

PXT Select™ Non-Cognitive Comprehensive Selection Report

Oliver Chase

CONFIDENTIAL

Assessment taken: 11.11.19 Printed: 05.12.20

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



INTRODUCTION

This report is intended to help you choose the candidate(s) who may be the best fit for the position of **Sample Position for PXT Select Non-Cognitive**. The Performance Model for this position reflects the attributes typical of high performers in this position. **Oliver Chase'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?

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

What is a Performance Model?

The Performance Model for Sample Position for PXT Select Non-Cognitive provides the recommended range of behaviors for the job. This report compares Oliver Chase's assessment results to the range of scores to show how well he might fit the position. The Performance Model includes:

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 **Oliver answered candidly**.

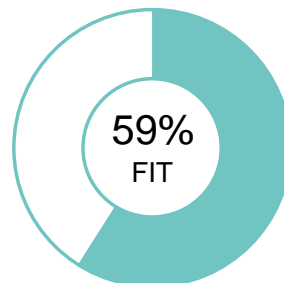
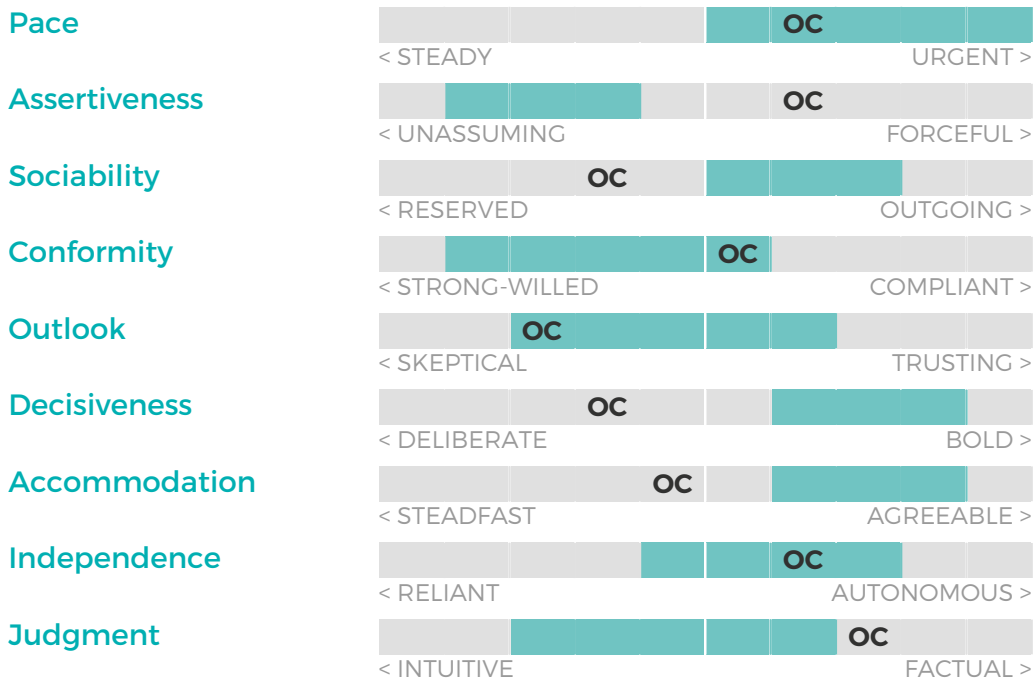
SAMPLE POSITION FOR PXT SELECT NON-COGNITIVE

Oliver Chase



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

BEHAVIORAL TRAITS



INTERESTS

OLIVER

in rank order

TECHNICAL

CREATIVE

FINANCIAL/ADMIN

ENTERPRISING

PEOPLE SERVICE

MECHANICAL

TIED

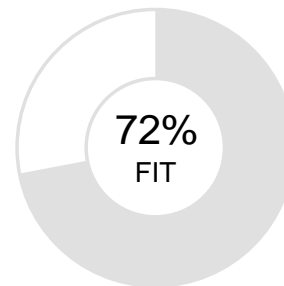
PERFORMANCE MODEL

in rank order

ENTERPRISING

PEOPLE SERVICE

FINANCIAL/ADMIN



PERFORMANCE MODEL

For Sample Position for PXT Select Non-Cognitive

The highlighted boxes represent the **Sample Position for PXT Select Non-Cognitive** Performance Model, reflecting the specific requirements for this position. Oliver's placement is labeled with his initials.

BEHAVIORAL TRAITS

Pace

Overall rate of task completion



Ideal Candidate: Very active and results-driven with the ability to juggle the demands of several tasks at once.

Oliver: Fits the Performance Model.

Assertiveness

Expression of opinions and need for control

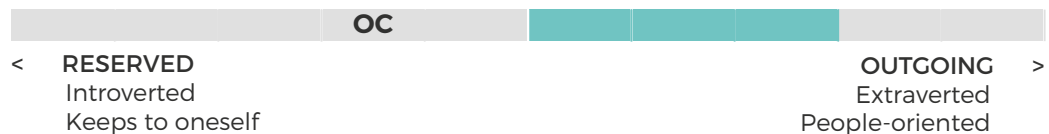


Ideal Candidate: Little need to have influence over others and, instead, is content to follow direction in an amicable environment.

Oliver: May wish to assert a stronger presence than is typical for success in this position.

Sociability

Desire for interaction with others



Ideal Candidate: Generally outgoing and capable of working effectively in a team environment.

Oliver: Probably prefers a little less interaction with others than is typically required for success in this position.

