

PXT Select[®] Assessment Annual Report

2024

WILEY



PXT Select® has helped organizations assess millions of candidates and employees using a comprehensive portfolio of assessments. These assessments have helped improve organizational performance by selecting the right people for the right roles, and developing them to their full potential. Matching individuals to the job opportunities they are best suited for is essential for meaningful, productive, and successful work.

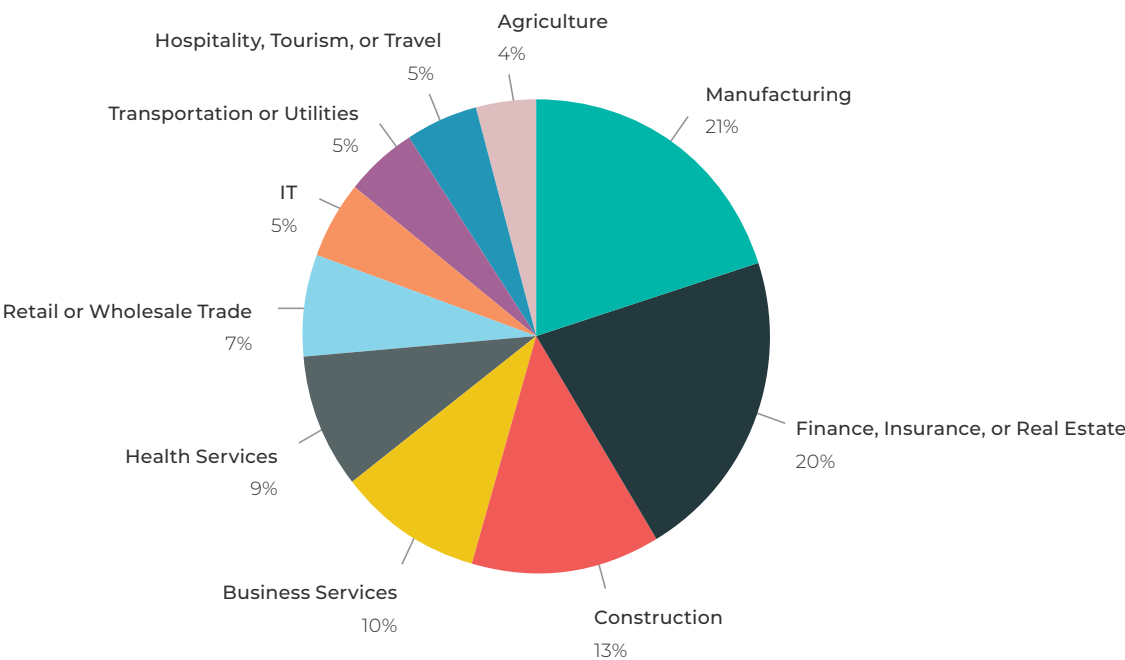
This report sheds light on the PXT Select assessment and its classic version, the ProfileXT®. While these products are similar, ProfileXT is available in over 30 languages.

PXT Select and ProfileXT provide objective scientific data to measure Job Fit—the degree of congruence between a person’s characteristics and those required by the job—to predict an individual’s ability to succeed in a role. Organizations can utilize this information to match people to the right roles, the right teams, and the right managers at every point of the employee lifecycle. Understanding how people think and work helps managers make smart talent decisions and create high-performing work cultures.

