PXT Select™
Comprehensive Selection Report

John Fit
CONFIDENTIAL
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INTRODUCTION

This report is intended to help you choose the candidate(s) who may be the best fit for the position of **Mechanical Engineer**. The Performance Model for this position reflects the attributes typical of high performers in this position. **John Fit's** personalized information will be compared to the Performance Model, giving you a detailed understanding of how well-suited he may be to this role.

What's in this report?

RESULTS SUMMARY	PERFORMANCE MODEL	INTERVIEW QUESTIONS
Candidate's results from the assessment compared to the Performance Model	Range of scores typical for success in the position, with scale and job fit interpretation	Series of personalized questions based on the candidate's fit to the Performance Model

What is a Performance Model?

The Performance Model for Mechanical Engineer provides the recommended range of skills and behaviors for the job. This report compares John Fit's assessment results to the range of scores to show how well he might fit the position. The Performance Model includes:

THINKING STYLE

- Thinking Style is the ability to process information.
- It includes problem-solving, communication, interaction, and learning skills.
- Results are illustrated on scales ranging from 1 to 10.
- A higher score is not necessarily the best indicator of on-the-job performance.

BEHAVIORAL TRAITS

- Behavioral Traits are commonly observed actions that help define who someone is.
- Each scale is defined by two opposing, but equally valuable, end points.
- One side of the continuum is not better than the other.

INTERESTS

- This section may indicate a person's motivation and potential satisfaction with various jobs.
- These are ranked in order from the person's highest- to lowest-scoring interest.

Distortion was not detected in this report. What does that mean?

Some candidates may answer in a way that is socially desirable or to make themselves look better, rather than respond candidly and risk disapproval. Based on his assessment results, it appears that **John answered candidly.**
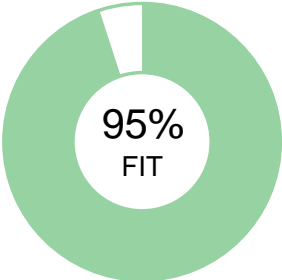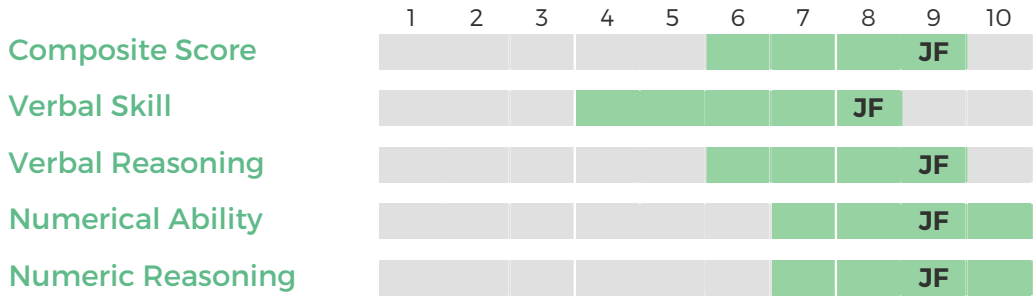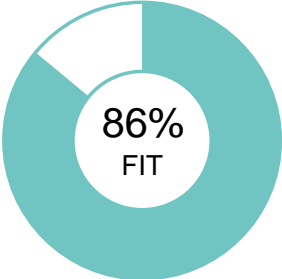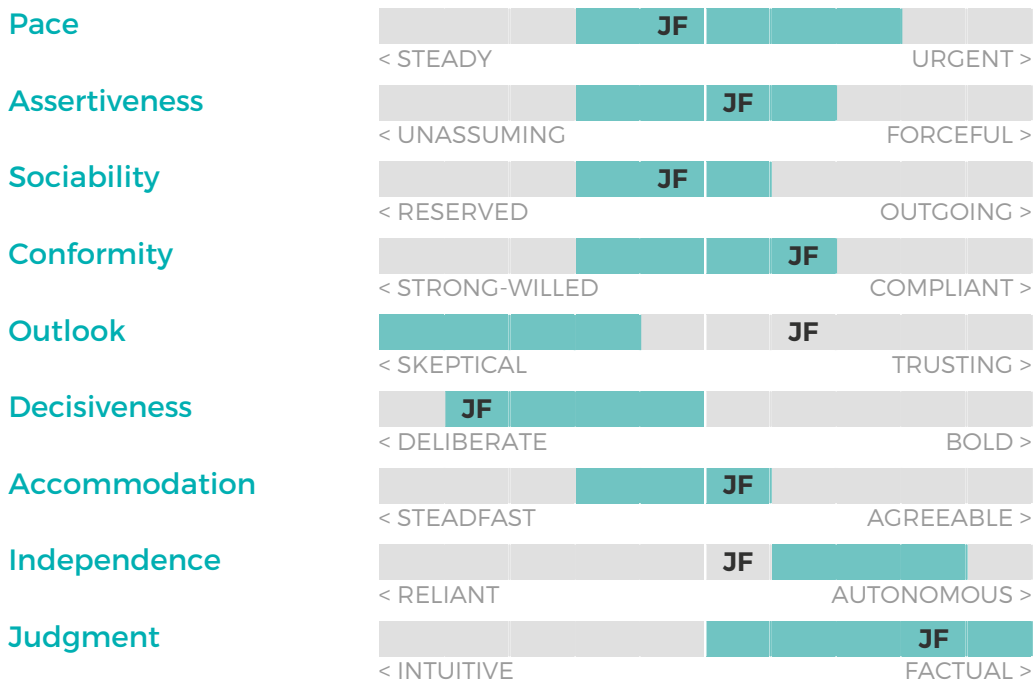
MECHANICAL ENGINEER
John Fit

