

PXT Select™

Comprehensive Selection Report

Craig Bulmer

CONFIDENTIAL

Assessment taken: 10.23.22 Printed: 10.23.22

This report is provided by:
Intégro Learning Company
Suite 23, Level 1, Meriton Building
888 Pittwater Road
Dee Why, NSW 2099
1800 222 902



INTRODUCTION

This report is intended to help you choose the candidate(s) who may be the best fit for the position of **Training and Development Specialists**. The Performance Model for this position reflects the attributes typical of high performers in this position. **Craig Bulmer's** personalized information will be compared to the Performance Model, giving you a detailed understanding of how well-suited he may be to this role.

What's in this report?

<p>RESULTS SUMMARY Candidate's results from the assessment compared to the Performance Model</p>	<p>PERFORMANCE MODEL Range of scores typical for success in the position, with scale and job fit interpretation</p>	<p>INTERVIEW QUESTIONS Series of personalized questions based on the candidate's fit to the Performance Model</p>
---	--	--

What is a Performance Model?

The Performance Model for Training and Development Specialists provides the recommended range of skills and behaviors for the job. This report compares Craig Bulmer's assessment results to the range of scores to show how well he might fit the position. The Performance Model includes:

THINKING STYLE

- Thinking Style is the ability to process information.
- It includes problem-solving, communication, interaction, and learning skills.
- Results are illustrated on scales ranging from 1 to 10.
- A higher score is not necessarily the best indicator of on-the-job performance.

BEHAVIORAL TRAITS

- Behavioral Traits are commonly observed actions that help define who someone is.
- Each scale is defined by two opposing, but equally valuable, end points.
- One side of the continuum is not better than the other.

INTERESTS

- This section may indicate a person's motivation and potential satisfaction with various jobs.
- These are ranked in order from the person's highest- to lowest-scoring interest.

Distortion was not detected in this report. What does that mean?

Some candidates may answer in a way that is socially desirable or to make themselves look better, rather than respond candidly and risk disapproval. Based on his assessment results, it appears that **Craig answered candidly**.

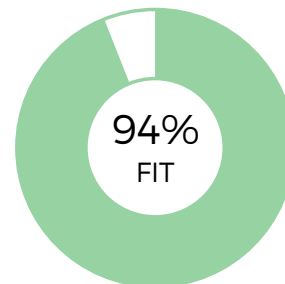
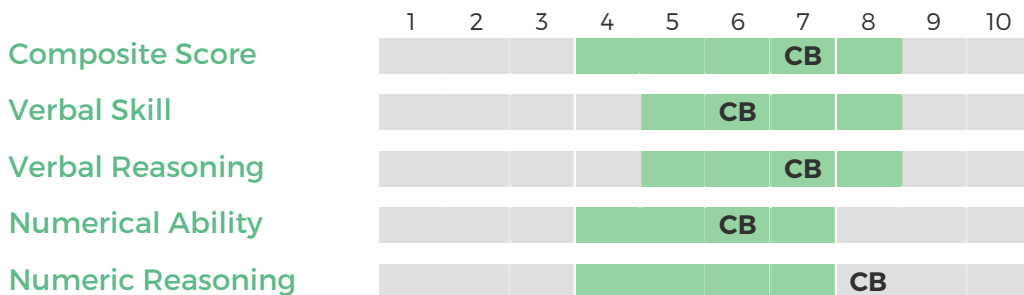
TRAINING AND DEVELOPMENT SPECIALISTS

