PXT

Report designed for Performance Model

Widget Bender

CONFIDENTIAL

ProfileXT®
Candidate Matching

Performance Model Date: 2/4/10
Printed: 5/20/10

Profiles International
5205 Lake Shore Dr.
Waco, TX 76710

Profiles **X** International
imagine great people*

Summary

This report provides a comparison of selected candidates to the Widget Bender Performance Model. This information will help organize your interviews when more than one candidate is being considered for the same job. The percentage match to this model is shown for each candidate. The percent match reflects each candidate's Thinking Style, Interests and Behavioral Traits combined.

You should select candidates appropriate for the Widget Bender Performance Model listed here and view the report(s) specific to each candidate.
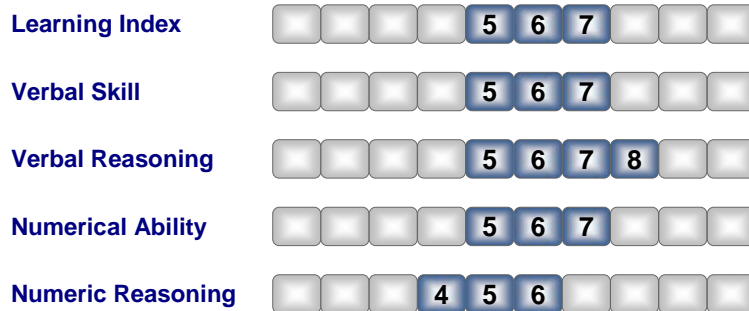
Please note that this report does not measure or consider candidates' education, training, or experience, nor does it consider job skill requirements.

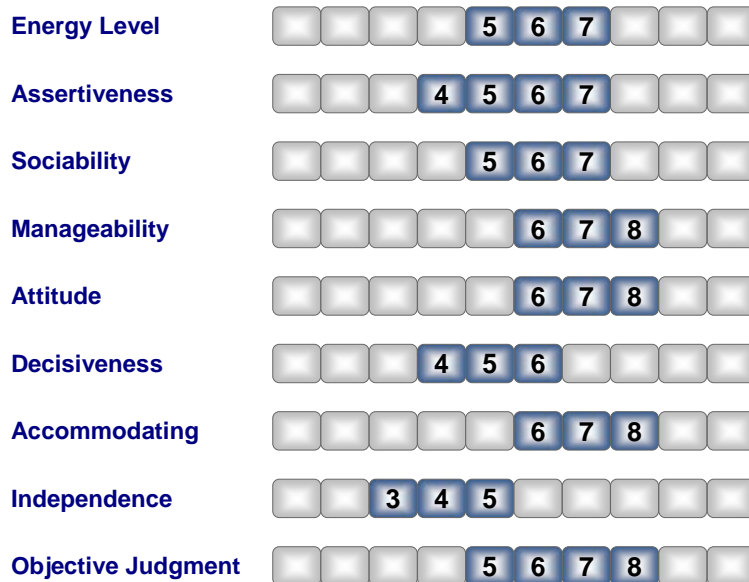| Candidates	Widget Bender % Match
Montavia Estancia	**86%**
Jake Jackson	**77%**
Sally Sample	**69%**

NOTE: Please consult the User's Guide for additional information on using these results. As discussed in the User's Guide for this product, the results from this, or any assessment should never make up more than a third of the final decision in placements.

Summary Graph

The shaded boxes represent the Widget Bender Performance Model.

Learning Index	[ ][ ][ ][ ][5][6][7][ ][ ][ ]	**Thinking Style**	
Verbal Skill	[ ][ ][ ][ ][5][6][7][ ][ ][ ]		
Verbal Reasoning	[ ][ ][ ][ ][5][6][7][8][ ][ ]		
Numerical Ability	[ ][ ][ ][ ][5][6][7][ ][ ][ ]		
Numeric Reasoning	[ ][ ][ ][4][5][6][ ][ ][ ][ ]		

Energy Level	[ ][ ][ ][ ][5][6][7][ ][ ][ ]	**Behavioral Traits**	
Assertiveness	[ ][ ][ ][4][5][6][7][ ][ ][ ]		
Sociability	[ ][ ][ ][ ][5][6][7][ ][ ][ ]		
Manageability	[ ][ ][ ][ ][ ][6][7][8][ ][ ]		
Attitude	[ ][ ][ ][ ][ ][6][7][8][ ][ ]		
Decisiveness	[ ][ ][ ][4][5][6][ ][ ][ ][ ]		
Accommodating	[ ][ ][ ][ ][ ][6][7][8][ ][ ]		
Independence	[ ][ ][3][4][5][ ][ ][ ][ ][ ]		
Objective Judgment	[ ][ ][ ][ ][5][6][7][8][ ][ ]		

The matching process for Interests is concerned with the top three interests of a Performance Model and how closely a candidate's top three interests match. The three top interests for this model are indicated and ranked from top to bottom below.

Financial/Administrati

People Service   **Interests**

Enterprising

Employee Descriptions

Thinking Style Scales

Learning Index

Employees who assimilate information within expected norms and can appreciate more complex information processing.

Verbal Skill

Employees who communicate within normal expectations and are also comfortable communicating the more complex aspects of their routine functions.

Verbal Reasoning

Employees who interpret routine communications effectively with an ability to analyze more complex verbal information.

Numerical Ability

Employees who utilize routine numerical information in their work and who may occasionally be required to perform more complex calculations.

Numeric Reasoning

Employees who can make decisions based on basic numerical data and who understand the basic implications of charts and graphs that explain such data.

Behavioral Traits Scales

Energy Level

Employees who respond well to demands on their time and generally work at a brisk pace.

Assertiveness

Employees who take on leadership roles comfortably but are still capable of following when necessary.

Sociability

Employees who are moderately social, motivated by the opportunity to present their ideas and suggestions and are encouraged by the opportunity to work in a team environment.

Manageability / Attitude

Employees who demonstrate a positive attitude, remain open and are willing to accept the leadership of others in order to achieve success in their work.

Decisiveness

Employees who are capable of making timely responses but are quite comfortable using a methodical approach to make decisions.

Accommodating

Employees who can appropriately accommodate the needs of customers and co-workers, and also appreciate the occasional need to take a personal position that is different than the group's position

Independence

Employees who demonstrate some level of independence, but function best when provided supervision and structure.

Objective Judgment

Employees who are most successful when provided ample information to make objective decisions, yet are capable of relying on intuition when necessary.

Interests Scales

Financial/Administrative

Employees who are motivated by administrative duties or financial information processing.

People Service

Employees who are motivated by a position that offers the opportunity to help others or provide some facilitative service.

Enterprising

Employees who are motivated by the competitive, fast-paced world of sales and management.