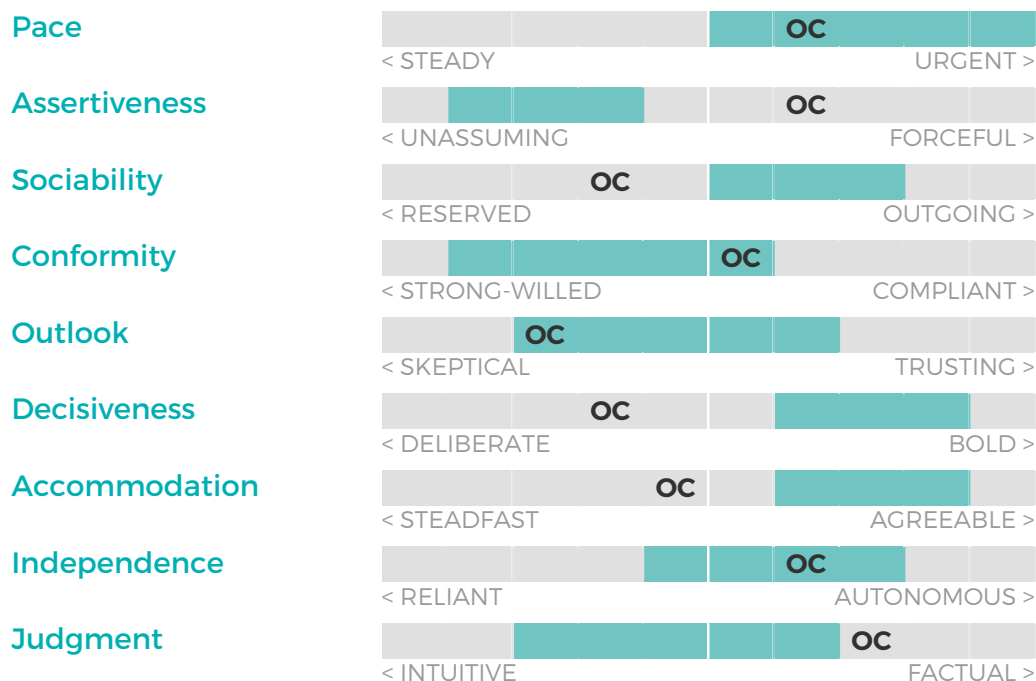# ** SAMPLE POSITION FOR PXT SELECT **

Oliver Chase

OVERALL FIT:	70%

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

THINKING STYLE

	1	2	3	4	5	6	7	8	9	10
Composite Score								OC		
Verbal Skill								OC		
Verbal Reasoning					OC					
Numerical Ability								OC		
Numeric Reasoning							OC			

79% FIT

BEHAVIORAL TRAITS

Pace — OC
< STEADY   URGENT >

Assertiveness — OC
< UNASSUMING   FORCEFUL >

Sociability — OC
< RESERVED   OUTGOING >

Conformity — OC
< STRONG-WILLED   COMPLIANT >

Outlook — OC
< SKEPTICAL   TRUSTING >

Decisiveness — OC
< DELIBERATE   BOLD >

Accommodation — OC
< STEADFAST   AGREEABLE >

Independence — OC
< RELIANT   AUTONOMOUS >

Judgment — OC
< INTUITIVE   FACTUAL >

59% FIT

TOP INTERESTS

OLIVER in rank order	PERFORMANCE MODEL in rank order
TECHNICAL	ENTERPRISING
CREATIVE	PEOPLE SERVICE
FINANCIAL/ADMIN ⎤ TIED	FINANCIAL/ADMIN
ENTERPRISING ⎦	
PEOPLE SERVICE	
MECHANICAL	

72% FIT