Profile XT - Job Match Assessment Tool

Aspire Business Development is now a licensed provider of the **Profile XT** job match assessment tool. The **Profile XT** is an easy to administer management tool that provides a thorough analysis of how a person matches up to your specific job responsibilities. It will help you build a more productive organization knowing you are hiring the best-matched person for that critically important job.

The **Profile XT** satisfies all requirements of the EEOC, ADA, DOL, and the Civil Rights Act. It was designed and developed to be specifically job-related and has been validated in accordance with American Psychological Association standards.

✓ WHAT IS IT?

The **Profile XT** is a "total person" assessment that measures three job-related qualities that make a person more productive. These include (1) Thinking and Reasoning Style, (2) Behavioral Traits, and (3) Occupational Interests. The test is easy to use and can be taken on-line in as little as 45 minutes. When completed the results are then compared to a customized job match pattern that you prepare based on your specific job requirements. You are then provided a detail report on how well the candidate is matched to your job requirements including suggested interview questions to gather more information in the areas where the candidate tested outside the required job match limits.

✓ WHAT ELSE WILL IT DO?

The **Profile XT** can also be used to match internal candidates to specific job openings and provides coaching suggestions for improving employee performance in areas where they are not ideally matched. In addition, there is a special **Profile XT Sales** report specifically tailored for sales professionals. Imagine being able to clone your best performing salesperson by having him/her take the assessment and then using his/her results as your baseline job match pattern!

✓ WHY YOU SHOULD USE IT

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A study published in the Harvard Business Review concluded that Job Match more accurately predicts job success than any of the commonly accepted factors such as education, experience, or job training. Matching people so they fit the work they do ensures productivity and job-satisfaction and reduces negative factors such as stress, conflict, miscommunication, and costly employee turnover. Our clients tell us the **Profile XT** is three to five times more effective than any other assessment they have used.

> Call today to learn more about how you can build a more productive and satisfied team using the Profile XT job match assessment tool.