Craig Bulmer

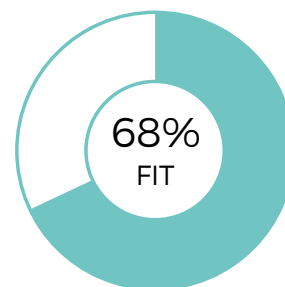
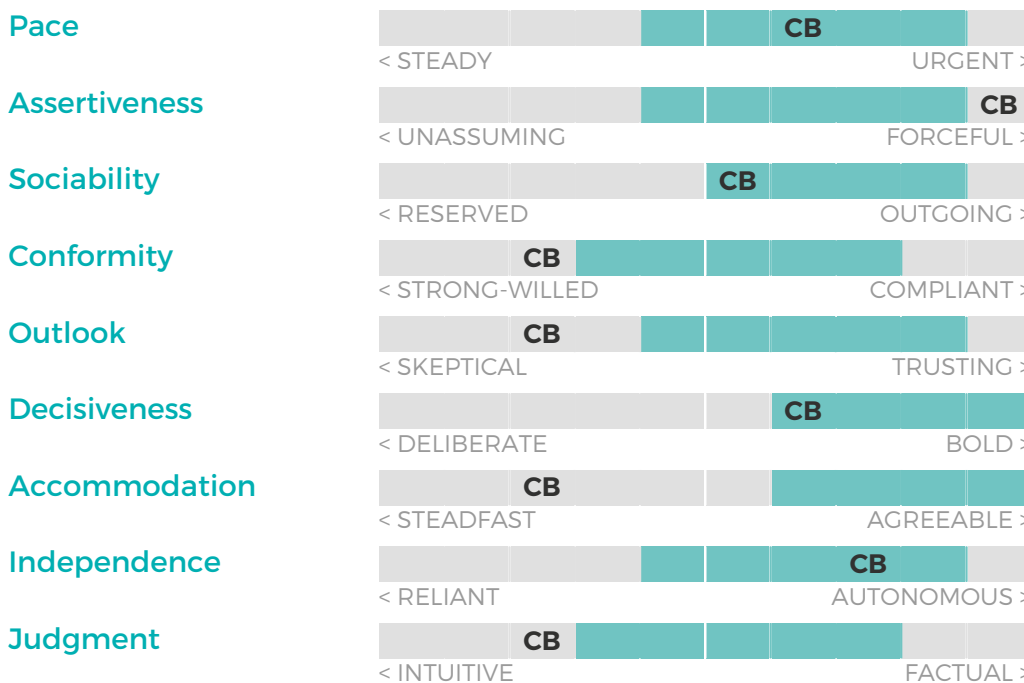


Performance Model = highlighted boxes; Craig's placement = his initials

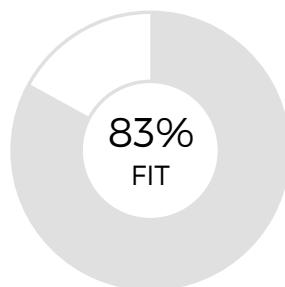
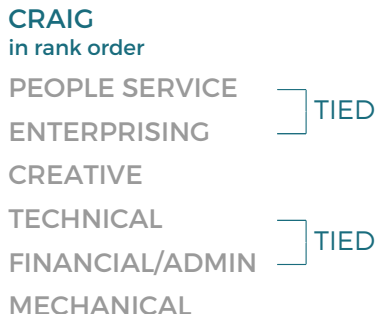
THINKING STYLE



BEHAVIORAL TRAITS



INTERESTS



PERFORMANCE MODEL

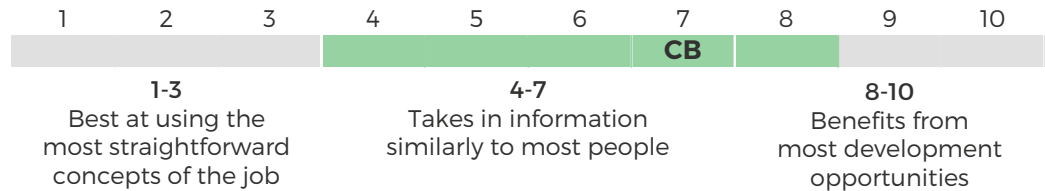
For Training and Development Specialists

The highlighted boxes represent the **Training and Development Specialists** Performance Model, reflecting the specific requirements for this position. Craig's placement is labeled with his initials.

THINKING STYLE

Composite Score

A reflection of overall learning, reasoning, and problem-solving potential

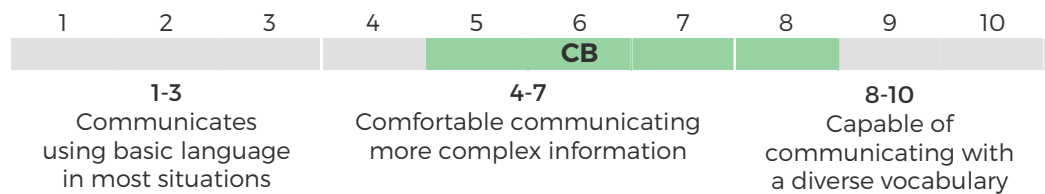


Ideal Candidate: Assimilates information with minimal confusion and can handle more complex information processing.

Craig: Fits the Performance Model.

