

# PXT Select™

## Multiple Candidates Report

**CONFIDENTIAL**

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# INTRODUCTION

## Mechanical Engineer

This report shows how multiple candidates compare to one another and to the Performance Model for **Mechanical Engineer**. This information will assist you in choosing the candidate(s) who may be the best fit for the position. However, it **does not address** education, training, or experiences. It's important to remember that the results from this, or any assessment, should never make up more than a third of the final decision in job placement.

### What's in this report?

|  |   |   |
|--|---|---|
| <p><b>CANDIDATE FIT</b><br/>Each candidate's results from the assessment compared to the Performance Model</p> | <p><b>COMPARISON</b><br/>Candidates' results for each scale are placed together for easy comparison</p> | <p><b>PERFORMANCE MODEL</b><br/>Range of scores on each scale typical for success in the position</p> |
|--|---|---|

If candidates have the same initials, they will be issued a subscript number to differentiate them.

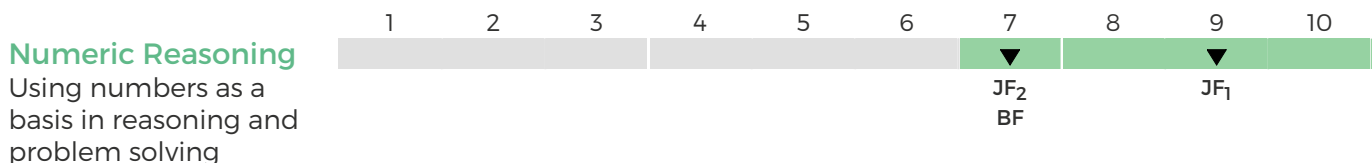
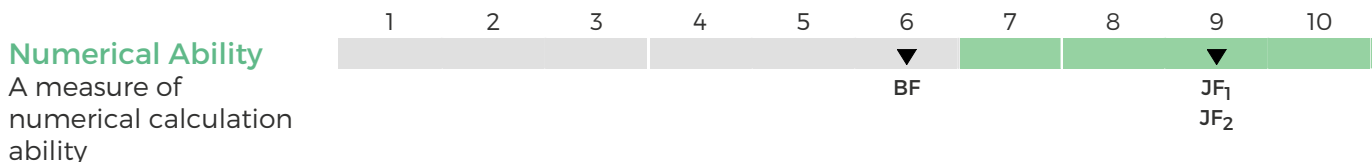
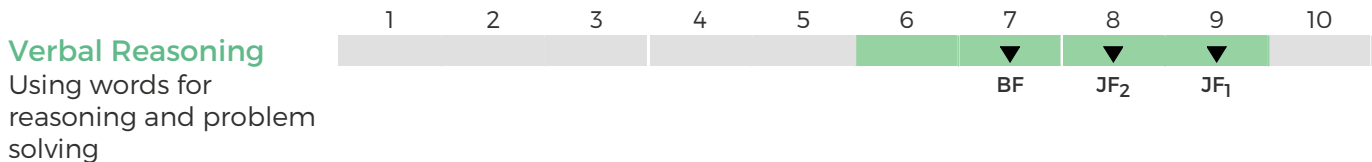
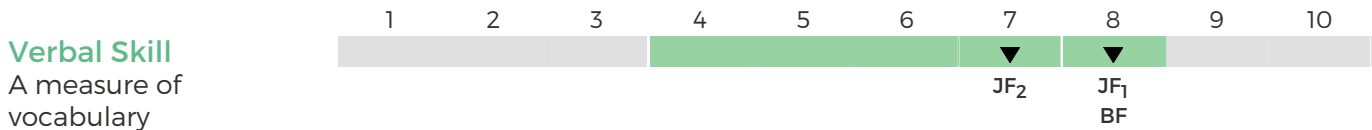
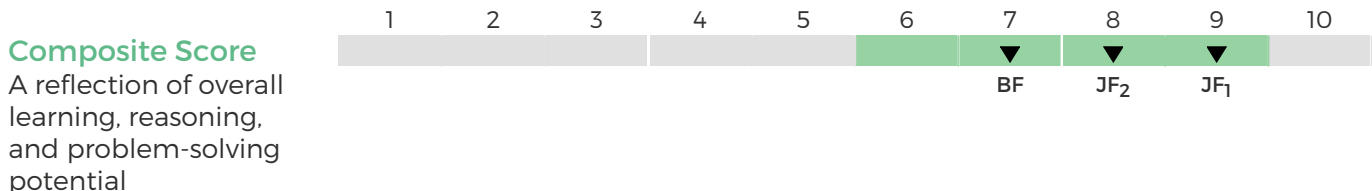
| Candidates                  | % Fit      |
|-----------------------------|------------|
| JOHN FIT (JF <sub>1</sub> ) | <b>91%</b> |
| JANE FIT (JF <sub>2</sub> ) | <b>81%</b> |
| BEN FIT (BF)                | <b>70%</b> |

# CANDIDATE COMPARISON

## Mechanical Engineer

The highlighted areas represent the Performance Model. Each candidate's placement is indicated by his or her initials. **If candidates have the same initials**, they are issued a subscript number to differentiate them. See page 1 for each candidate's initials.

### THINKING STYLE



# BEHAVIORAL TRAITS

## Pace

Overall rate of task completion



## Assertiveness

Expression of opinions and need for control



## Sociability

Desire for interaction with others



## Conformity

Attitude on policies and supervision



## Outlook

Anticipation of outcomes and motives



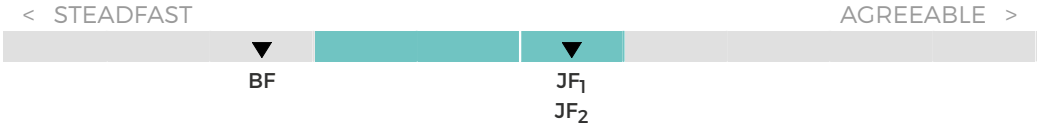
**Decisiveness**

Use of speed and caution to make decisions



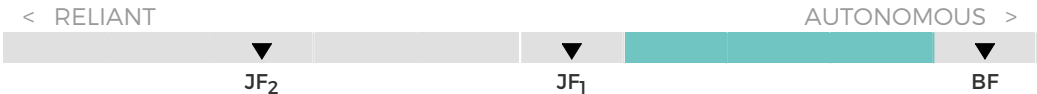
**Accommodation**

Inclination to tend to others' needs and ideas



**Independence**

Level of preference for instruction and guidance



**Judgment**

Basis for forming opinions and making decisions



## INTERESTS

Below you will find the top three Interests of the Performance Model for Mechanical Engineer. In each case, if the Interest is also one of the top three Interests for a candidate, his or her initials will be listed to the right.


### Top Three Interests for Mechanical Engineer

### Candidates (who share this as a top Interest)

 **TECHNICAL**


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.

> **BF**  
**JF<sub>1</sub>**

 **MECHANICAL**

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.

> **JF<sub>2</sub>**  
**JF<sub>1</sub>**

 **FINANCIAL/ADMIN**

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.

> **BF**  
**JF<sub>1</sub>**