PXT SELECT™

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The following suite of reports will be available in *PXT Select*™ Beta 2. This guide provides a brief overview of each report and its common uses in the areas of selection, onboarding, and development.

Comprehensive Selection Report (One person, one position)

This report serves as the centerpiece of the selection process. In this report, you'll find:

- An at-a-glance summary, outlining how the candidate scored on the assessment
- How the candidate's scores compare to the optimal range of scores defined for the position (the Performance Model)
- Guidance for interpreting the candidate's results
- Personalized interview questions, based on the candidate's results and the requirements of the position

Multiple Candidates Report (Multiple people, one position)

This report shows how multiple candidates scored on the assessment, with their results plotted together against a single Performance Model (the optimal range of scores defined for the position). Hiring managers or HR administrators may use it to help evaluate and compare their top candidates for a position. In this report, you'll find:

- The overall percentage match of each candidate to the position's Performance Model
- Each candidate's scores on the different scales, designated by the person's initials

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Multiple Positions Report (One person, multiple positions)

USED IN: Selection, Development

This report shows an individual's assessment results and compares those results against multiple positions. Hiring managers or HR administrators may use it to help determine which open position a potential new hire may be best suited for. They may also use it to assess potential development paths for employees. In this report, you'll find:

- The candidate's or employee's overall percentage match for each of the different positions' Performance Models
- A summary view of the individual's results, compared against each of the positions

Manager-Employee Comparison (One manager, one employee)

USED IN: Selection, Onboarding, Development

This report compares a candidate's or employee's results on the Behavioral scales against those of a manager. It does not show information about Thinking Style or Interests. This report is sometimes used in the selection process, but it is most often used as an onboarding or coaching tool to help improve a manager-employee relationship. In this report, you'll find:

- A summary page, showing all the Behavioral scales and where the manager and employee fall on each scale
- Information about both the manager's and employee's tendencies, along with personalized tips for working together
- A Summary and Reflection page, with personalized questions to help the manager and the employee apply what they've learned

Coaching Report (One person, one position)

This report contains an individual's assessment results, plus narrative feedback about what those scores may mean for the person in a particular position. Hiring managers or HR administrators may review it as part of the selection process, but it's also often used as an onboarding or coaching tool. In this report, you'll find:

- A summary page, showing the person's scores on Thinking Style, Behavioral Traits, and Interests, plotted against the position's Performance Model
- Bulleted feedback about what the candidate's scores may mean for this position, plus "Bottom Line" management tips
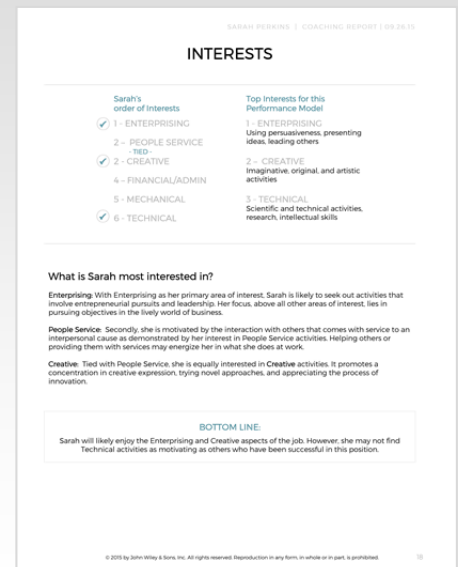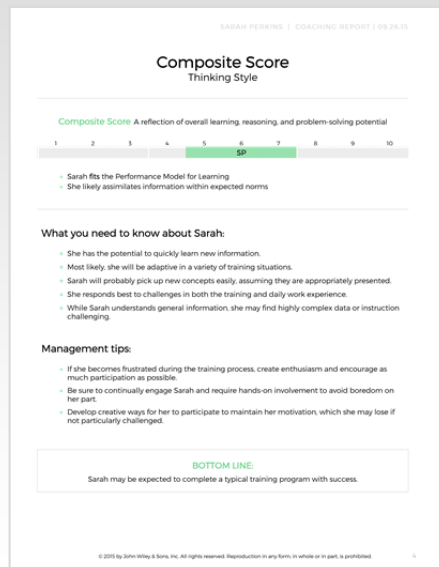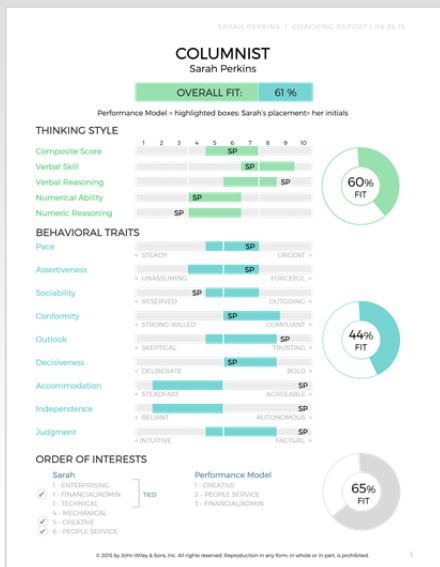
Team Report (Multiple employees)