Verbal Skill

A measure of vocabulary

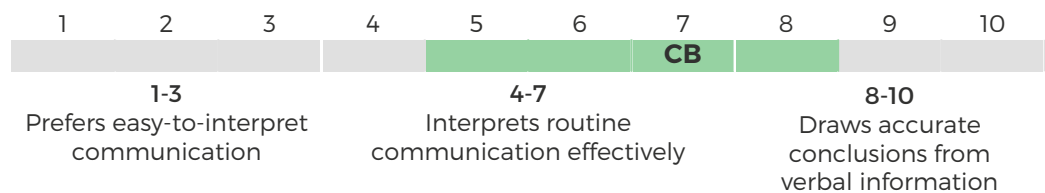


Ideal Candidate: Can process fairly complex language and has a vocabulary in the above average range.

Craig: Fits the Performance Model.

Verbal Reasoning

Using words for reasoning and problem solving

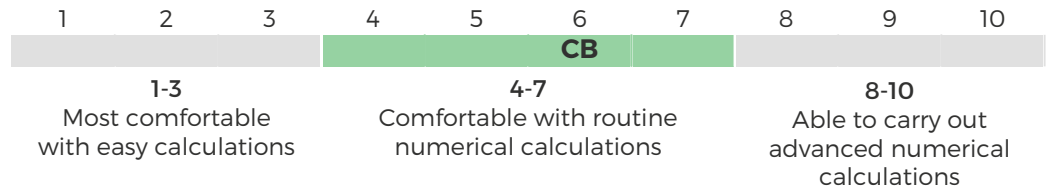


Ideal Candidate: Capable of analyzing and understanding the nuances contained in complex communication.

Craig: Fits the Performance Model.

Numerical Ability

A measure of numerical calculation ability

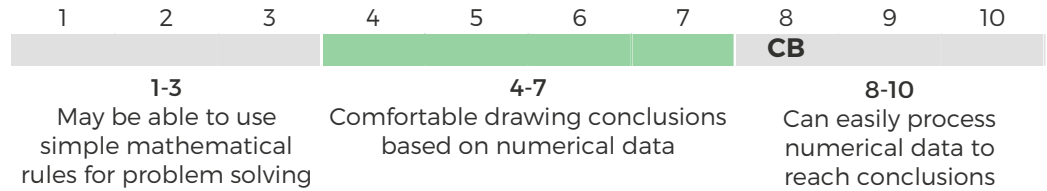


Ideal Candidate: Proficient with basic numerical equations and is fairly comfortable with complex calculations.

Craig: Fits the Performance Model.

Numeric Reasoning

Using numbers as a basis in reasoning and problem solving



Ideal Candidate: Reasonably efficient when using numerical data in decision making and requires little assistance in processing charts and graphs.

Craig: Analyzes numerical data at a more advanced level than the position requires, suggesting that he may have unused talents in this area.

BEHAVIORAL TRAITS

Pace

Overall rate of task completion



Ideal Candidate: Responds well to time constraints and generally works at a brisk pace.

Craig: Fits the Performance Model.

Assertiveness

Expression of opinions and need for control

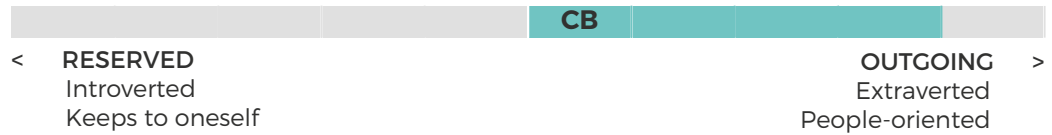


Ideal Candidate: Enjoys influencing others but is still willing to follow direction from someone else when necessary.

Craig: May wish to assert a stronger presence than is typical for this position and have difficulty being as diplomatic as may be necessary.

Sociability

Desire for interaction with others



Ideal Candidate: Strongly motivated by the chance to work with others, actively seeking out opportunities for teamwork.

Craig: Fits the Performance Model.

Conformity

Attitude on policies and supervision



Ideal Candidate: Responds well to a structured environment and does not mind close supervision.

Craig: Tends to be less willing to follow standard procedures than is required for best performance in this position.

Outlook

Anticipation of outcomes and motives



Ideal Candidate: Demonstrates a generally positive attitude, yet will express doubt on occasion.

Craig: Tends to be quicker to question and doubt than others who have been successful in this position.

Decisiveness

Use of speed and caution to make decisions



Ideal Candidate: Is comfortable making quick decisions, even when limited information is available.

