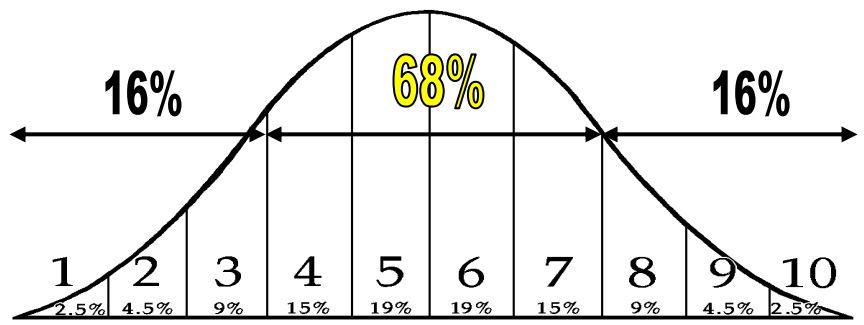




***The  
PXT***

***Quick Reference  
Guide***

# What theProfileXT™ Measures



**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 |
|---|---|---|---|---|---|---|---|---|----|

## Thinking Style

**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 |
|---|---|---|---|---|---|---|---|---|----|

## Behavioral Traits

**Enterprising**

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

**Financial/Administrative**

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

**People Service**

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

**Technical**

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

**Mechanical**

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

**Creative**

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

## Occupational Interests

# Profile XT for Thinking Style

## Learning Index

*This is an index of expected learning, reasoning and problem solving potential; a composite of the scores for Verbal Skill, Verbal Reasoning, Numerical Ability and Numeric Reasoning.*

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

|  |       |   |
|--|-------|---|
| <p>Repetition and hands-on learning can be effective in training.</p> <p>Achieves best through learning that is specific to the job.</p> | NOTES | <p>Strong capacity to adapt quickly in a learning situation.</p> <p>Typically finds it easy to learn the requirements of a new job situation.</p> |
|  |       |   |
|  |       |   |
|  |       |   |

## Verbal Skill

*This is a measure of verbal skill through vocabulary.*

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

|  |       |   |
|--|-------|---|
| <p>Can be slow and deliberate in communicating ideas.</p> <p>Most communications are concrete and straightforward.</p> | NOTES | <p>Capable of precise communication, even under strict time constraints.</p> <p>Competent in making analyses involving written and verbal data.</p> |
|  |       |   |
|  |       |   |
|  |       |   |

## Verbal Reasoning

*Relates to using words as a basis in reasoning and problem solving.*

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

|  |       |  |
|--|-------|--|
| <p>May require more time to assimilate new information of a verbal or written nature.</p> <p>May be less proficient in information gathering techniques.</p> | NOTES | <p>Strong information gathering ability.</p> <p>Assimilates verbal information rapidly.</p> <p>Can abstract conclusions from verbal information more proficiently than others.</p> |
|  |       |  |
|  |       |  |
|  |       |  |

# Profile XT for Thinking Style, cont.

## Numerical Ability

*This is a measure of numeric calculation ability; basically, of how well an individual works with numbers.*

|   |   |   |   |   |   |   |   |   |    |
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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
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|   |       |  |
|---|-------|--|
| Using mathematics can be challenging.<br><br>Figuring numerical problems may require the use of a calculator. | NOTES | Quick in mentally determining correct mathematical solutions to problems.<br><br>Demonstrates a sound understanding of basic mathematical processes. |
|   |       |  |
|   |       |  |

## Numeric Reasoning

*This scale measures an individual's ability to use numbers as a basis in reasoning and analysis.*

|   |   |   |   |   |   |   |   |   |    |
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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
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|  |       |  |
|--|-------|--|
| May overlook the implications derived from a set of numerical data.<br><br>May be comfortable using simple calculations for problem solving. | NOTES | Demonstrates little difficulty in assimilating new information of a numerical nature.<br><br>Can process numerical data to reach conclusions or understand inferences. |
|  |       |  |
|  |       |  |

# Profile XT for Behavioral Traits

## Energy Level

*Demonstrates a tendency toward restlessness, activity and drive. This scale deals with issues such as efficiency and time utilization.*

|   |   |   |   |   |   |   |   |   |    |
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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

|                                |              |                |
|--------------------------------|--------------|----------------|
|                                | <b>NOTES</b> |                |
| Patient                        |              | Self starter   |
| Good with methodical processes |              | Multi-tasker   |
| Good task focus                |              | Self-motivated |
|                                |              |                |

