

# PXT Select™

## Multiple Candidates Report

**CONFIDENTIAL**

Assessment taken: 03.22.17 Printed: 06.10.20

This report is provided by:  
LePhair Associates Ltd.  
522 Oakwood Drive  
Pickering, ON L1W 2M7  
905-509-2717



# INTRODUCTION

## \*\* Sample Position for PXT Select \*\*

This report shows how multiple candidates compare to one another and to the Performance Model for **\*\* Sample Position for PXT Select \*\***. 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?

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

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

| Candidates          | % Fit      |
|---------------------|------------|
| ANDREW LANGLEY (AL) | <b>77%</b> |
| OLIVER CHASE (OC)   | <b>70%</b> |
| FIA BYRD (FB)       | <b>66%</b> |
| SAMAIRA HARI (SH)   | <b>65%</b> |
| VICTOR KAPUR (VK)   | <b>54%</b> |

# CANDIDATE COMPARISON

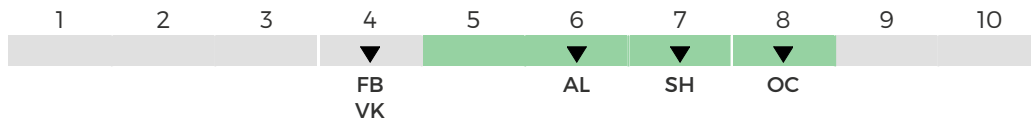
\*\* Sample Position for PXT Select \*\*

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

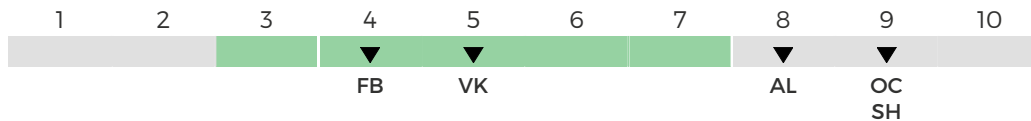
### Composite Score

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



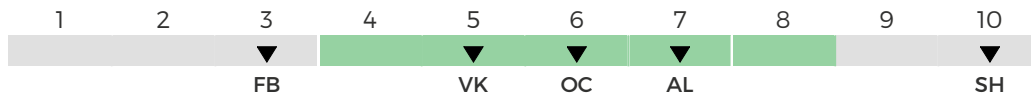
### Verbal Skill

A measure of vocabulary



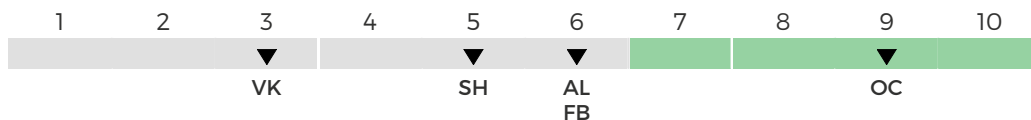
### Verbal Reasoning

Using words for reasoning and problem solving



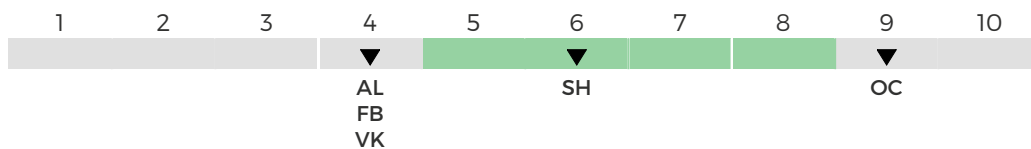
### Numerical Ability

A measure of numerical calculation ability



### Numeric Reasoning

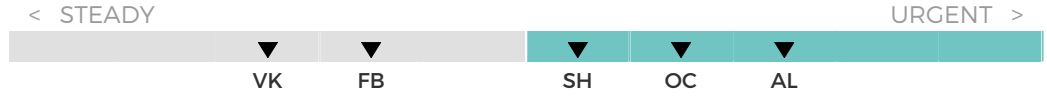
Using numbers as a basis in reasoning and problem solving



## BEHAVIORAL TRAITS

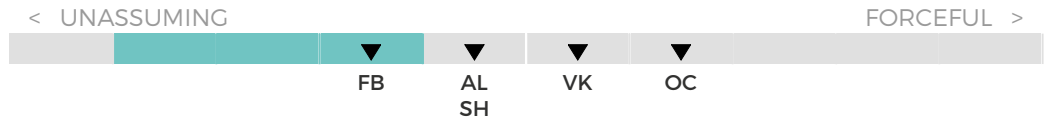
### Pace

Overall rate of task completion



### Assertiveness

Expression of opinions and need for control



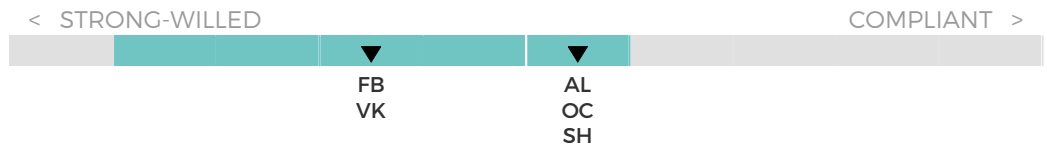
### Sociability

Desire for interaction with others



### Conformity

Attitude on policies and supervision



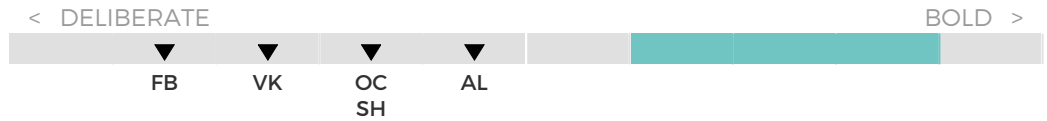
### Outlook

Anticipation of outcomes and motives



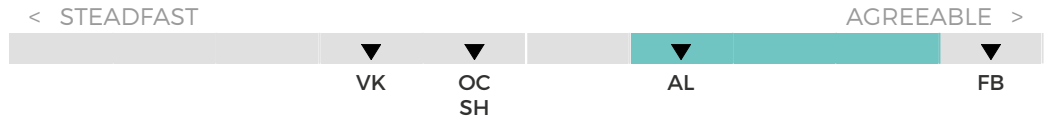
**Decisiveness**

Use of speed and caution to make decisions



**Accommodation**

Inclination to tend to others' needs and ideas



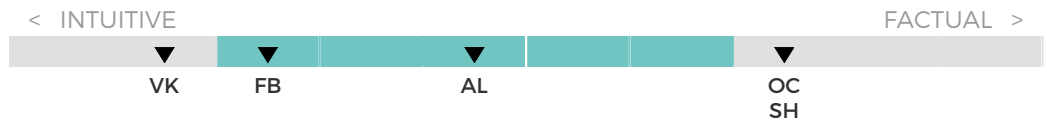
**Independence**

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 \*\* Sample Position for PXT Select \*\*. 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 \*\* Sample Position for PXT Select \*\*

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

 **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.

> SH

 **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.

> SH  
AL

 **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.

> AL  
VK  
FB  
OC