



The **ProfileXT® (PXT)** assessment measures how well an individual fits specific jobs in your organization. The “job matching” feature of the PXT is unique, and it enables you to evaluate an individual relative to the qualities required to successfully perform in a specific job. It is used throughout the

employee life cycle for selection, on-boarding, managing and strategic workforce planning.

This assessment reveals consistent, in-depth, and 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 reorganization efforts.

### Why assess employees?

Given the opportunity to land a new job or to be promoted, people may tell you what you want to hear instead of the truth. Additionally, so much of their success depends on the specific type of job and the organization in which they would work. Success seldom transfers automatically. The cost of a bad hire is very high considering the hiring and ramp-up costs, low productivity, and disruption to customers and co-workers.

### Did You Know?

- 46% of new hires fail within 18 months.
- Only 19% will achieve unequivocal success.
- Technical skills are not the primary reason for failure.



The ProfileXT gives you an objective inside look at the behaviors and motives of job candidates to help you make better hiring, promotion and organizational decisions. Giving this information to managers helps them be more effective and get the very most from their people.

### How does the ProfileXT assessment work?

Prior to assessing candidates, our experts help you develop peak performance models for your jobs in question that you will use to compare job candidates against. Once established, our clients deliver the PXT to their candidates over the Internet—hiring managers or an HR administrator simply forwards a link. The assessment does not need to be monitored, so the candidate can take it from any computer with Internet access. The system instantly scores the assessment and informs the hiring managers where they can access the results.

The hiring manager can use the results as a screening tool or to assist them in the interviewing, selection and on-boarding process.

### What’s the next step?

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**Call us today!** (800) 960-9612

<b>MEASURES</b>	<p>A. 20 Performance Indicators</p> <p>B. The Total Person</p> <ul style="list-style-type: none"> <li>• Thinking and Reasoning</li> <li>• Behavioral Traits</li> <li>• Interests</li> </ul>
<b>TIME TO TAKE</b>	<p>Less than 60 minutes</p> <p>No administrator or proctoring required</p>
<b>CUSTOMIZABLE</b>	<p>Develops Peak Job Performance Models by:</p> <ul style="list-style-type: none"> <li>• Company</li> <li>• Position</li> <li>• Manager</li> <li>• Geography</li> </ul>
<b>USED FOR</b>	<ul style="list-style-type: none"> <li>• Placement, Promotion Fit, and Succession Planning</li> <li>• Coaching</li> <li>• Developing Peak Job Performance Models</li> <li>• Job Description Development</li> </ul>
<b>REPORTS</b>	<ul style="list-style-type: none"> <li>• Performance Model Comparison</li> <li>• Interview Guides</li> <li>• Strategic Workforce Planning</li> <li>• Candidate Matching</li> <li>• Individual Profile</li> <li>• Comparison Summary</li> <li>• Summary Graph</li> <li>• Individual Graph</li> </ul>
<b>VALIDATION STUDIES</b>	<p>1999, 2000, 2001, 2003, 2005, 2006, 2008, 2009, 2010</p>
<b>ADMINISTRATION</b>	<p>Internet or Paper/Pencil</p>
<b>SCORING</b>	<p>Internet</p>

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# Step One Survey II®

Profiles Sales Assessment™ Profiles Sales Indicator™  
Workplace Engagement Survey Profiles Managerial Fit



Our **Step One Survey II®** (SOSII) is a brief pre-hire assessment that measures an individual's basic work-related values. It is used primarily as a screening tool early in the candidate selection process.

This assessment provides valid insight into an applicant's work ethic, reliability, integrity,

propensity for substance abuse, and attitudes toward theft—including property, data and time.

## Why assess employees with SOSII?

It's a startling fact – employee theft and fraud averages \$9.00 a day per employee! That's about \$2,000 per employee subtracted from your bottom line every year. While all employees have opportunities to steal, an employer's risk increases as people advance to upper levels of responsibility. High ranking executives have been known to embezzle tens of thousands – even millions of dollars. Could there be a better reason to hire people worthy of your trust?

SOSII helps organizations reduce hiring risk in a quick and cost effective manner. It is a scientifically designed assessment tool that helps answer these questions:

- “Can this applicant be trusted?”
- “Is this applicant drug free?”
- “Is this applicant dependable?”
- “Will this applicant be a long-term, hard-working employee?”

In many organizations, it is the first screen that all applicants must pass before proceeding in the hiring process.

## Did You Know?

- 95% of employers are victims of theft.
- 17% of violent crimes occur in the workplace.
- 30% of job applications contain false information.



## How does the SOSII assessment work?

Most of our clients require job candidates to take the SOSII online, but paper and pencil is also available when this is not possible. An HR administrator simply forwards a link to job candidates. The assessment does not need to be monitored, so the candidate can take it from any computer with Internet access. The system instantly scores the assessment and informs the hiring managers where they can access the results.

## What's the next step?

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<b>MEASURES</b>	Attitudes regarding: <ul style="list-style-type: none"> <li>• Personal integrity</li> <li>• Substance abuse</li> <li>• Reliability</li> <li>• Work ethic</li> </ul>
<b>PROVIDES</b>	Information about a candidate's: <ul style="list-style-type: none"> <li>• Past employment</li> <li>• Employment-related problems</li> <li>• Illegal substance use</li> <li>• Theft of an employer's money, property, data, etc.</li> <li>• Computer/Internet/E-mail abuse</li> </ul>
<b>TIME TO TAKE</b>	20 minutes
<b>USED FOR</b>	<ul style="list-style-type: none"> <li>• Reducing employee theft and fraud</li> <li>• Reducing loss of confidential information, trade secrets, and computer data</li> <li>• Reducing drug testing costs</li> <li>• Reducing absenteeism and tardiness</li> <li>• Reducing lost time due to unauthorized computer, Internet, and e-mail usage</li> <li>• Selecting honest, hard working employees who show up for work</li> </ul>
<b>REPORTS</b>	<ul style="list-style-type: none"> <li>• Interviewing Report</li> <li>• Quick Check Report</li> </ul>
<b>VALIDATION STUDIES</b>	1996, 1997, 1998, 1999, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2009
<b>ADMINISTRATION</b>	Internet or Paper/Pencil
<b>SCORING</b>	Internet

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 imagine great people®