## Assertiveness

*Identifiable as a measure of generalized confidence. It is often associated with expressed influence.*

|   |   |   |   |   |   |   |   |   |    |
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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
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|                            |              |   |
|----------------------------|--------------|---|
|                            | <b>NOTES</b> |   |
| Willing to accept a leader |              | Comfortable with self expression and leadership |
| Diplomatic                 |              | Competitive                                     |
| Low need to control others |              | Achievement oriented                            |
|                            |              |   |

## Sociability

*A strong measure of social presence. It directly relates to self-control and flexibility. This trait can be seen as more reliant upon interpersonal contacts than most other traits.*

|   |   |   |   |   |   |   |   |   |    |
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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
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|                      |              |                 |
|----------------------|--------------|-----------------|
|                      | <b>NOTES</b> |                 |
| Avoids small talk    |              | Conversational  |
| Keep's to one's self |              | People oriented |
| Sticks to business   |              | Approachable    |
|                      |              |                 |

# Profile XT for Behavioral Traits, cont.

## Manageability

*Suggests a strong relationship to social responsibility and stability. It is a measure of how one reacts to the limits placed by authority and the acceptance of conventional thinking.*

|   |   |   |   |   |   |   |   |   |    |
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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
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|  |              |                            |
|--|--------------|----------------------------|
|  | <b>NOTES</b> |                            |
| Can be cautious with authority figures.    |              | Cooperative and agreeable  |
| Tends to defend point of view.             |              | Works within the rules     |
| Willing to question when not in agreement. |              | Comfortable with authority |

## Attitude

*Measures the degree one is willing to demonstrate trust toward others. It relates to the tendency to suspend judgments about others.*

|   |   |   |   |   |   |   |   |   |    |
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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
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|                           |              |                      |
|---------------------------|--------------|----------------------|
|                           | <b>NOTES</b> |                      |
| Sometimes skeptical       |              | Optimistic           |
| Can be critical of others |              | Trusting             |
| Often vigilant            |              | Relaxed social style |

## Decisiveness

*Found to reflect how confident one is in accepting the risk of making a decision in a timely fashion.*

|   |   |   |   |   |   |   |   |   |    |
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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
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|                                   |              |                                     |
|-----------------------------------|--------------|-------------------------------------|
|                                   | <b>NOTES</b> |                                     |
| Not typically impulsive           |              | Moves quickly when making decisions |
| Prefers a methodical approach     |              |                                     |
| Analyzes before making a decision |              | Accepts risk in most situations     |

# Profile XT for Behavioral Traits, cont.

## Accommodating

*Often associated with a concern for group accountability. A willingness to consider the needs of all group members is typical.*

|   |   |   |   |   |   |   |   |   |    |
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|   |              |             |
|---|--------------|-------------|
|   | <b>NOTES</b> |             |
| Can seem too firm   |              | Cooperative |
| May be disagreeable on occasion                                   |              | Harmonious  |
| Will not typically follow the group just to get along with others |              | Likeable    |

## Independence

*Defines the manner in which an individual prefers to be directed by others, and one's potential to accomplish tasks with minimal supervision.*

|   |   |   |   |   |   |   |   |   |    |
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|                            |              |                            |
|----------------------------|--------------|----------------------------|
|                            | <b>NOTES</b> |                            |
| May seek support           |              | Adventurous                |
| Cautious or reserved       |              | Slow to follow             |
| Accepts supervision easily |              | Likes to set own direction |

## Objective Judgment

*Reflects a willingness to make use of cognition versus intuition. This is often referred to as the balance between "head" and "gut".*

|   |   |   |   |   |   |   |   |   |    |
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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
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|   |              |                                     |
|---|--------------|-------------------------------------|
|   | <b>NOTES</b> |                                     |
| Subjective                              |              | Comfortable with a logical approach |
| Will follow a hunch                     |              |                                     |
| Not overly bound by systematic thinking |              | Unemotional thinking                |