OVERALL FIT:	**91%**

Performance Model = highlighted boxes; John's placement = his initials

THINKING STYLE

	1	2	3	4	5	6	7	8	9	10
Composite Score									JF	
Verbal Skill							JF			
Verbal Reasoning								JF		
Numerical Ability								JF		
Numeric Reasoning								JF		

95% FIT

BEHAVIORAL TRAITS

Pace   JF
< STEADY   URGENT >

Assertiveness   JF
< UNASSUMING   FORCEFUL >

Sociability   JF
< RESERVED   OUTGOING >

Conformity   JF
< STRONG-WILLED   COMPLIANT >

Outlook   JF
< SKEPTICAL   TRUSTING >

Decisiveness   JF
< DELIBERATE   BOLD >

Accommodation   JF
< STEADFAST   AGREEABLE >

Independence   JF
< RELIANT   AUTONOMOUS >

Judgment   JF
< INTUITIVE   FACTUAL >

86% FIT

INTERESTS

JOHN
in rank order
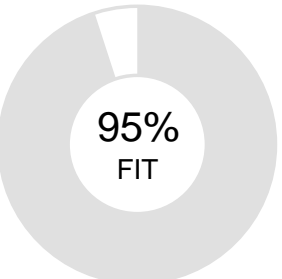
TECHNICAL   ⎤ TIED
MECHANICAL   ⎦
FINANCIAL/ADMIN
ENTERPRISING
CREATIVE
PEOPLE SERVICE

PERFORMANCE MODEL
in rank order

TECHNICAL
MECHANICAL
FINANCIAL/ADMIN

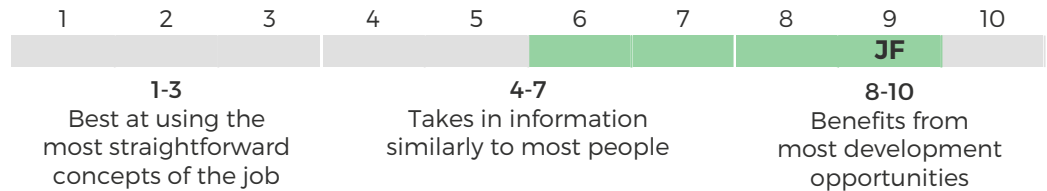**95% FIT**

PERFORMANCE MODEL
For Mechanical Engineer

The highlighted boxes represent the **Mechanical Engineer** Performance Model, reflecting the specific requirements for this position. John's placement is labeled with his initials.