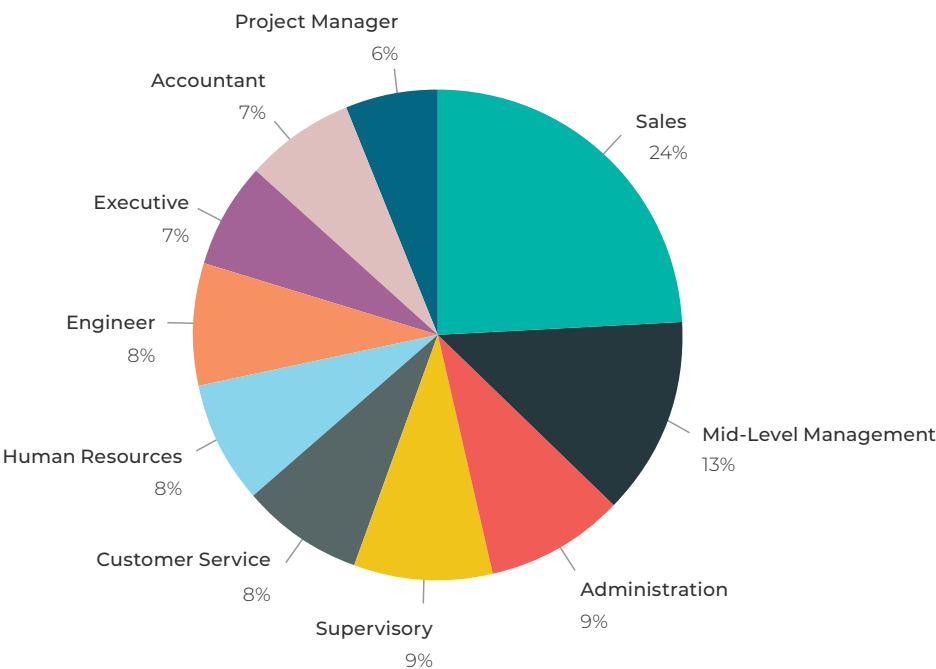
Industries, Jobs, & Performance Models

Since its launch, these powerful tools have been used most often in the following industries and positions.