This report contains multiple employees' results on the Behavioral scales, plus narrative feedback about what that collection of results may mean for a team. The report does not show information about Thinking Style or Interests, nor does it show a Performance Model. Hiring managers or HR administrators may review the report as part of the selection process, but it's also often used as an onboarding or development tool. In this report, you'll find:

- A Results Summary page, showing where each member of the team falls on the Behavioral scales
- Feedback about what the collection of scores may mean for the team and tips on working together

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Individual's Feedback Report (One person)

USED IN: Selection, Onboarding, Development

This report contains feedback about a candidate's assessment results, presented in a suitable way for the candidate to review. It does not show the Performance Model for the position. In addition to sharing it with candidates who request their results during the selection process, managers may use this report to help onboard and develop an employee. In this report, you'll find:

- Explanation of what the assessment measures: Thinking Style, Behavioral Traits, Interests
- Feedback written for the individual, based on his or her results on each scale

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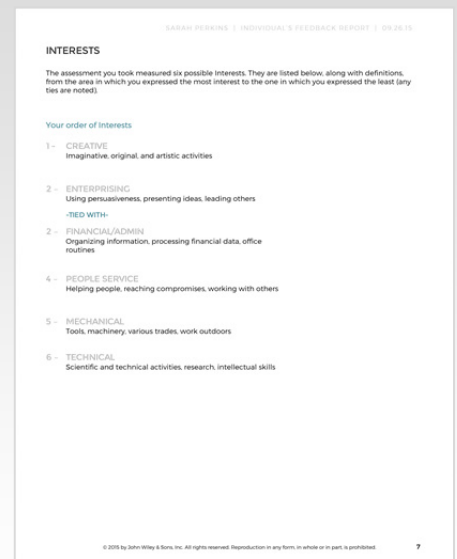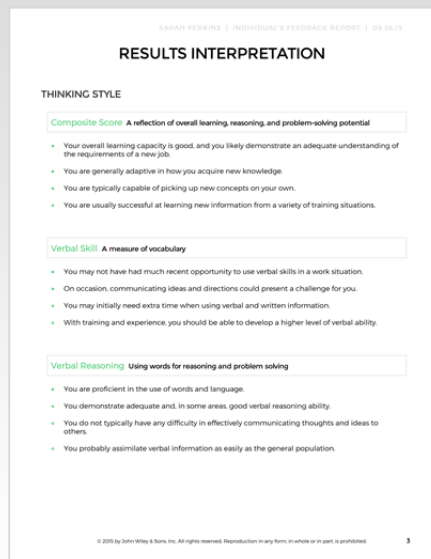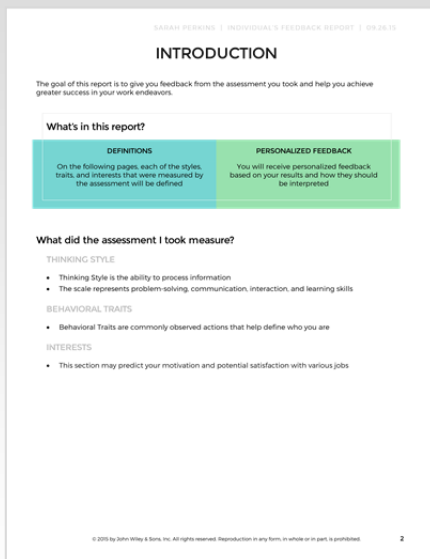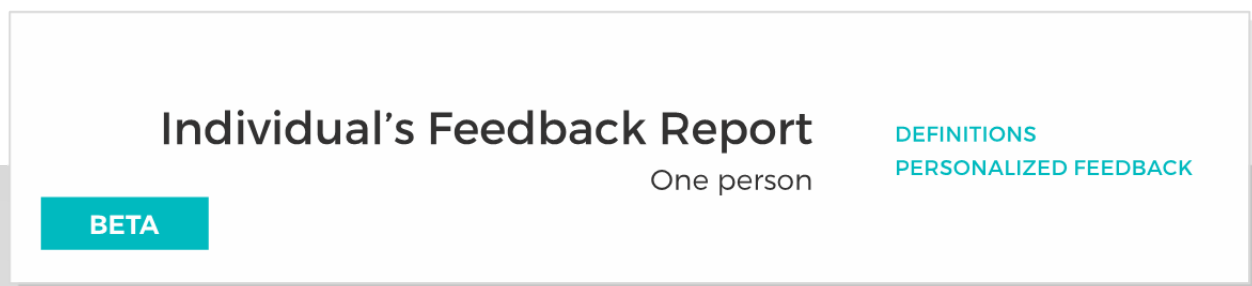
Individual's Graph (One person)