THINKING STYLE

Composite Score

A reflection of overall learning, reasoning, and problem-solving potential

1	2	3	4	5	6	7	8	9	10

JF (at 9)

1-3
Best at using the most straightforward concepts of the job

4-7
Takes in information similarly to most people

8-10
Benefits from most development opportunities
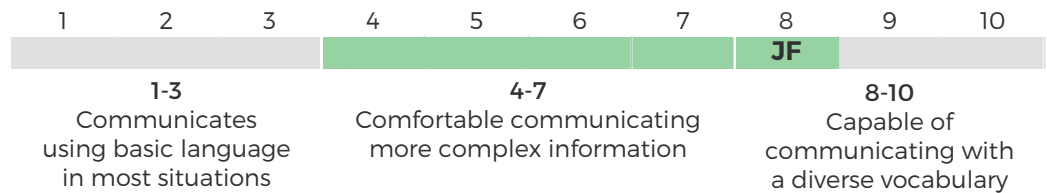
Ideal Candidate: Understands complex concepts or information without difficulty.

John: Fits the Performance Model.

Verbal Skill

A measure of vocabulary

1	2	3	4	5	6	7	8	9	10

JF (at 8)

1-3
Communicates using basic language in most situations

4-7
Comfortable communicating more complex information

8-10
Capable of communicating with a diverse vocabulary

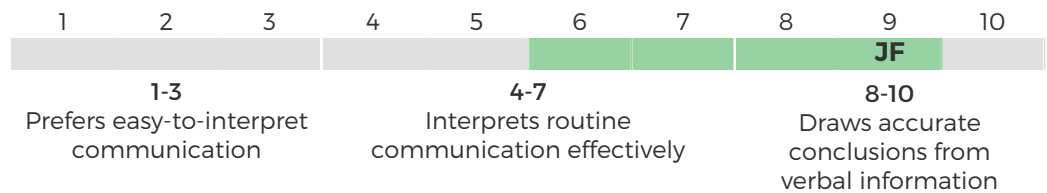**Ideal Candidate:** Can process fairly complex language and has a vocabulary in the above average range.

John: Fits the Performance Model.

Verbal Reasoning

Using words for reasoning and problem solving

1	2	3	4	5	6	7	8	9	10

JF (at 9)

1-3
Prefers easy-to-interpret communication

4-7
Interprets routine communication effectively

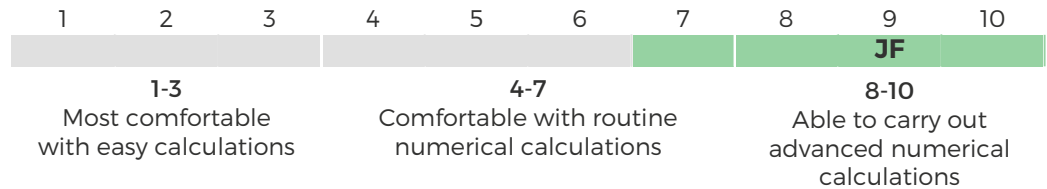**8-10**
Draws accurate conclusions from verbal information

Ideal Candidate: Able to easily analyze complex verbal information and recognize unspoken inferences.

John: Fits the Performance Model.

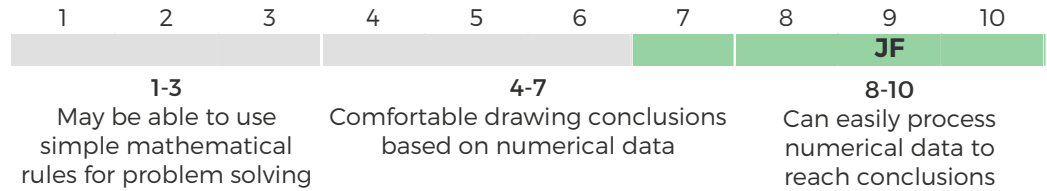## Numerical Ability

A measure of numerical calculation ability

1	2	3	4	5	6	7	8	9	10

1-3
Most comfortable with easy calculations

4-7
Comfortable with routine numerical calculations

8-10
Able to carry out advanced numerical calculations

Ideal Candidate: Performs intricate calculations easily and is comfortable communicating complex data to others.

