

Everything you need to Know about PXT Select

- **PXT Select:** As a comprehensive, “full person” assessment, the PXT Select assessment measures how well an individual fits specific jobs in an organization by assessing their Cognitive Ability, Behavioral Traits, and Interests. The job-matching feature of the PXT Select assessment enables organizations to evaluate an individual relative to the qualities required to perform a job successfully. **PXT Select Helps You:**
 1. Establish an efficient hiring and selection process
 2. Avoid costly hiring mistakes
 3. Improve employee satisfaction, performance, and retention
 4. Assist managers with employee coaching and onboarding
 5. Identify talent gaps and focus on leveraging employee strengths
- **PXT Select Non-Cognitive:** With our newest assessment, managers can choose to focus on evaluating Job-Person Fit based on soft skills and cultural fit while benefiting from the same scientific rigor for which the full PXT Select assessment is known. The PXT Select Non-Cognitive assessment measures Behavioral Traits and Interests. As the name suggests, it doesn’t measure Cognitive Ability. As a result, it is shorter and more straightforward compared to the full version of the PXT Select assessment. It works well when hiring and selecting candidates in situations where cognition has already been pre-established or when the cognitive ability is not a job requirement at the point of hiring. **The PXT Select Non-Cognitive Assessment Helps You:**
 1. Establish an efficient hiring and selection process
 2. Avoid costly hiring mistakes
 3. Improve employee satisfaction, performance, and retention
 4. Assist managers with employee coaching and onboarding
 5. Identify talent gaps and focus on leveraging employee strengths
 6. Shortens assessment time in the selection process, without sacrificing
- **Interest Section:** The PXT Select Interest section helps determine a candidate’s level of engagement before hiring them, measuring the candidate’s level of interest in specific types of tasks that a role requires will assist in previewing a candidate’s level of engagement.
- **Distortion:** The PXT Select measures if a candidate has answered the assessment questions candidly or not. The Distortion score is not a lie detector, but it will tell you if a candidate has responded to the items according to who they are or not.
- **Performance Models (benchmarks):** We have the full library of Performance Models with over 170 different roles based on roles from the Department of Labor. We have a Job Analysis Survey that you can add to the Performance Models to add customization to the benchmarks based on your companies view of the role. There is also a completely customized version of the Performance Model, where you assess your top performers to build a benchmark specific to a position within your organization. You choose the level of customization.
- **Adaptive Testing:** Adaptive Testing is a technology that allows us to measure a candidate’s score more accurately while reducing the number of irrelevant questions asked to the candidate, whereby minimizing the time it takes for a candidate to complete our assessment.
- **Foundation for our 9 Behavioral Traits:** We have nine behaviors that we measure: **Pace, Assertiveness, Sociability, Conformity, Outlook, Decisiveness, Accommodation, Independence, and Judgement.**

Our Behavioral Traits scales were initially loosely based on the Big Five Personality Traits, but in order to adhere to government guidelines and regulations regarding job-relevance, the Behavioral Traits scales are observable behaviors that are commonly observed in the workplace.

Measuring observable behaviors allows for increased measurement stability and reliability, both over time and between individuals.

Both job relevance and measurement reliability are necessary for responsible use of assessment results in making employment decisions that are appropriate, fair, and unbiased for all candidates.

- **PXT Select is validated for selection:** In our research Guide, you can see the rigorous validation and reliability studies that our PXT Select assessment has gone through. We employ the most up to date technology with Adaptive testing to create a more accurate measurement and a better experience for your candidate. The PXT Select is a normative assessment that measures a person’s level of skill, not an ipsative evaluation that measures a candidate’s subjective preferences.
- **PXT Select normative, not ipsative:** Ipsative assessments use the “self” as the standard for comparison. For example, “You report that you are more assertive than you are social.” **There is no basis for a correlation between your scores and any other scores because you are making a comparison to your behaviors only.**

With Normative assessments, your scores are compared with a specific population. For example, “Your assertive scores are as high, or higher, than 85% of the working population.”

The Profile Select is a Normative assessment that overcomes the shortcomings of Ipsative tools. The Profile Select compares the assessed candidate to two critical audiences outside of the candidate themselves:

1. The general working population as represented by a sample of more than 4 million+ assessment takers that form part of the validation and reliability studies for the Profile XT.
2. The population of “top performers” in the position that the person is applying for in the form of the concurrent pattern developed from these top performers’ PXT results.

- **Employee life cycle assessment:** We have 13 reports to use from the applicant to retire. Please see the Report Guide for a sample of all reports. The reports are:
 1. 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 process.
 2. MULTIPLE POSITIONS REPORT – Which positions might be best for a particular individual? Compare a candidate or employee to multiple jobs in your organization.
 3. MULTIPLE CANDIDATES REPORT – Make hiring decisions with ease. Compare multiple candidates for a single position.
 4. 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.
 5. TEAM REPORT – See how a potential candidate fits an existing team, or address your current team’s dynamics and strengths.
 6. MANAGER-EMPLOYEE REPORT – Help managers discover how they can work more effectively with their employees.
 7. 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.
 8. INDIVIDUAL’S GRAPH – Are you more of a visual person? The graph illustrates a candidate’s results that you can view at a glance.
 9. COACHING REPORT – Wish you had coaching advice tailored to each employee? This report gives you exactly that and more!
 10. SALES REPORTS – Have a sales team? The following reports provide a view of critical sales practices and incorporate sales language to help organizations hire, onboard, and develop their salespeople:
 - SALES: COMPREHENSIVE SELECTION REPORT
 - SALES: INDIVIDUAL’S FEEDBACK REPORT
 - SALES: COACHING REPORT
 11. LEADERSHIP REPORT – Wish you had insight into how a candidate leads? Great for hiring and leadership development, this report illustrates how an individual’s characteristics, strengths, and challenges relate to six distinct Leadership Skills relevant in today’s workplace.