



INSPIRING CONFIDENCE IN YOUR PEOPLE DECISIONS

THE PROFILEXT

The ProfileXT is the best, most up to date assessment tool for pre-employment screening and job applicant selection. It provides easy to understand results that companies can use to perfectly match the right person to the right job.

OVERVIEW

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An iceberg floating in the ocean. The tip of the iceberg is above the water line, and the much larger base is submerged below the water line. The sky is blue with some clouds, and the water is a deep blue.

10%

Good, but limited information:

- Skills
- Experience
- Education

90%

Essence of the total person:

- Thinking style
- Behavioural traits
- Occupational interests

Why test for Hiring

Interviewing and reference checking will only show you the tip of the iceberg.

The correct psychometric testing will reveal the person's true character, interests and abilities for the job.

The ProfileXT

The Profile XT is a stand-alone total person assessment that will measure the “Total Person” against a specified Job-Profile to enable you to find the best Job-fit or right person for the role.

Job Profile Summary

Job Pattern: Sales Representative

Overall Job Match  **94%**

Thinking Style

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

Job Match
Percentage
95%

Behavioral Traits

Energy Level	1	2	3	4	5	6	7	8	9	10
Assertiveness	1	2	3	4	5	6	7	8	9	10
Sociability	1	2	3	4	5	6	7	8	9	10
Manageability	1	2	3	4	5	6	7	8	9	10
Attitude	1	2	3	4	5	6	7	8	9	10
Decisiveness	1	2	3	4	5	6	7	8	9	10
Accommodating	1	2	3	4	5	6	7	8	9	10
Independence	1	2	3	4	5	6	7	8	9	10
Objective Judgment	1	2	3	4	5	6	7	8	9	10

Job Match
Percentage
95%

Distortion – **8**

Occupational Interests

Interests Ranking	Top three interests for this position									
Enterprising							8			
People Service						6				
Creative										10
Lowest three interests for this position										
Financial/Administrative					5					
Technical				4						
Mechanical				4						

Job Match
Percentage
91%

The Job Matching process for Interests is concerned with top three interests of a Job Match Pattern and how a candidates top three interests match. The three top interests for this Pattern are indicated and ranked from top to bottom.



Methodology

An experienced psychologist will carefully guide you in creating the ideal Job-Profile and then assess your shortlist of candidates to find your perfect fit.

Detailed reports will both guide you through the final interview process and give you management suggestions on how best to work with the chosen candidate.

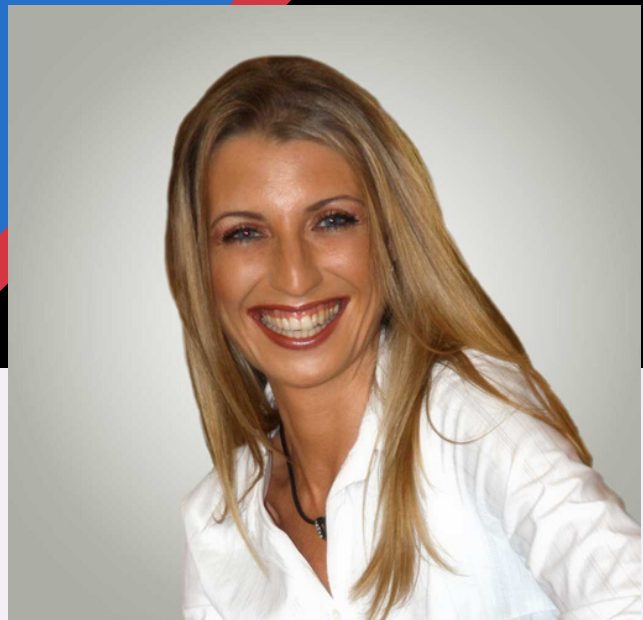
The accuracy and reliability of this process has been proven to be essential in your hiring and placement decisions.

Experience

With the combined professional experience of psychologists, educators and business leaders, Wilford Scholes ensures that only the best-in-practice and scientifically robust assessments are used to ensure that you get the most accurate information to make your most important people decisions.



OUR PEOPLE



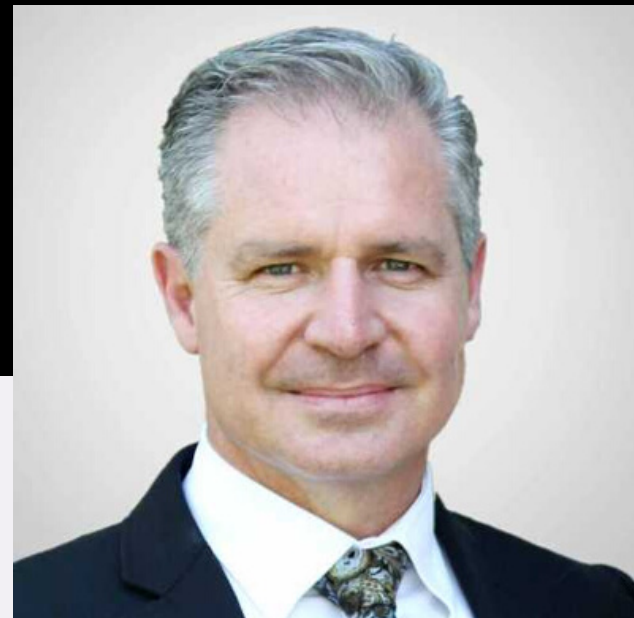
**SHARON
KING**

Emotional
Intelligence Expert



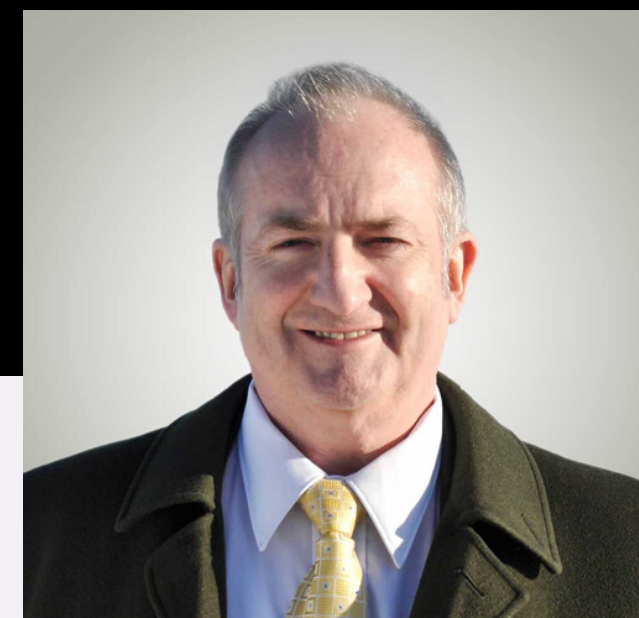
**WAYNE
SCHOLES**

International
Business Leader



**COLIN
WILFORD**

Clinical
Psychologist
(CEO)



**MARC
SCHOLES**

International
Curriculum
Designer



**SHEILA R.
CARRUTHERS**

Management and
Organizational
Expert

CLIENTS

- Mondi (Austria & South Africa)
- Richard Manufacturing (USA)
- Humless (USA)
- The Ensign Group (USA)
- Hong Leong Bank (Malaysia)
- Gulf Packaging (Saudi Arabia)
- Barloworld (South Africa)
- Grindrod Group (South Africa)
- Brigham Young University (USA)
- Barclays Bank (London, UK)
- British Telecommunications (London, UK)
- Baringa (London, UK)



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