John: Fits the Performance Model.

Numeric Reasoning

Using numbers as a basis in reasoning and problem solving

1	2	3	4	5	6	7	8	9	10

1-3
May be able to use simple mathematical rules for problem solving

4-7
Comfortable drawing conclusions based on numerical data

8-10
Can easily process numerical data to reach conclusions

Ideal Candidate: Very capable of analyzing even the most complex numerical data and arriving at accurate and sophisticated conclusions as a result.

John: Fits the Performance Model.

BEHAVIORAL TRAITS

Pace

Overall rate of task completion

< **STEADY**
Patient
Good with routine

URGENT >
Driven
Fast-paced

Ideal Candidate: Responds well to time constraints and generally works at a brisk pace.

John: Fits the Performance Model.

Assertiveness

Expression of opinions and need for control

< **UNASSUMING**
Diplomatic
Low need to control

FORCEFUL >
Competitive
Achievement-oriented

Ideal Candidate: Enjoys influencing others but is still willing to follow direction from someone else when necessary.

John: Fits the Performance Model.

Sociability

Desire for interaction with others

	JF	

<   **RESERVED**
Introverted
Keeps to oneself

OUTGOING   >
Extraverted
People-oriented

Ideal Candidate: Comfortable working alone, but willing to collaborate as part of a team when necessary.

John: Fits the Performance Model.

Conformity

Attitude on policies and supervision

<   **STRONG-WILLED**
Individualistic thinking
Willingness to question

COMPLIANT   >
Conventional
Works within the rules

Ideal Candidate: Responds well to a structured environment and does not mind close supervision.

John: Fits the Performance Model.

Outlook

Anticipation of outcomes and motives

<   **SKEPTICAL**
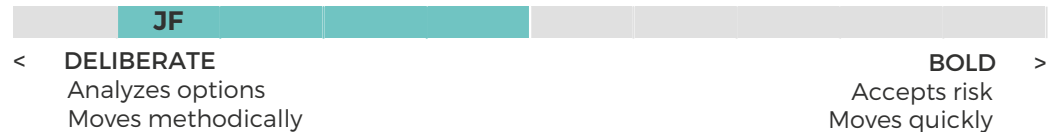Seeks evidence
Cautious

TRUSTING   >
Optimistic
Accepting

Ideal Candidate: Tends to be vigilant and on the lookout for potential problems.

John: Tends to be less willing to point out flaws and express doubt than others who have been successful in this position.

Decisiveness

Use of speed and caution to make decisions

<   **DELIBERATE**
Analyzes options
Moves methodically

BOLD   >
Accepts risk
Moves quickly

Ideal Candidate: Capable of making timely responses but frequently deliberates by weighing the pros and cons of a situation.

John: Fits the Performance Model.

Accommodation

Inclination to tend to others' needs and ideas

<   **STEADFAST**
Willing to express disagreement
Defends priorities and beliefs

AGREEABLE   >
Harmonious
Amenable

Ideal Candidate: Responds appropriately to the needs of others but strongly defends his or her opinions.

John: Fits the Performance Model.

Independence

Level of preference for instruction and guidance

	JF	

< **RELIANT**
May seek support
Accepts instruction

AUTONOMOUS >
Slow to seek guidance
Likes to set own direction

Ideal Candidate: Performs best when provided minimal direction and given the room to make decisions independently.

John: May seek more guidance and instruction than what is typically available for someone who is successful in this position.

Judgment

Basis for forming opinions and making decisions

	JF	

< **INTUITIVE**
May follow a hunch
Considers emotions

FACTUAL >
Logical
Focuses on facts

Ideal Candidate: Bases decisions mostly on observable behaviors and data.