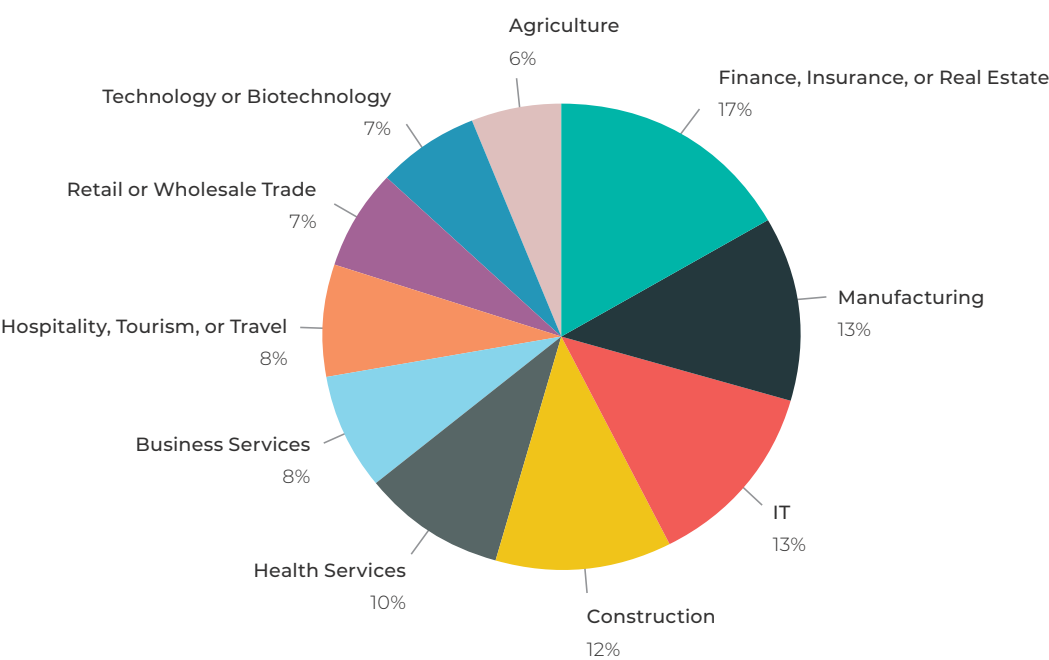
Industries for PXT Select®



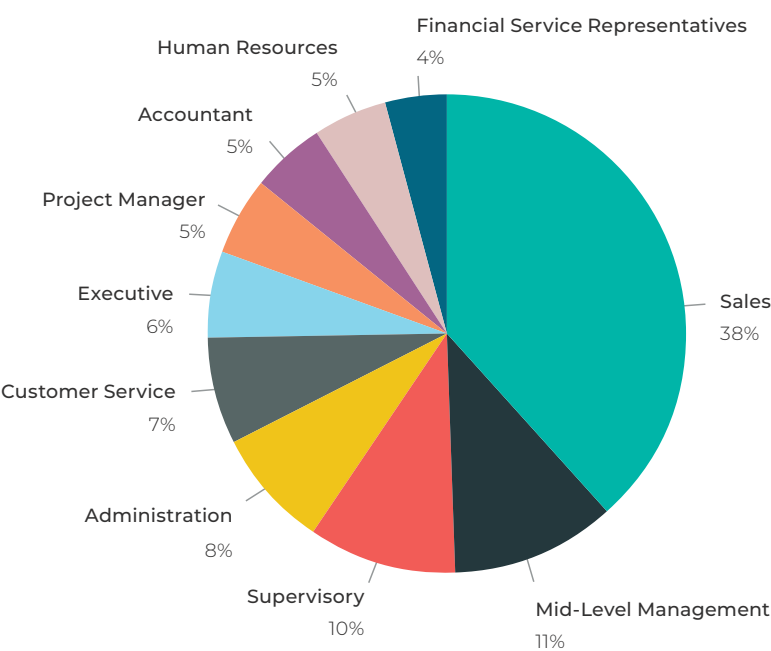
Positions for PXT Select



Industries for ProfileXT®



Positions for ProfileXT



There is a large overlap in both the industries and positions in which both of these assessments are used.



When candidates complete the PXT Select® assessment, their results are compared to a Performance Model, which shows traits required for someone to perform the job in question successfully. When an individual's characteristics match the characteristics of the job, the match often translates into a more productive, engaged, and satisfied

employee. PXT Select offers a Performance Model Library—a validated, ready-to-use option for those who need an immediate candidate-fit benchmark. These are the most commonly utilized Performance Models from the PXT Select Performance Model Library, in order of usage:

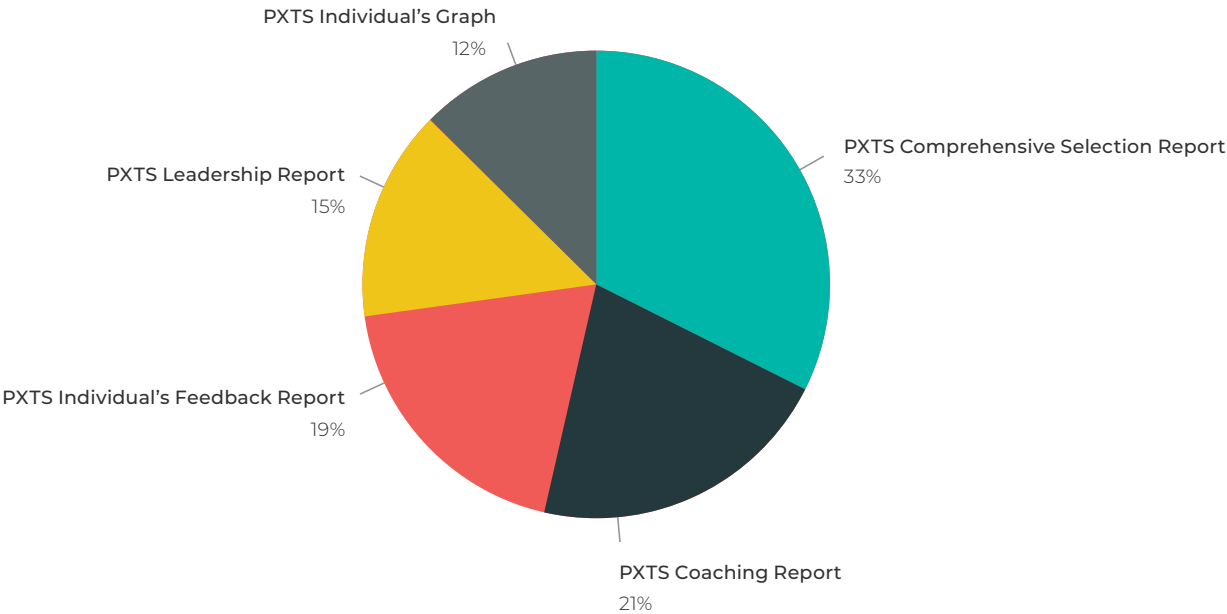
Model Name	Count (%)
Managers	20,449 (21%)
Sales (General)	18,373 (19%)
Pharmacists	10,157 (10%)
Customer Service Representatives	9,023 (9%)
Accountants	7,746 (8%)
Managers - Business and Financial Operations	6,796 (7%)
Analysts	6,773 (7%)
Engineers	6,434 (7%)
Managers - General Operations	6,352 (7%)
Executives	6,216 (6%)

