



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.

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# Comprehensive Selection Report (One person, one position)

USED IN: Selection

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

## Comprehensive Selection Report

One person, one position

OVERALL FIT SUMMARY

PERFORMANCE MODEL

INTERVIEW QUESTIONS

BETA

PEARL BLACKWOOD ACCOUNT MANAGER 05/16/15

### ACCOUNT MANAGER

Pearl Blackwood

OVERALL FIT: 88%

Performance Model = highlighted boxes; Pearl's placement = her initials

**THINKING STYLE**

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

**BEHAVIORAL TRAITS**

Pace	STEADY	URGENT
Assertiveness	UNASSUMING	FORCEFUL
Sociability	RESERVED	OUTGOING
Conformity	STRONG-WILLED	COMPLIANT
Outlook	SPECIFIC	TRUSTING
Decisiveness	DELEGATE	BUILD
Accommodation	STEADFAST	ACHIEVABLE
Independence	RELIANT	AUTONOMOUS
Judgment	INTUITIVE	FACTUAL

**ORDER OF INTERESTS**

<b>Pearl</b>		
✓ 1. ENTERPRISING	1. ENTERPRISING	
✓ 2. FINANCIAL/ADMIN	2. PEOPLE SERVICE	
✓ 3. TECHNICAL	3. FINANCIAL/ADMIN	
✓ 4. MECHANICAL		
✓ 5. CREATIVE		
✓ 6. PEOPLE SERVICE		

**94%**  
FIT

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PEARL BLACKWOOD ACCOUNT MANAGER 05/16/15

### PERFORMANCE MODEL

For Account Manager

The highlighted boxes represent the Account Manager Performance Model, reflecting the specific requirements for this position. Pearl's placement is labeled with her initials.

**THINKING STYLE**

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

**Verbal Skill**

1-3	4-7	8-10
Rest at using the most fundamental concepts of the job	Takes in information similarly to most people	Benefits from most development opportunities

**Verbal Reasoning**

1-3	4-7	8-10
Prefers easy to interpret communication	Interprets routine communication effectively	Draws accurate conclusions from verbal information

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PEARL BLACKWOOD ACCOUNT MANAGER 05/16/15

### INTERVIEW QUESTIONS

Pearl Blackwood & Account Manager

**CHALLENGE AREAS FOR THIS JOB FIT**

Next you will find what could be Pearl's top challenge areas for this position. The selection is based on how Pearl scored on the assessment compared to the specific requirements for Account Manager.

Accommodation	MORE STEADFAST THAN PERFORMANCE MODEL
Decisiveness	MORE BOLD THAN PERFORMANCE MODEL
Numerical Ability	BELOW PERFORMANCE MODEL

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# Multiple Candidates Report (Multiple people, one position)

USED IN: Selection

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

## Multiple Candidates Report

Multiple people, one position

**BETA**

CANDIDATE FIT  
COMPARISON

PERFORMANCE MODEL

MULTIPLE CANDIDATES REPORT | 08.26.15

### INTRODUCTION

Columnist

This information will help organize your interviews since more than one candidate is likely being considered for the position of Columnist. However, it does not measure education, training, or experience. 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?**

CANDIDATE FIT	COMPARISON	PERFORMANCE MODEL
Each candidate's results to the assessment illustrated against the Performance Model.	The candidate's results for each scale are placed together for easy comparison.	Desired range of scores for the position.

If candidates have the same initials, they will be listed a subscript number for differentiation purposes.

Candidates	% Match
SARAH PERKINS (SP)	81%
KARL CARSTON (KC)	67%
KRISTIN DAVIDSON (KD)	58%
CATRINA NIXON (CN)	48%
DAVID ELTON (DE)	48%
CHRIS NOLL (CN)	46%
KARI MACLACHLAN (KM)	45%
JOHN CHARLESTON (JC)	34%

**INTRODUCTION**

This information will help organize your interviews since more than one candidate is likely being considered for the position of Columnist. However, it does not measure education, training, or experience. 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.

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MULTIPLE CANDIDATES REPORT | 08.26.15

### CANDIDATE COMPARISON

For Columnist

The highlighted boxes 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 number for differentiation purposes. See page 2 for identification.