John: Fits the Performance Model.

INTERESTS

The assessment measures six possible Interests, which appear below from John's highest- to lowest-scoring interest. The **top three Interests for the Performance Model** are noted. Two-way and three-way ties are indicated if present.

This list of interests is obviously not exhaustive, and because interests are often something that can be satisfied outside of work, they make up only 20% of the candidate's overall job fit score (Thinking and Behavioral each make up 40% of the overall score). Still, a person's interests can sometimes provide insight into how easily motivated he or she will be concerning different tasks, and how much enjoyment he or she may find in a particular role.

JOHN'S ORDER OF INTERESTS

- Ordered from his highest- to lowest-scoring interest
- Mechanical Engineer Performance Model Interests are indicated
- Ties are indicated if present

Technical [PERFORMANCE MODEL INTEREST]

A Technical interest suggests the enjoyment of learning technical material, interpreting complex information, and solving abstract problems. Individuals with this interest may enjoy working with numbers, data, and/or computer programs.

TIED

Mechanical [PERFORMANCE MODEL INTEREST]

A Mechanical interest suggests the enjoyment of building and repairing things and working with machinery or tools. Individuals with this interest may like tasks that involve using their hands, being outdoors, and/or breaking a sweat.

Financial/Admin [PERFORMANCE MODEL INTEREST]

A Financial/Admin interest suggests the enjoyment of working with numbers, organizing information, and office routines such as record-keeping and completing paperwork. It could indicate an eye for detail and a desire for accuracy.

Enterprising

An Enterprising interest suggests the enjoyment of leadership, presenting ideas, and persuading others. Individuals with this interest may desire responsibility and exercise initiative, ambition, and resourcefulness.

Creative

A Creative interest suggests the enjoyment of imaginative and artistic activities. It often involves personal expression, emphasis on aesthetics, and novel ways of solving problems, producing ideas, and designing new things.

People Service

A People Service interest suggests the enjoyment of collaboration, compromise, and helping others. It may indicate a strong sense of empathy and support and a knack for bringing people together.

PXT Select™ **7**

INTERVIEW QUESTIONS
John Fit & Mechanical Engineer

CHALLENGE AREAS FOR THIS JOB FIT

Below you will find what could be John's top challenge areas for this position. The selection is based on how John scored on the assessment compared to the specific requirements for Mechanical Engineer.

Outlook	MORE TRUSTING THAN PERFORMANCE MODEL

He tends to be fairly optimistic and trusting.

→ **Listen for: whether he thinks critically about others' ideas, rather than accepting them too readily.**

1. Describe a situation where you were asked to critique someone else's work. How did you feel about this task, and what was the outcome?

2. Tell me about a time when you were skeptical about a decision that had been made. How did you voice your concern to your colleagues?

Independence	MORE RELIANT THAN PERFORMANCE MODEL

He often likes to set his own direction.

→ **Listen for: whether he seems uncomfortable or frustrated with undefined or unstructured assignments.**

3. Tell me about a time when you had to make a decision or bend the rules to keep your work moving forward. What did you take away from the experience?

4. What type of information do you like to have before you begin a new assignment? What do you do if you feel you haven't received enough guidance?

AREAS OF STRENGTH FOR THIS JOB FIT

Next you will find what could be John's top areas of strength for this position. The selection is based on how John scored on the assessment compared to the specific requirements for Mechanical Engineer.

Assertiveness	FITS PERFORMANCE MODEL

He tends to be fairly comfortable sticking up for his opinions and needs.
→ **Listen for: how successfully he determines when to push forward and when to refrain from action.**

5. Describe a recent experience where you had to be assertive with a colleague. How did you determine how much you needed to push to get what you needed?

6. When you work with someone who is highly forceful or demanding, what approach do you take to maintain an effective working relationship with this person?

