

# CASE STUDY

ProfileXT™

TEAM LEADS OF IT DEVELOPMENT



## SUMMARY

Proven high performing team leaders were assessed using the **ProfileXT (PXT)** psychometric instrument. The resultant High Performance Role Benchmark identified 13 x critical success attributes required to be a successful team leader. The PXT assessment solution is now a key selection tool for all recruitment globally for this ASX listed organisation.

## PURPOSE

- Identify the critical attributes of a team leader in a software development
- 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 suggestions 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.

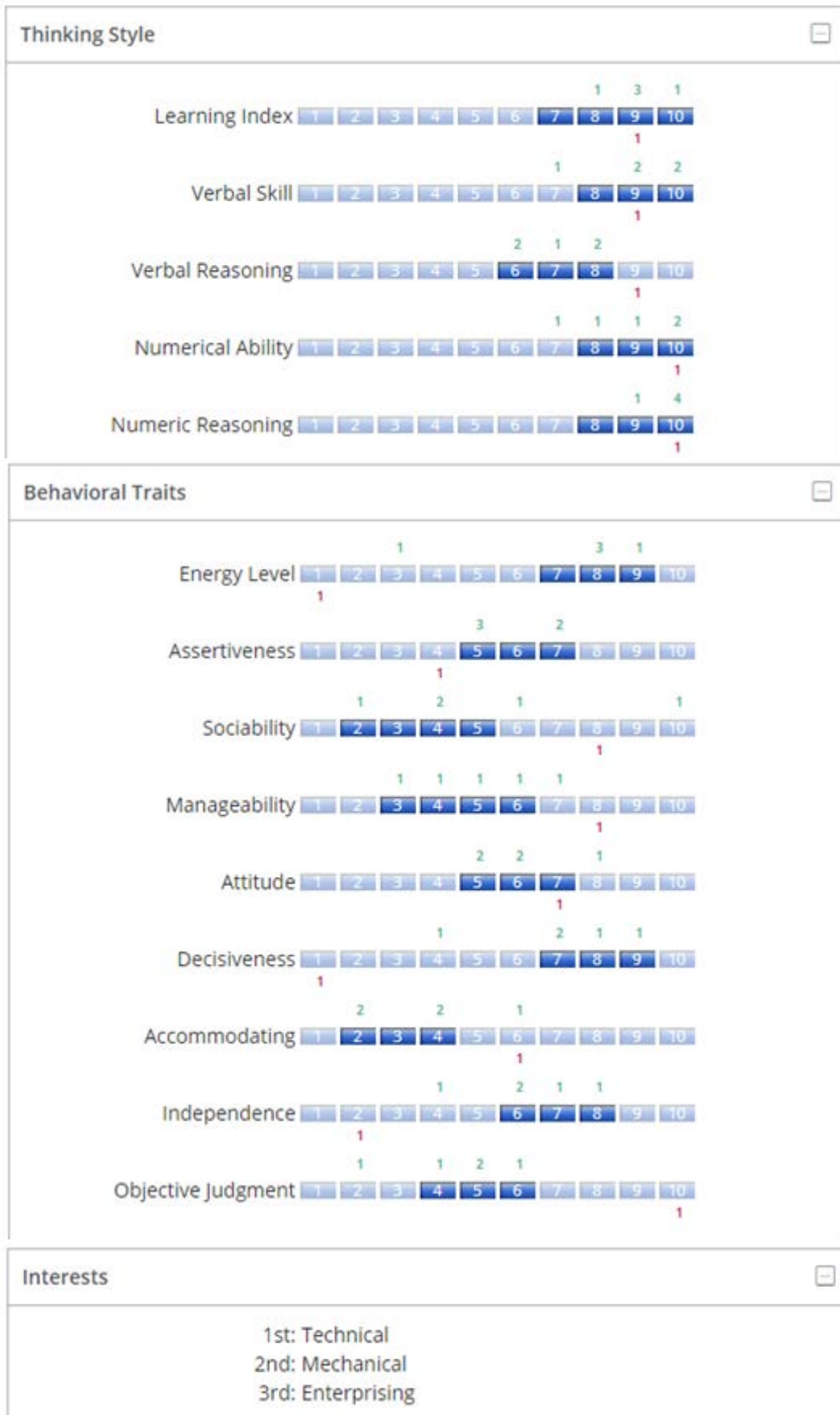
It is used throughout the employee life cycle for selection, onboarding, managing and strategic workforce planning.

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 attributes they share in common.
- Based on objective criteria, high performance benchmarks are developed from the assessment results of existing proven top performers

# TEAM LEADS OF IT DEVELOPMENT BENCHMARK



\*Interpret Profiles Sales Assessment Benchmark using the [Quick Reference Guide](#)

## CRITICAL SUCCESS ATTRIBUTES

From our study, we found 13 critical success attributes (Areas where more than 70% high performers are within a block of three steps)

- Verbal Skill
- Verbal Reasoning
- Numerical Ability
- Numerical Reasoning
- Energy Level
- Assertiveness
- Attitude
- Decisiveness
- Accommodating
- Independence
- Objective Judgement
- Technical
- Mechanical

## TEAM LEADS OF IT DEVELOPMENT - PARTICIPANT RATINGS

PARTICIPANTS	TEAM LEADS OF IT DEVELOPMENT % MATCH
HIGH PERFORMER #1	95%
HIGH PERFORMER #2	93%
HIGH PERFORMER #3	92%
HIGH PERFORMER #4	86%
HIGH PERFORMER #5	83%
NOT-YET-COMPETENT PERFORMER #1	66%





# TEAM LEADS OF IT DEVELOPMENT - NOT-YET-COMPETENT (NYC) PERFORMER SUMMARY GRAPH

Overall Match - 66%



Thinking Style  
94% Match

Behavioural Traits  
28% Match



Interests  
86% Match



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