**THINKING STYLE**

Composite Score  
An index of expected learning, reasoning, and problem solving potential

1	2	3	4	5	6	7	8	9	10
				▼	▼	▼			
			DE	JC	KC	KD	CN	CN	
			KM	SP	SP				

**Verbal Skill**  
A measure of vocabulary

1	2	3	4	5	6	7	8	9	10
					▼	▼			
			JC	SP	SP				CN
			KC	KD	KD				CN
			KM	KM					

**Verbal Reasoning**  
Using words for reasoning and problem solving

1	2	3	4	5	6	7	8	9	10
			▼	▼	▼	▼			
			DE	DE	JC	KD	CN	CN	
						KM			SP

**Numerical Ability**  
A measure of numeric calculation

1	2	3	4	5	6	7	8	9	10
			▼	▼	▼				
			KC	DE	CN				
			KM	JC	SP				KD

**Numeric Reasoning**  
Using numbers as a basis in reasoning and problem solving

1	2	3	4	5	6	7	8	9	10
			▼	▼	▼				
			SP	DE	KM	KC			CN
									JC
									CN

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MULTIPLE CANDIDATES REPORT | 08.26.15

### INTERESTS

Below you will find the top three interests of the Performance Model for Columnist. If it is also a top interest for a candidate, his or her initials will be listed to the right.

**Top Three Interests for Columnist**

- CREATIVE**  
Imaginative, original, and artistic activities
- ENTERPRISING**  
Using persuasiveness, presenting ideas, leading others
- TECHNICAL**  
Scientific and technical activities, research, intellectual skills

**Candidates who share this as a top interest**

- CREATIVE > CN, JC, KD, KM, SP
- ENTERPRISING > CN, KC, SP
- TECHNICAL > No candidates have this as a top interest

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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

## Multiple Positions Report

One person, multiple positions

**BETA**

POSITION % MATCH  
PERFORMANCE MODELS

SARAH PERKINS | MULTIPLE POSITIONS REPORT | 09.26.15

### INTRODUCTION

Roles for Sarah Perkins

This report provides a comparison of Sarah Perkins to more than one position. It is intended to help you understand where she might best fit within your company. However, it does not measure 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?**

% MATCH	CANDIDATE FIT	PERFORMANCE MODELS
Percentages for the Cognitive, Behavioral, and Interests sections, and one for Overall	The candidate's results to the assessment illustrated against the Performance Models	Desired range of scores for each of the positions

Position	Page	% Match
COLUMNIST	...3	77%
EDITOR	...4	63%
COPYWRITER	...5	58%
CHIEF EXECUTIVE OFFICER	...6	48%
CLERICAL	...7	48%

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SARAH PERKINS | MULTIPLE POSITIONS REPORT | 09.26.15

### COLUMNIST

Sarah Perkins

**OVERALL FIT: 77%**

Performance Model = highlighted boxes; Laurel's placements: her initials

#### THINKING STYLE

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

88% FIT

#### BEHAVIORAL TRAITS

Pace	< STEADY					SP				URGENT >
Assertiveness	< UNASSUMING						SP			FORCEFUL >
Sociability	< RESERVED					SP				OUTGOING >
Conformity	< STRONG-WILLED							SP		COMPLIANT >
Outlook	< SKEPTICAL								SP	TRUSTING >
Decisiveness	< DELIBERATE						SP			BOLD >
Accommodation	< STEADFAST									AGREEABLE >
Independence	< RELIANT							SP		AUTONOMOUS >
Judgment	< INTUITIVE									FACTUAL >

67% FIT

#### ORDER OF INTERESTS

Laurel	<input checked="" type="checkbox"/> 1 - ENTERPRISING <input checked="" type="checkbox"/> 1 - FINANCIAL/ADMIN <input type="checkbox"/> 1 - TECHNICAL <input type="checkbox"/> 4 - MECHANICAL <input type="checkbox"/> 5 - CREATIVE <input checked="" type="checkbox"/> 6 - PEOPLE SERVICE	TIED	Performance Model 1 - CREATIVE 2 - ENTERPRISING 3 - FINANCIAL/ADMIN
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65% FIT

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# 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

## Manager-Employee Comparison

One manager, one employee

**RESULTS SUMMARY**

**PERSONALIZED FEEDBACK**

**REFLECTION**

BETA

LAUREL AFTON | MANAGER-EMPLOYEE REPORT | 09.26.15

### RESULTS SUMMARY

Laurel Afton and Parvati Panchal

Your and Parvati's results are shown on the nine behavioral scales below. Your score is on the top row labeled with "You," and Parvati's score is on the bottom labeled with her initials. Further explanation of each score is provided on the subsequent pages of this report.