Conformity

Attitude on policies and supervision



Ideal Candidate: Effective without direct management, yet welcomes some structure and supervision as needed.

Oliver: Fits the Performance Model.

Outlook

Anticipation of outcomes and motives



Ideal Candidate: Has a bit of a skeptical side and will withhold buy-in until given the chance to scrutinize information.

Oliver: Fits the Performance Model.

Decisiveness

Use of speed and caution to make decisions



Ideal Candidate: Is comfortable making quick decisions, even when limited information is available.

Oliver: May have more difficulty taking decisive action under pressure than is typical for those most successful in this position.

Accommodation

Inclination to tend to others' needs and ideas



Ideal Candidate: Enjoys meeting the needs of others, even if it means suppressing his or her personal views and opinions.

Oliver: May be less willing to compromise and let go of his perspectives than is typical for those most successful in this position.

Independence

Level of preference for instruction and guidance



Ideal Candidate: Moderately independent yet can accept necessary guidance and instruction.

Oliver: Fits the Performance Model.

Judgment

Basis for forming opinions and making decisions



Ideal Candidate: Uses judgment that balances common sense and practical experience.

Oliver: Could overlook potential value of instinct when making decisions.

INTERESTS

The assessment measures six possible Interests, which appear below from Oliver'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, because interests are often something that can be satisfied outside of work. 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.

OLIVER'S ORDER OF INTERESTS

- Ordered from his highest- to lowest-scoring interest
- Sample Position for PXT Select Non-Cognitive Performance Model Interests are indicated
- Ties are indicated if present

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.

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.

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.

TIED

Enterprising [PERFORMANCE MODEL INTEREST]

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.

People Service [PERFORMANCE MODEL INTEREST]

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.

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.

INTERVIEW QUESTIONS

Oliver Chase & Sample Position for PXT Select Non-Cognitive

CHALLENGE AREAS FOR THIS JOB FIT

Below you will find what could be Oliver's top challenge areas for this position. The selection is based on how Oliver scored on the assessment compared to the specific requirements for Sample Position for PXT Select Non-Cognitive.

Assertiveness

MORE FORCEFUL THAN PERFORMANCE MODEL

He tends to be fairly comfortable sticking up for his opinions and needs.

➔ **Listen for: how willing he is to soften his level of assertiveness or defer to others when a situation calls for it.**

1. When working with a team, how do you get buy-in from your colleagues if you think you have a good idea?
2. Describe a recent situation where you felt it was best to defer to others or not take action. What was the result?

Decisiveness

MORE DELIBERATE THAN PERFORMANCE MODEL

He may prefer to deliberate and make informed decisions, but is also capable of timely responses.

➔ **Listen for: his ability to make decisions more quickly when circumstances warrant it.**

3. Describe a time when you waited too long to make a decision. What were the consequences? What would you do differently?
4. Would you describe your decision-making style as bold or cautious? Give an example of when it would have been better to take the opposite approach.

Sociability

MORE RESERVED THAN PERFORMANCE MODEL

He tends to be fairly introverted and may often keep to himself.

➔ **Look for: how willing he is to socialize when a task calls for it.**

5. What are some practices you've used to develop and maintain strong workplace relationships?
6. Tell me about a work situation that required you to be very outgoing. What was challenging and what did you enjoy about this experience?

AREAS OF STRENGTH FOR THIS JOB FIT

Next you will find what could be Oliver's top areas of strength for this position. The selection is based on how Oliver scored on the assessment compared to the specific requirements for Sample Position for PXT Select Non-Cognitive.

Pace	FITS PERFORMANCE MODEL
-------------	-------------------------------

He tends to be fairly driven and works at a moderate to fast pace.

➔ **Listen for: how willing he is to adjust his own work pace and help others achieve a team goal.**

- 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?
- 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?

Independence	FITS PERFORMANCE MODEL
---------------------	-------------------------------

He often likes to set his own direction.

➔ **Listen for: the level of guidance he prefers and whether he has been satisfied with guidance in the past.**

- For work you've done in the past, when has following a very structured procedure been beneficial? When has it been better to develop your own approach?
- Describe an example of the ideal level of guidance you received at the start of a new assignment. Tell me about a time when you were frustrated with the level of guidance.

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.**

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

QUESTIONS FOR REMAINING SCALES

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

Outlook

FITS PERFORMANCE MODEL

He tends to be skeptical and looks for the evidence to back up a claim.

☞ Listen for: whether he thinks critically about others' ideas without dismissing them prematurely or accepting them too readily.

13. When considering others' ideas, what steps do you take to evaluate the ideas? Give me some specific examples.
14. What impacts have you seen from a lack of trust in the workplace? What benefits have you seen when trust is high? Give me some examples of both scenarios.

Accommodation

MORE STEADFAST THAN PERFORMANCE MODEL

He is usually willing to express disagreement and defend his opinions.

☞ Listen for: how willing he is to compromise or work toward team goals when they differ from his own goals.

15. Tell me about a time when you were swayed by a colleague's argument. What happened in that interaction?
16. How can conflict be a positive factor in the workplace? Give me examples from your own experience.

Judgment

MORE FACTUAL THAN PERFORMANCE MODEL

He may base decisions mostly on observable behaviors and data.

☞ Listen for: his ability to make decisions given available information, even if it is incomplete or unclear.

17. In your experience, what are the benefits of basing decisions on facts alone? When might this approach be problematic?
18. If you need to make a decision without as much factual information or hard evidence as you'd like, how do you proceed?