Craig: Fits the Performance Model.

Accommodation

Inclination to tend to others' needs and ideas



Ideal Candidate: Enjoys meeting the needs of others, even if it means suppressing his or her personal views and opinions.

Craig: May express impatience with opinions that differ from his own, making it difficult to resolve issues and move forward effectively.

Independence

Level of preference
for instruction and
guidance



Ideal Candidate: Moderately independent yet can accept necessary guidance and instruction.

Craig: Fits the Performance Model.

Judgment

Basis for forming
opinions and making
decisions



Ideal Candidate: Balances objective information and instincts to make decisions.

Craig: May allow intuition to override hard facts when making decisions.

INTERESTS

The assessment measures six possible Interests, which appear below from Craig's highest- to lowest-scoring interest. The **top three Interests for the Performance Model** are noted. Two-way and three-way ties are indicated if present.

This list of interests is obviously not exhaustive, and because interests are often something that can be satisfied outside of work, they make up only 20% of the candidate's overall job fit score (Thinking and Behavioral each make up 40% of the overall score). Still, a person's interests can sometimes provide insight into how easily motivated he or she will be concerning different tasks, and how much enjoyment he or she may find in a particular role.

CRAIG'S ORDER OF INTERESTS

- Ordered from his highest- to lowest-scoring interest
- Training and Development Specialists Performance Model Interests are indicated
- Ties are indicated if present

People Service [PERFORMANCE MODEL INTEREST]

A People Service interest suggests the enjoyment of collaboration, compromise, and helping others. It may indicate a strong sense of empathy and support and a knack for bringing people together.

TIED

Enterprising

An Enterprising interest suggests the enjoyment of leadership, presenting ideas, and persuading others. Individuals with this interest may desire responsibility and exercise initiative, ambition, and resourcefulness.

Creative [PERFORMANCE MODEL INTEREST]

A Creative interest suggests the enjoyment of imaginative and artistic activities. It often involves personal expression, emphasis on aesthetics, and novel ways of solving problems, producing ideas, and designing new things.

Technical [PERFORMANCE MODEL INTEREST]

A Technical interest suggests the enjoyment of learning technical material, interpreting complex information, and solving abstract problems. Individuals with this interest may enjoy working with numbers, data, and/or computer programs.

TIED

Financial/Admin

A Financial/Admin interest suggests the enjoyment of working with numbers, organizing information, and office routines such as record-keeping and completing paperwork. It could indicate an eye for detail and a desire for accuracy.

Mechanical

A Mechanical interest suggests the enjoyment of building and repairing things and working with machinery or tools. Individuals with this interest may like tasks that involve using their hands, being outdoors, and/or breaking a sweat.

INTERVIEW QUESTIONS

Craig Bulmer & Training and Development Specialists

CHALLENGE AREAS FOR THIS JOB FIT

Below you will find what could be Craig's top challenge areas for this position. The selection is based on how Craig scored on the assessment compared to the specific requirements for Training and Development Specialists.

Accommodation

MORE STEADFAST THAN PERFORMANCE MODEL

He is usually willing to express disagreement and defend his opinions.

➔ **Listen for: how willing he is to compromise or work toward team goals when they differ from his own goals.**

1. Tell me about a time when you were swayed by a colleague's argument. What happened in that interaction?
2. How can conflict be a positive factor in the workplace? Give me examples from your own experience.

Outlook

MORE SKEPTICAL THAN PERFORMANCE MODEL

He tends to be skeptical and looks for the evidence to back up a claim.

➔ **Listen for: how willing he is to give others the benefit of the doubt.**

3. Describe a recent brainstorming or problem-solving session you had with your colleagues. What are the advantages and disadvantages of such sessions?
4. How do you rebuild trust that has been lost in a relationship? Give me an example from your experience.

Numeric Reasoning

ABOVE PERFORMANCE MODEL

He can efficiently base his decisions on numerical data.

➔ **Listen for: how successfully he communicates numerical concepts, or if he gets frustrated when working with people with different numerical skill levels.**

5. If you analyze numerical data and find that it calls for a change—such as reallocating resources or adjusting a process—how would you convince others that the change is needed?
6. Tell me about a time you had to use mathematical concepts or reasoning to solve a problem. How did you communicate your message for those with different levels of training or skill?

AREAS OF STRENGTH FOR THIS JOB FIT

Next you will find what could be Craig's top areas of strength for this position. The selection is based on how Craig scored on the assessment compared to the specific requirements for Training and Development Specialists.