<b>PACE</b> Overall rate of task completion	<div style="display: flex; justify-content: space-between; align-items: center;"> <span style="width: 45%;"><b>You</b></span> <span style="width: 10%;"></span> <span style="width: 45%;"><b>PP</b></span> </div>	
	<div style="display: flex; justify-content: space-between;"> <span>← STEADY</span> <span>← URGENT →</span> </div>	
<b>ASSERTIVENESS</b> Expression of opinions and need for control	<div style="display: flex; justify-content: space-between; align-items: center;"> <span style="width: 45%;"></span> <span style="width: 10%;"></span> <span style="width: 45%;"><b>You</b></span> </div>	
	<div style="display: flex; justify-content: space-between;"> <span>← UNASSUMING</span> <span>← FORCEFUL →</span> </div>	
<b>SOCIABILITY</b> Desire for interaction with others	<div style="display: flex; justify-content: space-between; align-items: center;"> <span style="width: 45%;"><b>PP</b></span> <span style="width: 10%;"></span> <span style="width: 45%;"><b>You</b></span> </div>	
	<div style="display: flex; justify-content: space-between;"> <span>← RESERVED</span> <span>← OUTGOING →</span> </div>	
<b>CONFORMITY</b> Attitude on policies and suspension	<div style="display: flex; justify-content: space-between; align-items: center;"> <span style="width: 45%;"><b>PP</b></span> <span style="width: 10%;"></span> <span style="width: 45%;"><b>You</b></span> </div>	
	<div style="display: flex; justify-content: space-between;"> <span>← STRONG-WILLED</span> <span>← COMPLIANT →</span> </div>	
<b>OUTLOOK</b> Anticipation of outcomes and motives	<div style="display: flex; justify-content: space-between; align-items: center;"> <span style="width: 45%;"><b>PP</b></span> <span style="width: 10%;"></span> <span style="width: 45%;"><b>You</b></span> </div>	
	<div style="display: flex; justify-content: space-between;"> <span>← SKEPTICAL</span> <span>← TRUSTING →</span> </div>	
<b>DECISIVENESS</b> Degree of speed and caution to make decisions	<div style="display: flex; justify-content: space-between; align-items: center;"> <span style="width: 45%;"></span> <span style="width: 10%;"></span> <span style="width: 45%;"><b>PP</b></span> </div>	
	<div style="display: flex; justify-content: space-between;"> <span>← DELIBERATE</span> <span>← BOLD →</span> </div>	
<b>ACCOMMODATION</b> Inclination to tend to others' needs and ideas	<div style="display: flex; justify-content: space-between; align-items: center;"> <span style="width: 45%;"><b>PP</b></span> <span style="width: 10%;"></span> <span style="width: 45%;"><b>You</b></span> </div>	
	<div style="display: flex; justify-content: space-between;"> <span>← STEADFAST</span> <span>← AGREEABLE →</span> </div>	
<b>INDEPENDENCE</b> Level of preference for instruction and guidance	<div style="display: flex; justify-content: space-between; align-items: center;"> <span style="width: 45%;"><b>PP</b></span> <span style="width: 10%;"></span> <span style="width: 45%;"><b>You</b></span> </div>	
	<div style="display: flex; justify-content: space-between;"> <span>← RELIANT</span> <span>← AUTONOMOUS →</span> </div>	
<b>JUDGMENT</b> Basis for forming opinions and making decisions	<div style="display: flex; justify-content: space-between; align-items: center;"> <span style="width: 45%;"></span> <span style="width: 10%;"></span> <span style="width: 45%;"><b>PP</b></span> </div>	
	<div style="display: flex; justify-content: space-between;"> <span>← INTUITIVE</span> <span>← FACTUAL →</span> </div>	

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LAUREL AFTON | MANAGER-EMPLOYEE REPORT | 09.26.15

### ASSERTIVENESS

Assertiveness: Tendency to take charge of people and situations

	<div style="display: flex; justify-content: space-between; align-items: center;"> <span style="width: 45%;"></span> <span style="width: 10%;"></span> <span style="width: 45%;"><b>You</b></span> </div>
	<div style="display: flex; justify-content: space-between;"> <span>← UNASSUMING</span> <span>← FORCEFUL →</span> </div>

**Working Together**

You and Parvati both tend to be very forceful. Your level of self-assurance may come across to some as threatening and Parvati will likely take it as a challenge due to her equally high score. You may experience difficulty and frustration working with Parvati because of your shared desire to assert yourselves more than accepting the ideas of others. Being like-minded can be an advantage as long as you ensure your goals are the same.