This report contains an individual's assessment scores. It does not show the Performance Model for the position. Hiring managers or HR administrators may view it as a quick snapshot of a person's scores on the assessment, independent of a Performance Model. They may also choose to provide this report to an individual, along with coaching to help the person understand the results. In this report, you'll find:

- Explanation of what the assessment measures: Thinking Style, Behavioral Traits, Interests
- The individual's score on each scale
- A definition for each scale

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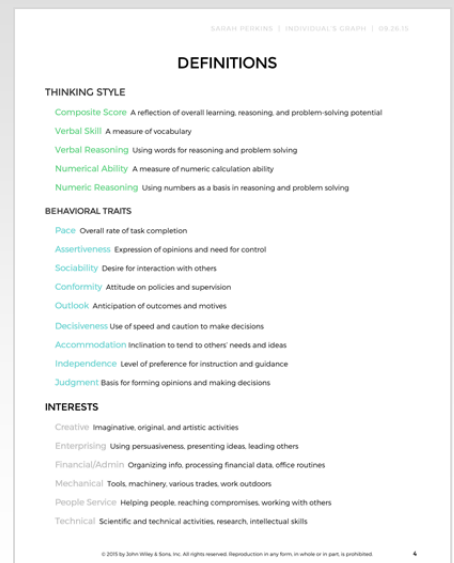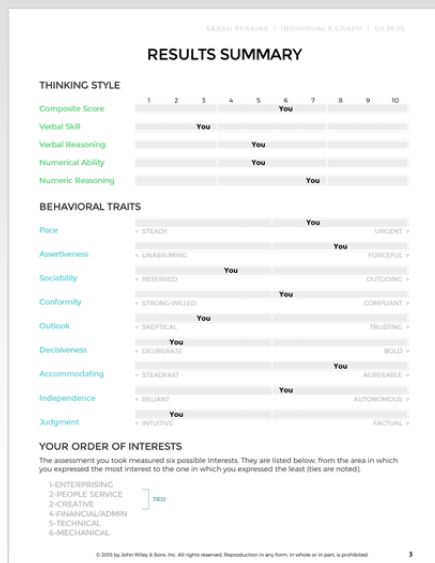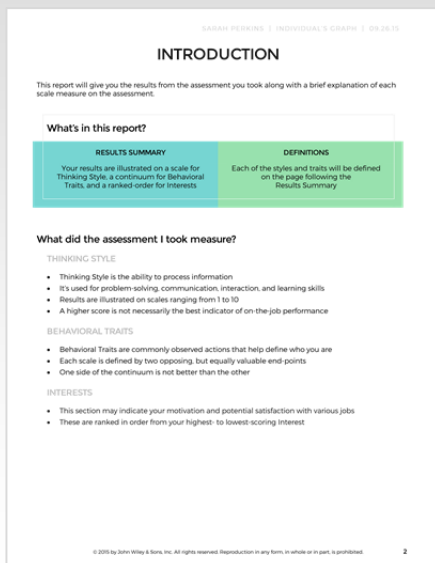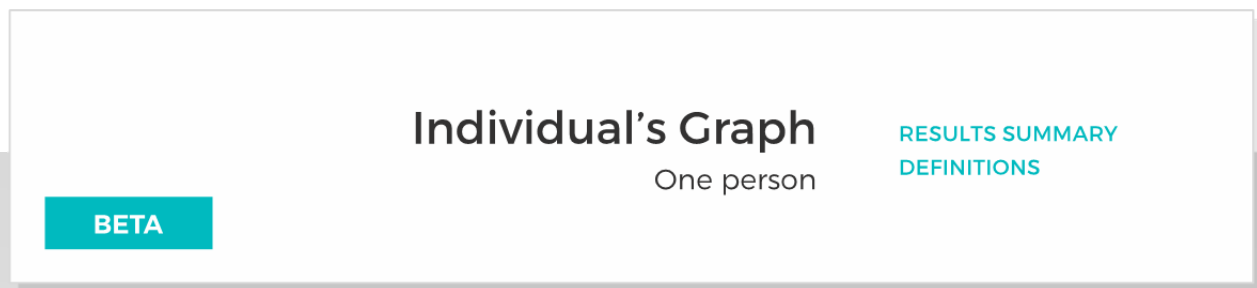
Performance Model Report (One position)

This report does not display a candidate's assessment results. Instead, it focuses on the Performance Model—the optimal range of scores defined for a specific position. In this report, you'll find:

- Explanation of what the assessment measures: Thinking Style, Behavioral Traits, Interests
- An at-a-glance view of the Performance Model
- Guidance for understanding each scale in the Performance Model

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