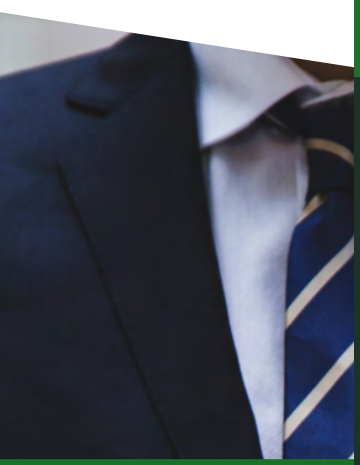
CASE STUDY

CASE STUDY

ProfileXT™

SENIOR MANAGER



PEOPLOGICA
Love Your Work.

SUMMARY

Senior Managers were assessed using the ProfileXT (PXT) psychometric instrument. The resultant High Performance Role Benchmark identified 11 x critical success attributes required to be a successful senior manager. The assessment solution effectively predicted whether an individual would be a high performer or not in a selection environment.

PURPOSE

- Identify the critical attributes of Senior Manager in a large multi-national organisation
- Provide a solution that will improve the success rate of selecting high performers in the future
- Deliver higher retention rates
- Identify potential barriers to success and provide coaching, mentoring & training suggetions to manage these barriers

ABOUT PROFILEXT ASSESSMENT

ProfileXT™

The ProfileXT (PXT) assessment measures how well an individual fits specific jobs in your organisation. The "job matching" feature of the PXT is unique, and it enables you to evaluate an individual relative to the qualities required to successfully perform in a specific job.

It is used throughout the employee life cycle for selection, on-boarding, managing and strategic workforce planning.

This assessment reveals consistent, in-depth, and objective insight into an individual's thinking and reasoning style, relevant behavioural traits, occupational interests, and match to specific jobs in your organisation. It helps your managers interview and select people who have the highest probability of being successful in a role, and provides practical recommendations for coaching them to maximum performance. It also gives your organisation consistent language and metrics to support strategic workforce and succession planning, talent management and reorganisation efforts

ABOUT HIGH PERFORMANCE BENCHMARK

- Unless the critical success attributes of a role are fully understood, traditional selection will continue to deliver less than 25% top performers
- The most accurate technique assesses the proven high performers within the organisation, using their results to create a High Performance Role Benchmark. In effect, we extract the success DNA of the top performers, identifying and quantifying the success qttibutes they share in common.
- Based on objective criteria, high performance benchmarks are developed from the assessment results of existing proven top performers

SENIOR MANAGER BENCHMARK

Thinking Style

Behavioural Traits

Interests

*Interpret Profiles Sales Assessment Benchmark using the *Quick Reference Guide*

CRITICAL SUCCESS ATTRIBUTES

From our study, we found 11 critical success attributes *(Areas where 5 out of 7 high performers are within a block of 3 stens)*

- Learning Index
- Verbal Skill
- Verbal Reasoning
- Numerical Reasoning
- Assertiveness
- Sociability
- Manageability
- Attitude
- Accommodating
- Enterprising
- People Service

SENIOR MANAGER - PARTICIPANT RATINGS

PARTICIPANTS	SENIOR MANAGER % MATCH
HIGH PERFORMER #1	93%
HIGH PERFORMER #2	90%
HIGH PERFORMER #3	88%
HIGH PERFORMER #4	84%
HIGH PERFORMER #5	84%
NOT-YET-COMPETENT PERFORMER #1	74%
NOT-YET-COMPETENT PERFORMER #2	62%

SENIOR MANAGER - NOT-YET-COMPETENT PERFORMER SUMMARY GRAPH

Thinking Style 25% Match

Behavioural Traits 83% Match

Distortion for this assessment is within the acceptable range.

Interests 93% Match

PEOPLOGICA
Love Your Work.

CASE STUDY

PEOPLOGICA
275 Alfred Street. North Sydney, NSW 2060
T: 0299369000 W: **www.peoplogica.com**
E: *info@peoplogica.com*