<p><b>YOUR TENDENCIES:</b></p> <ul style="list-style-type: none"> <li>• You enjoy persuading and influencing others</li> <li>• You tend to be comfortable taking the lead in discussions</li> <li>• You may come across as opinionated or outspoken</li> </ul>	<p><b>PARVATI'S TENDENCIES:</b></p> <ul style="list-style-type: none"> <li>• She enjoys persuading and influencing others</li> <li>• She tends to be comfortable taking the lead in discussions</li> <li>• She may come across as opinionated or outspoken</li> </ul>
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**Consider This**

Even when you and Parvati agree on a course of action, before you act you should step back and think through whether there are alternative ideas from others that should be considered.

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LAUREL AFTON | MANAGER-EMPLOYEE REPORT | 09.26.15

### SUMMARY AND REFLECTION

SCALE	REFLECTION
<b>PACE</b> You're very urgent. Parvati is very urgent.	How does your shared pace affect your relationship? What could you do to make improvements?
<b>ASSERTIVENESS</b> You're very forceful. Parvati is very forceful.	How does your shared forcefulness affect your relationship? What could you do to make improvements?
<b>SOCIABILITY</b> You're very outgoing. Parvati is very outgoing.	How does your shared level of sociability affect your relationship? What could you do to make improvements?
<b>CONFORMITY</b> You're very compliant. Parvati is somewhat strong-willed.	How does your difference in conformity affect your relationship? What could you do to make improvements?
<b>OUTLOOK</b> You're somewhat trusting. Parvati is very trusting.	How does your difference in outlook affect your relationship? What could you do to make improvements?
<b>DECISIVENESS</b> You're very bold. Parvati is somewhat deliberate.	How does your difference in the speed at which you make decisions affect your relationship? What could you do to make improvements?
<b>ACCOMMODATION</b> You're somewhat agreeable. Parvati is somewhat steadfast.	How does your difference in your level of accommodation affect your relationship? What could you do to make improvements?
<b>INDEPENDENCE</b> You're very autonomous. Parvati is very reliant.	How does your difference in independence affect your relationship? What could you do to make improvements?
<b>JUDGMENT</b> You're very factual. Parvati is very factual.	How does your shared approach to decision making affect your relationship? What could you do to make improvements?

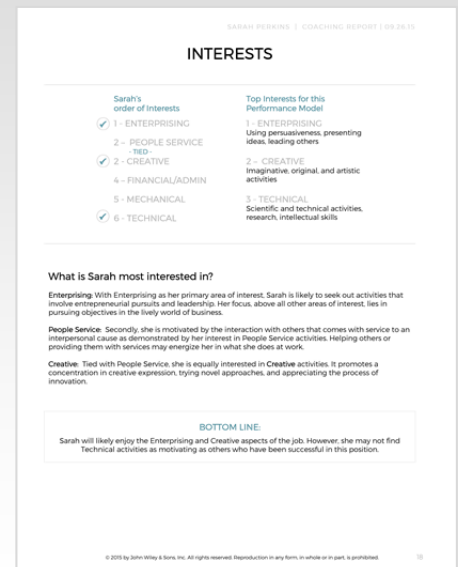
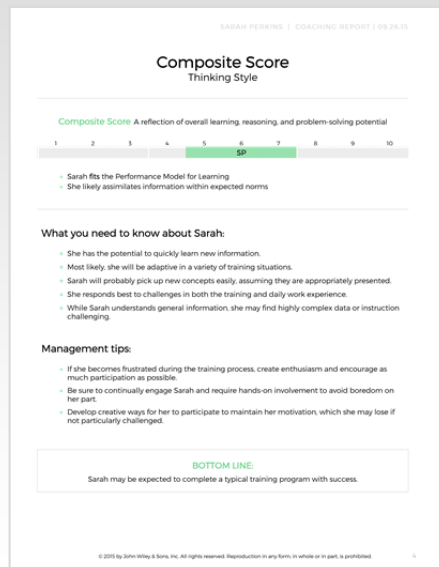
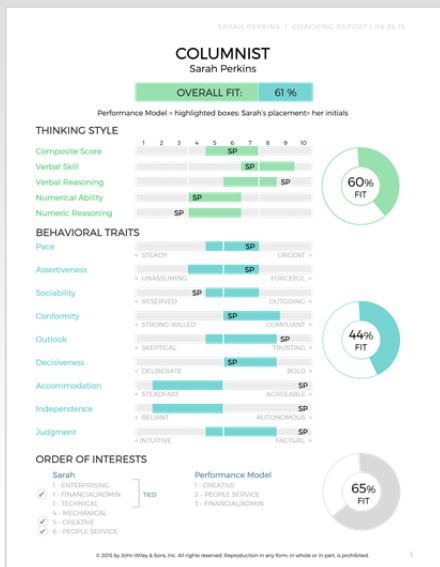
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# Coaching Report (One person, one position)