Reports

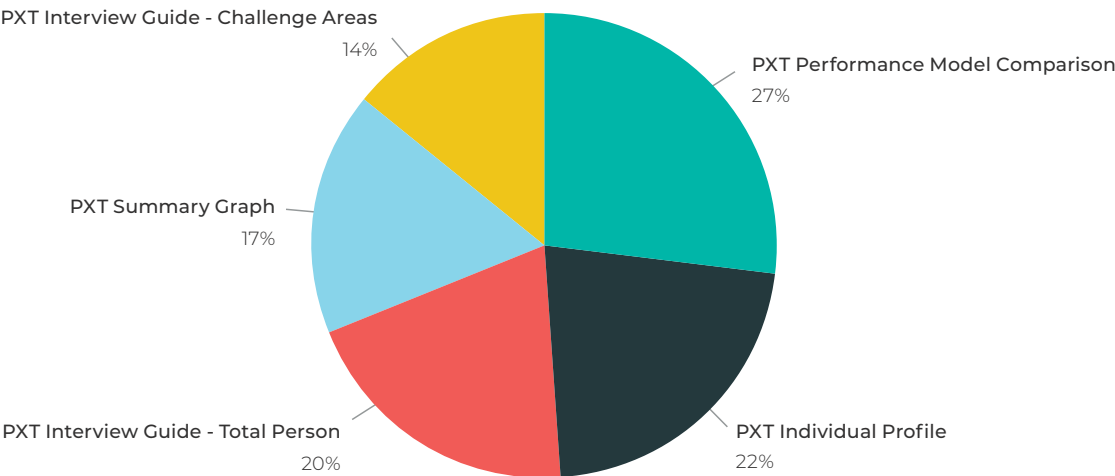
The PXT Select® assessment includes a suite of 13 reports that offer managers, candidates, and colleagues a wealth of information about the respondent. Reports support workforce management at every stage of the employee lifecycle—from hiring and

selection to onboarding, coaching, leadership and skills development, organizational team design, strategic workforce planning, and much more. These are the most commonly utilized PXT Select and ProfileXT® Candidate Reports:

PXT Select® Candidate Reports



ProfileXT® Candidate Reports





Impact

By determining the Job-Person fit, psychographic tools, like PXT Select®, help managers understand how people think and work. This understanding helps managers make informed talent decisions that lead to organizational success. Placing the right people in the right roles and developing them for success leads to reduced turnover, increased productivity, and better engagement. One collective study of client organizations found that using the PXT Select Job Fit assessment reduced turnover between 25 and 81 percent and increased productivity by as much as 30 to 112 percent.

The US Department of Labor developed guidelines for interpreting validity coefficients to guarantee that Job Fit assessments provide reliable data for hiring decisions (see the table below). Predictive validity studies of the PXT Select assessment resulted in validity coefficients between .40 and .50, which provides solid evidence for the effectiveness of PXT Select in helping client organizations make well-informed workforce decisions.

Table 3. General Guidelines for Interpreting Validity Coefficients	
Validity coefficient value	Interpretation
Above .35	Very beneficial
.21 - .35	Likely to be useful
.11 - .20	Depends on circumstances
Below .11	Unlikely to be useful

U.S. Department of Labor, Employment and Training Administration (2000). Testing and Assessment: An Employer's Guide to Good Practices. Washington, DC: U.S. Printing Press. Ch. 3: Understanding Test Quality, Pt. 9: How to Interpret Validity Information from Test Manuals and Independent Reviews, Table 3: General Guidelines for Interpreting Validity Coefficients, Page: 3-10



The Confidence You Need in Every Talent Decision You Make

Feeling ill-equipped to make well-informed talent decisions? We get it. Relying on resumes, interviews, performance reviews, and gut instinct can lead to making the wrong talent decisions. And that can impact your bottom line.

But it doesn't have to be this way.

The PXT Select® suite of solutions helps organizations get more accurate, objective, and reliable data so they can confidently hire, manage, and retain good employees. With the right people in the right roles, developed to their full potential, organizations can build high-performing workforces that drive results.

Combining over 30 years of scientific research and innovative technology, PXT Select gives organizations a competitive advantage by providing actionable data to address the most common employee-related challenges, including:

- Hiring and selection
- Coaching and development
- Performance management
- Leadership development
- Succession planning

We work with thousands of organizations worldwide to evaluate client's needs. Find solutions to your most challenging talent resource problems by visiting PXTSelect.com.



**Hire Smarter.
Engage Fully.™**