

PXT Select™

The PXT Select™ assessment measures how well an individual fits specific jobs in your organization. The “job matching” feature of PXT Select™ is unique, and enables you to evaluate an individual relative to the qualities required to perform successfully in a specific job. It is used throughout the employee life cycle for selection, onboarding, managing, and strategic workforce planning. This assessment reveals consistent, in-depth, objective insight into an individual's thinking and reasoning style, relevant behavioral traits, occupational interests, and match to specific jobs in your organization. It helps your managers’ interview and select people who have the highest probability of being successful in a role, and provides practical recommendations for coaching them to maximum performance. It also gives your organization consistent language and metrics to support strategic workforce and succession planning, talent management, and re-organization efforts.

In Brief:

- PXT Select™ measures a candidate’s thinking style, behaviors, and interests: three areas that impact an individual’s approach to situations in the workplace.
- PXT Select™ helps fill the gap between the resume and the interview. It provides organizations with actionable objective data about candidates in a simple to understand format that can help you to interview better and hire smarter.
- Assessment results equip organizations and hiring managers with easy to understand information about the candidate, and provide intuitive questions to strengthen the interview process.
- PXT Select™ makes the very human decisions about hiring simpler and smarter.

What reports are available with PXT Select™?

PXT Select’s suite of reports helps organizations to select, onboard, coach and develop employees. PXT Select offers the following reports:

- **Comprehensive Selection Report**
 - Is the candidate a good fit? This powerful report helps you make smarter hiring decisions with confidence. Featuring tailored interview questions and tips on “what to listen for” with each candidate, this report gives you a meaningful edge in your hiring.
- **Multiple Positions Report**
 - What’s the best fit for a particular individual? Compare a candidate or employee to multiple jobs in your organization.
- **Multiple Candidates Report**
 - Compare multiple candidates for a single position.
- **Team Report**
 - See how a potential candidate fits an existing team, or address your current team’s dynamic and strengths.
- **Manager-Employee Report**
 - Discover how a manager and employee can work more effectively together.
- **Individual’s Feedback Report**
 - Candidates can learn from PXT Select, too! This narrative report doesn’t reveal scores and is perfectly safe to share with applicants.
- **Individual’s Graph**
 - Are you more of a visual person? The graph illustrates a candidate’s results that you can view at a glance.
- **Coaching Report**
 - Wish you had coaching advice tailored to each employee? This report gives you exactly that and more!
- **Performance Model Report**
 - Understand the range of scores and behaviors for the position you’re trying to fill. Learn about the ideal candidate for that role.