**USED IN:** Selection, Onboarding, Development

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)

USED IN: Selection, Onboarding, Development

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



**RESULTS SUMMARY**  
Sample Team

Your team's results for the assessment are depicted on the nine behavioral scales below. The numbers indicate how many people from your team fall on that point of the continuum and your placement is labeled with "you" (you are included in the numbers). The subsequent pages will provide further explanation along with team member initials for each score.

<b>Pace</b> Overall rate of task completion	← STEADY	1	4	1	2	URGENT →
			You			
<b>Assertiveness</b> Expression of opinions and need for control	← UNASSUMING	1	1	1	1	FORCEFUL →
			You			
<b>Sociability</b> Desire for interaction with others	← RESERVED	1	2	1	3	OUTGOING →
			You			
<b>Conformity</b> Attitude on policies and suspension	← STRONG-WILLED	1	1	5	1	COMPLIANT →
			You			
<b>Outlook</b> Anticipation of outcomes and motives	← SKEPTICAL	2	1	3	1	TRUSTING →
			You			
<b>Decisiveness</b> Speed and level of caution surrounding decisions	← DELIBERATE	3	1	2	1	BOLD →
			You			
<b>Accommodation</b> Inclination to tend to others' needs and ideas	← STEADFAST	2	5			AGREEABLE →
			You			
<b>Independence</b> Level of preference for instruction and guidance	← RELIANT	2	2	2	1	AUTONOMOUS →
			You			
<b>Judgment</b> Describe the information one uses to make decisions	← INTUITIVE	2	3	1	1	FACTUAL →
			You			

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**PACE**

**Pace:** Level of speed when approaching one's work

← STEADY | URGENT →

OC  
LA ET RW  
AL BW

*See the appendix for full names and corresponding initials*

**What does Pace look like for this team?**

When it comes to pace, some people are very patient and good with routine while others tend to be more driven and fast-moving. This team appears to be split between those who prefer to keep a steady pace and those who like to act with urgency. This split could add a healthy balance to this group if the pace is moderate or people's particular roles are conducive to their preferences. However, it could also be a point of contention or frustration.

**Points to consider**

- You likely focus on critical timelines and often work with a drive to make deadlines whenever possible.
- People with a score like yours tend to enjoy a busy environment and swift-moving projects.
- Those who prefer to work at a steady pace may experience noticeable stress if the work pace becomes too quick.
- People with very high urgency scores may become less productive if the team's work pace does not challenge them.

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**SUMMARY & ACTION**

This report was designed to provide you with a better understanding of how the characteristics of your team members fit with one another. Perhaps more importantly you can see how work-related behaviors of team members fit with your own. When everyone's needs are taken into account, the team will likely be able to perform to its fullest potential.

Below are the team averages for each behavior. Based on these averages, there is a corresponding tip for action.

