

FACT SHEET 2017

PXT Select™

What is PXT Select™?

- PXT Select helps make the very human decisions about hiring simpler and smarter. It is a selection assessment that measures a candidate's cognitive abilities, behaviors, and interests.
- Assessment results equip organizations and hiring managers with easy to understand information about the candidate, and provide intuitive questions to strengthen the interview process.
- PXT Select is a powerful, validated selection assessment that can help you interview better and hire smarter.
- PXT Select provides the hiring manager with insight into a candidate's cognitive abilities, behavioral traits, and interests, including tips about the candidate's **potential job fit** and relevant job-specific interview questions.

What does PXT Select measure?

- Thinking Style, Behavioral Traits, and Interests. Described as the total person – the three areas that impact an individual's approach to situations in the workplace.

How long does PXT Select take to complete?

- Candidates should set aside an hour to complete the assessment with some taking less time and some taking more.

What is PXT Select intended for?

- Selection / Hiring
- Coaching
- Team Building
- Promotion / Career Planning / Succession Planning

What is JER HR Group "PILOT 2 SELECT" Program

- JER HR Group will conduct a study to create a benchmark for the successful candidate profile.
- JER HR Group will work with your management in administering the PXT Select, evaluating the results and comparing them.
- Self-administered dashboard access for you to manage the entire process in your organization through an online cloud based website.
- JER HR Group senior consultant will partner with client in designing a model that would fit the position to be filled.

How would you measure success?

Success with PXT Select can be defined as **measurable and consistent** positives in areas such as turnover, productivity and engagement. It is important to revisit these issues at regular intervals to ensure you have achieved a permanent change. PXT Select can be a helpful support across the employment life cycle in areas such as employee coaching and manager/employee relations.



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PXT Select Validity and Reliability

The U.S. Department of Labor states that a good test (1) measures traits or skills consistently or reliably (**Reliability**), and (2) does indeed measure what it claims to measure (**Validity**). **Reliability** refers to an assessment's measurement of various abilities, traits, and interests in a consistent and dependable way both for different individuals and over different periods of time. **Validity** refers to an assessment's ability to measure the scales accurately and in the way it purports to measure them. PXT Select satisfies all requirements of the EEOC, the ADA, the DOL, and the Civil Rights Act. It was designed and developed to be specifically job-related and has been validated in accordance with American Psychological Association standards. The PXT Select is validated to be Age-blind, Gender-blind, and Ethnicity-blind. It measures only those factors relevant to selecting the best people to fit the requirements of specific jobs.

What is a Performance Model?

Performance Model is a template to which you compare your job candidates. It is a snapshot of the preferred traits for a given job. For example, some jobs require a more urgent pace vs. a steadier pace. There are 3 different ways you can create a Performance Model:

- Library Performance Model: PXT Select has an expanding library of Performance Models, and you can select a model.
- Job Analysis Survey (JAS): Survey to identify factors required for success in a position. Stakeholders in the organization with knowledge of the position should complete the JAS. The results are used to customize the Performance Model (PM).
- Concurrent Study: Use assessment results from successful employees to build a new model. This can be used alone or in combination with other methods.

What's considered a "Good" overall fit score?

PXT Select should only account for one-third of an effective hiring process. All available information about a candidate should be taken into consideration before reaching a decision. For that reason, there is no pass/fail score. PXT Select is designed to give hiring managers confidence in their interview process, as the assessment also generates intuitive interview questions based on the candidates results.

JER HR Group Background

JER HR Group's consulting services includes working with clients in understanding their business requirements and strategy, and developing a business solution that includes appropriate technical solutions. Our unique value proposition is 25 years of experience delivering high-level HR services to hundreds of clients nationwide.

JER HR Group is an authorized partner for PXT Select. We also have extensive experience in implementing the earlier version Profile XT for clients nationwide.



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