



ProfileXT™ is the most technologically advanced, state-of-the-art system available today for measuring human potential and predicting job performance. The Profile XT measures the “total person:”

1. Thinking Style (Verbal and Numerical Ability) - *Can the person do the job?*
2. Behavioral Traits - *How will the person do the job?*
3. Occupational Interests -- *Will the person want to do the job?*



People only let you see what they want you to see. They are like icebergs in that what you do not see is more significant than what you do see.

The most valuable feature of ProfileXT™ is its job match function. This refers to the ProfileXT’s ability to analyze a person’s job-related attributes and compare them to the qualities required to perform successfully in a particular job.

Job match patterns assure job fit. You can easily identify the people who fit the positions you are filling. You will promote and hire people who meet and exceed your expectations. Your customized job match patterns will also help you design training programs that produce the performance results you want.

- ProfileXT™ is self-administered and is completed online, so it is available anywhere at any time
- ProfileXT™ gives you several easy-to-use and informative reports that serve a variety of management needs. Get the information you want when you want it.
- ProfileXT™ requires no interpretation.

Now you will know why some of your people perform at extraordinary levels while others, who appear to be equally qualified, are only average performers.

ProfileXT™ is valid for today's workforce

- Satisfies all requirements of the EEOC, ADA, DOL and Civil Rights Act
- ProfileXT™ was designed and developed to be specifically job-related and has been validated in accordance with American Psychological Association standards
- ProfileXT™ is validated to be age-blind, gender-blind, and ethnicity-blind. It measures only those factors relevant to selecting the best people to fit the requirements of specific jobs

Example: Employee Turnover Cost Analysis and Return on Investment

<ul style="list-style-type: none">• A company has 100 employees.• Turnover is only 20% per year.• Employee turnover cost is 3 months wages (very conservative)• Average wage is \$9.00/hr. plus 20% benefits.• Existing yearly employee turnover cost = 100 employees X 20% X \$5,616 (including benefits) = \$112,320 per year.	<ul style="list-style-type: none">• Let’s say the Profile XT™ reduces employee turnover by a conservative 50%. Often the percentage is significantly more. The yearly savings is = \$56,160.• The yearly cost of using the Profile XT™ after the initial study = \$7,200 <p style="text-align: center;">Your Return On Investment (ROI) = \$56,160 / \$7,200 = 780%!!!</p> <p style="text-align: center;">This is why so many organizations are using the Profile XT™</p>
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