SCALES	TEAM AVERAGES	TIPS
<b>Pace</b>	← STEADY   URGENT → Avg	Keep projects moving at a moderate pace.
<b>Assertiveness</b>	← UNASSUMING   FORCEFUL → Avg	Encourage one another to act with diplomacy.
<b>Sociability</b>	← RESERVED   OUTGOING → Avg	Allow time for a reasonable amount of socializing.
<b>Conformity</b>	← STRONG-WILLED   COMPLIANT → Avg	Set a reasonable timeline for making decisions together and stick to it.
<b>Outlook</b>	← SKEPTICAL   TRUSTING → Avg	As a team, consider all available options rather than going with the first suggestion.
<b>Decisiveness</b>	← DELIBERATE   BOLD → Avg	Consider the amount of time your teammates may need in order to buy in to decisions.
<b>Accommodation</b>	← STEADFAST   AGREEABLE → Avg	Encourage one another to be open about your objections or doubts.
<b>Independence</b>	← RELIANT   AUTONOMOUS → Avg	Schedule times to touch base with one another to make sure you're aligned.
<b>Judgment</b>	← INTUITIVE   FACTUAL → Avg	Establish guidelines for when facts are necessary versus when it's okay to follow intuition.

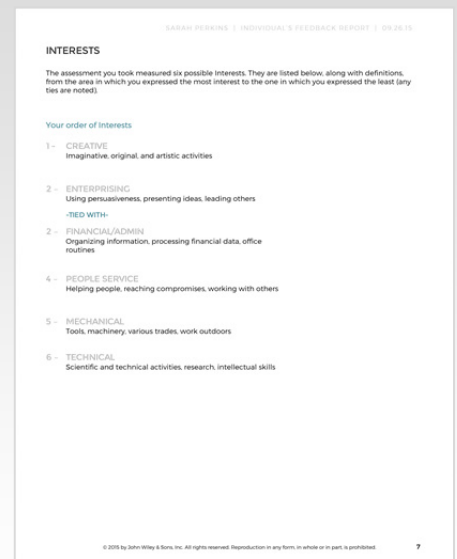
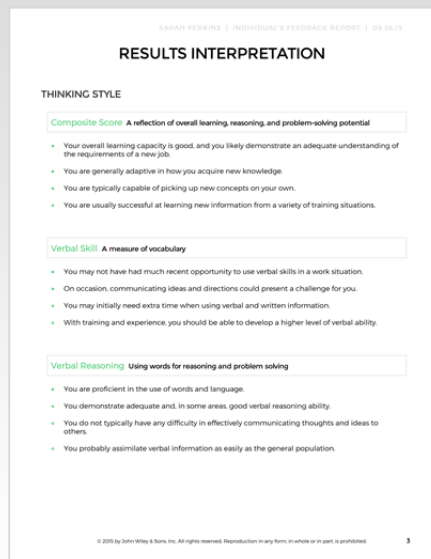
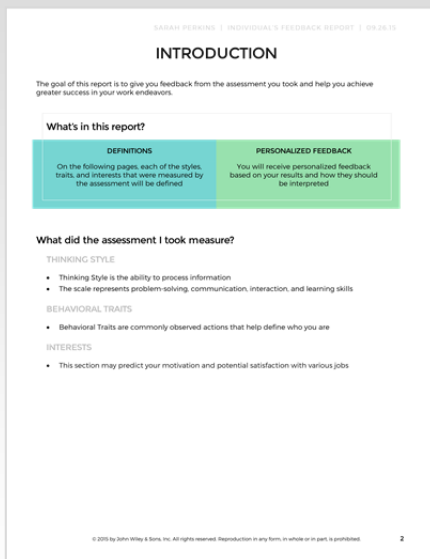
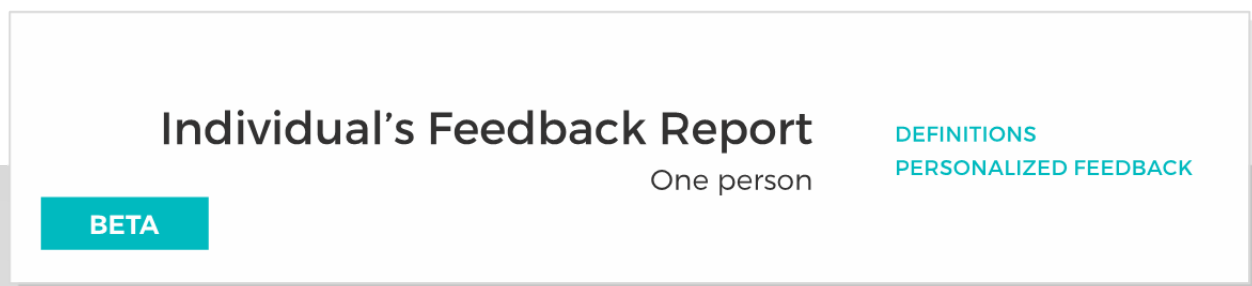
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# Individual's Feedback Report (One person)