Sociability	FITS PERFORMANCE MODEL

He tends to be fairly introverted and may often keep to himself.
→ **Look for: how he recognizes when to be more or less outgoing to fit the needs of the situation.**

7. Describe a time when you had to act more or less outgoing than is natural for you. What did you do to adapt?

8. Do you prefer to work with others on assignments or complete tasks by yourself? Tell me about an assignment or project that best fits your work style.

Verbal Reasoning	FITS PERFORMANCE MODEL

He can easily analyze complex verbal information and make reliable interpretations.
→ **Listen for: how he assesses and applies information for different settings, tasks, and people.**

9. Describe a situation in which you received instructions that seemed to lack key steps or were incomplete. What did you do to fix the situation and make sure that you were completing the task correctly?

10. Tell me about a time when you discovered there had been a miscommunication. How did you figure out there was a problem, and what did you do to resolve the issue?

QUESTIONS FOR REMAINING SCALES

You will find suggested interview questions for the remaining scales below.

Verbal Skill	FITS PERFORMANCE MODEL

He communicates at a high level and can easily understand complex instructions.
   → **Listen for: how he connects with others who have different levels of verbal skill.**

11. How do you decide when it's appropriate to use advanced, technical, or specific language instead of communicating more casually or simply?

12. What do you do to ensure that your written reports, emails, or other communications are correct, clear, and easy for your audience to understand?

Numerical Ability	FITS PERFORMANCE MODEL

He can perform complex calculations on a regular basis.
   → **Listen for: his comfort with numerical calculations, including using new methods of calculating data.**

13. Describe a situation where you had to consider different types of numerical information. How did you ensure that you understood and correctly applied the most important aspects of the data?

14. How long does it take for you to feel comfortable using new mathematical processes at work?

Numeric Reasoning	FITS PERFORMANCE MODEL

He can efficiently base his decisions on numerical data.
   → **Listen for: the complexity of the numerical problem-solving techniques used and how readily he can explain the details of those techniques.**

15. Describe a situation where there were changes to the way you had to work with or report data. What did you do to make the adjustment and to ensure accuracy?

16. Tell me about a time when you used numerical data to find a solution to a problem or convince others to change the way they were doing things.

Pace	FITS PERFORMANCE MODEL

He tends to be good with routine and works at a steady to moderate pace.
→ **Listen for: how willing he is to adjust his own work pace and help others achieve a team goal.**

17. Describe a time when you and your colleagues were working toward an aggressive deadline. How did you manage your own workload? How did you help your team meet the goal?

18. When you are assigned a task to complete without a specific deadline and with little oversight or supervision, what are some ways you keep yourself motivated?

Conformity	FITS PERFORMANCE MODEL

He tends to be cooperative and usually works within the rules.
→ **Listen for: whether he recognizes when to push back and when to comply, given the situation.**

19. Tell me about a time when your supervisor made a decision and you disagreed with it. How would colleagues describe your reaction to the situation?

20. Describe a situation where you had to push repeatedly for your opinion. Would you handle the situation differently today? Why or why not?

Decisiveness	FITS PERFORMANCE MODEL

He tends to carefully analyze situations in order to make informed decisions.
→ **Listen for: whether he can identify when to adapt his decision-making style to suit the circumstances.**

21. How would you handle having to make an important decision without being given enough time to deliberate?

22. If you had to make a difficult decision, would you rather do it right away or have a week to think it over? Why?

Accommodation	FITS PERFORMANCE MODEL

He tends to be fairly agreeable and willing to go along with the group.

→ **Listen for: how he determines when to state his own position and when to compromise.**

23. Which is more important in the workplace—disagreement or compromise? Why? Give me examples from your own experience.

24. How do you typically resolve a conflict between you and a colleague?

Judgment	FITS PERFORMANCE MODEL

He may base decisions mostly on observable behaviors and data.

→ **Listen for: his preference to use either facts or intuition when making decisions, depending on the circumstances.**

25. Some people make decisions based on facts, while others use their intuition. When working with a group of both types of decision-makers, what do you find to be the most constructive approach?

26. How would you make a decision if the facts pointed you toward one choice, but your instincts pointed you in the opposite direction?