# Profile XT for Occupational Interests

## Enterprising

*Indicates an interest in activities which one uses persuasiveness and enjoys presenting ideas and leading others. The entrepreneurial aspects of business are often desirable for such individuals.*

|   |   |   |   |   |   |   |   |   |    |
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|   |       |  |  |  |  |  |  |  |  |
|---|-------|--|--|--|--|--|--|--|--|
| <p>Generally disinterested in some areas of entrepreneurship.</p> <p>May not always enjoy the give and take of deal making and negotiating.</p> | NOTES |  |  |  |  |  | <p>Characterized by interests in:</p>                            |  |  |
|   |       |  |  |  |  |  | <p>Persuading others</p>   |  |  |
|   |       |  |  |  |  |  | <p>Leadership</p>  |  |  |
|   |       |  |  |  |  |  | <p>Entrepreneurship activities</p> <p>Recognition and status</p> |  |  |

## Financial/Administrative

*Indicates interest in activities that involve the organization or coordination of information, the administration of business procedures, the processing of financial data, conventional office routines, etc..*

|   |   |   |   |   |   |   |   |   |    |
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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
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|   |       |  |  |  |  |  |  |  |  |
|---|-------|--|--|--|--|--|--|--|--|
| <p>Generally disinterested in various areas of administration.</p> <p>May not always enjoy work that requires attention to details or other organized routines.</p> | NOTES |  |  |  |  |  | <p>Characterized by interests in:</p>  |  |  |
|   |       |  |  |  |  |  | <p>Financial tasks</p>   |  |  |
|   |       |  |  |  |  |  | <p>Administration</p>  |  |  |
|   |       |  |  |  |  |  | <p>Organizing information</p> <p>Office work</p> <p>Following procedures</p> |  |  |

## People Service

*Indicates interest in activities that involve helping people, tending to the welfare of others, reaching compromises, working with others, etc.*

|   |   |   |   |   |   |   |   |   |    |
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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
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|   |       |  |  |  |  |  |  |  |  |
|---|-------|--|--|--|--|--|--|--|--|
| <p>Generally disinterested in some areas of social service.</p> <p>May not always enjoy work that requires social service or human resources.</p> | NOTES |  |  |  |  |  | <p>Characterized by interests in:</p>  |  |  |
|   |       |  |  |  |  |  | <p>Facilitating those in need</p>  |  |  |
|   |       |  |  |  |  |  | <p>Motivating others</p>   |  |  |
|   |       |  |  |  |  |  | <p>Community service</p> <p>Supporting &amp; cooperating</p> <p>Being a negotiator</p> |  |  |

# Profile XT for Occupational Interests, cont.

## Technical

*Indicates interest in activities that center on scientific and technical activities, research and intellectual skills.*

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

|  |              |  |  |  |
|--|--------------|--|--|--|
| <p>Generally disinterested in some areas of the technical fields.</p> <p>May not always enjoy work that requires precise objectivity, analytical tasks or working with data.</p> | <b>NOTES</b> |  |  | <p>Characterized by interests in:</p> <ul style="list-style-type: none"> <li>Scientific studies</li> <li>Research methods</li> <li>Working with data</li> <li>Learning new concepts</li> <li>Solving complex problems</li> </ul> |
|  |              |  |  |  |
|  |              |  |  |  |
|  |              |  |  |  |

## Mechanical

*Indicates interest in activities that involve applied vocations with tools and machinery, as well as, work that involves various trades or the outdoors..*

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|----|

|  |              |  |  |   |
|--|--------------|--|--|---|
| <p>Generally disinterested in some areas of the vocational/industrial fields.</p> <p>May not always enjoy work that requires physical tasks or working with equipment.</p> | <b>NOTES</b> |  |  | <p>Characterized by interests in:</p> <ul style="list-style-type: none"> <li>Being physical in your work</li> <li>Working with things</li> <li>Working with machines, tools or equipment</li> <li>Applied trades or crafts</li> </ul> |
|  |              |  |  |   |
|  |              |  |  |   |
|  |              |  |  |   |

## Creative

*Indicates interest in activities where one may be imaginative, original and aesthetic.*

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
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|   |              |  |  |   |
|---|--------------|--|--|---|
| <p>Generally disinterested in some areas of the creative fields.</p> <p>May not always enjoy work that requires creative tasks or working with artistic/expressive media.</p> | <b>NOTES</b> |  |  | <p>Characterized by interests in:</p> <ul style="list-style-type: none"> <li>Aesthetics</li> <li>Creative expression</li> <li>Innovation</li> <li>Freedom to try new ideas</li> </ul> |
|   |              |  |  |   |
|   |              |  |  |   |
|   |              |  |  |   |