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



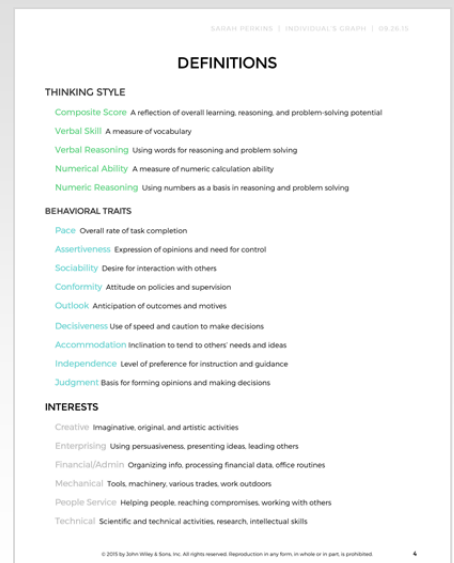
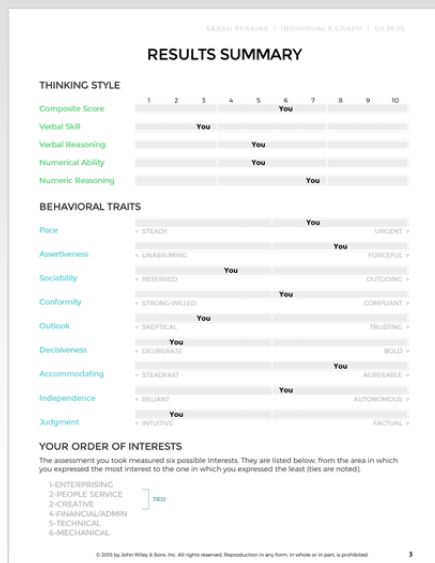
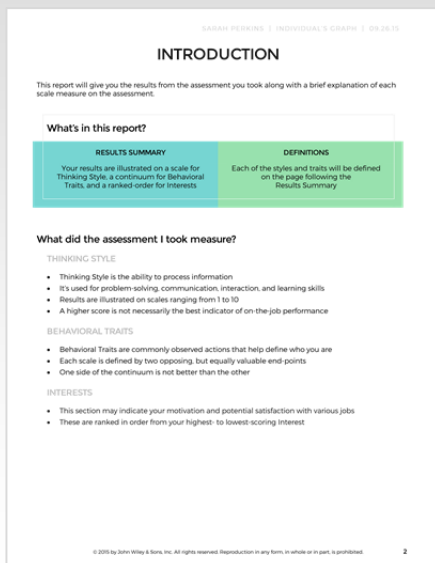
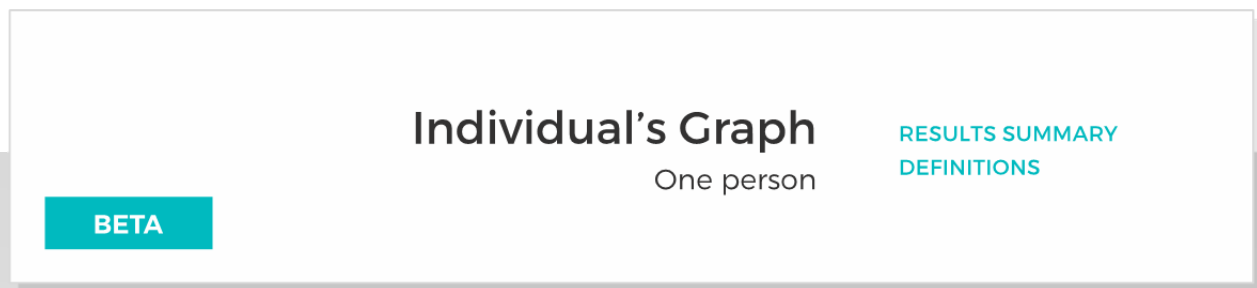


# Individual's Graph (One person)

**USED IN:** Selection, Onboarding, Development

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



# Performance Model Report (One position)

USED IN: Selection

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

## Performance Model Report

One position

**BETA**

**PERFORMANCE MODEL DEFINITIONS**  
**IDEAL CANDIDATE**