Verbal Skill	FITS PERFORMANCE MODEL
---------------------	-------------------------------

He is comfortable communicating more complex information.

➔ **Listen for: how he connects with others who have different levels of verbal skill.**

7. How do you decide when it's appropriate to use advanced, technical, or specific language instead of communicating more casually or simply?
8. What do you do to ensure that your written reports, emails, or other communications are correct, clear, and easy for your audience to understand?

Numerical Ability	FITS PERFORMANCE MODEL
--------------------------	-------------------------------

He may be able to perform more complex calculations.

➔ **Listen for: his comfort with numerical calculations, including using new methods of calculating data.**

9. Describe a situation where you had to consider different types of numerical information. How did you ensure that you understood and correctly applied the most important aspects of the data?
10. How long does it take for you to feel comfortable using new mathematical processes at work?

Pace	FITS PERFORMANCE MODEL
-------------	-------------------------------

He tends to be fairly driven and works at a moderate to fast pace.

➔ **Listen for: how willing he is to adjust his own work pace and help others achieve a team goal.**

11. Describe a time when you and your colleagues were working toward an aggressive deadline. How did you manage your own workload? How did you help your team meet the goal?
12. When you are assigned a task to complete without a specific deadline and with little oversight or supervision, what are some ways you keep yourself motivated?

QUESTIONS FOR REMAINING SCALES

You will find suggested interview questions for the remaining scales below.

Verbal Reasoning

FITS PERFORMANCE MODEL

He is able to analyze more complex verbal information.

☞ Listen for: how he assesses and applies information for different settings, tasks, and people.

13. Describe a situation in which you received instructions that seemed to lack key steps or were incomplete. What did you do to fix the situation and make sure that you were completing the task correctly?
14. Tell me about a time when you discovered there had been a miscommunication. How did you figure out there was a problem, and what did you do to resolve the issue?

Assertiveness

MORE FORCEFUL THAN PERFORMANCE MODEL

He tends to be very comfortable sticking up for his opinions and needs.

☞ Listen for: how willing he is to soften his level of assertiveness or defer to others when a situation calls for it.

15. When working with a team, how do you get buy-in from your colleagues if you think you have a good idea?
16. Describe a recent situation where you felt it was best to defer to others or not take action. What was the result?

Sociability

FITS PERFORMANCE MODEL

He tends to be fairly extraverted and people-oriented.

☞ Look for: how he recognizes when to be more or less outgoing to fit the needs of the situation.

17. Describe a time when you had to act more or less outgoing than is natural for you. What did you do to adapt?
18. Do you prefer to work with others on assignments or complete tasks by yourself? Tell me about an assignment or project that best fits your work style.

Conformity**MORE STRONG-WILLED THAN PERFORMANCE MODEL**

He may dispute procedures and policies, particularly if he doesn't agree with them.

➔ **Listen for: whether he can temper his own opinions and goals without becoming too frustrated or resentful.**

19. Tell me about a time when you had to work with a leader you didn't respect. How did that relationship evolve over time?

20. Describe a time when you didn't agree with the direction a project was taking, but couldn't change it. How did you react to that situation?

Decisiveness**FITS PERFORMANCE MODEL**

He tends to make decisions in a timely fashion.

➔ **Listen for: whether he can identify when to adapt his decision-making style to suit the circumstances.**

21. How would you handle having to make an important decision without being given enough time to deliberate?

22. If you had to make a difficult decision, would you rather do it right away or have a week to think it over? Why?

Independence**FITS PERFORMANCE MODEL**

He seldom seeks guidance and likes to set his own direction.

➔ **Listen for: the level of guidance he prefers and whether he has been satisfied with guidance in the past.**

23. For work you've done in the past, when has following a very structured procedure been beneficial? When has it been better to develop your own approach?

24. Describe an example of the ideal level of guidance you received at the start of a new assignment. Tell me about a time when you were frustrated with the level of guidance.

Judgment**MORE INTUITIVE THAN PERFORMANCE MODEL**

He probably relies on his intuition and experiences to make decisions.

☞ **Listen for: his level of frustration when asked to disregard his instincts and base a decision solely on facts.**

25. Describe a time when you had to put aside your strong sense of the right direction and make a decision based purely on facts. What happened, and how did you feel about it?

26. What are the benefits of basing decisions on gut instincts? When might this approach be problematic?