Did you know? Too many managers fumble through interviews, hire largely on the basis of guesswork and intuition and are amazed when as many as 70% of their hires do not work out. Bad hires can waste between 10% and 48% of payroll*. At Management: Possible® we can help you be significantly more effective in hiring and developing your people. The use of assessments can deliver results to include improved teamwork, reduced turnover, increased productivity, effective selling, consistent superior customer service, more effective leadership and increased profits.

*Bryan Tracy, bestselling author, international speaker.

To improve your hiring and workforce planning processes, Management: Possible® offers an online job profiling service to help you get the right people in the right positions and ensure maximum performance. Be more effective at targeted development efforts of people who become outstanding performers individually and on teams. You administer skill and job-match assessments on the internet with reports available immediately including coaching techniques matched to each personal profile. Offered since 1991, these assessments are used around the world and are available in multiple languages in addition to English.
PXT SELECT™
This profile helps you get the right people in the right jobs, effectively contributing to your organization's success. It's a multipurpose assessment you can use for selection, coaching, training, promotion, managing, succession planning and team fit. It's a powerful and dynamic management tool utilizing technology to build the right team for higher results.

What the PXT Select™ Measures
This assessment reveals consistent, in-depth, and objective insight into an individual’s thinking and reasoning style, relevant behavioral traits, occupational interests. 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.

Multiple Reports
A variety of reports help your management team make better hiring and succession decisions as well identify, coach and develop individual performance gaps with targeted, specific development efforts. Reports included are:
- Comprehensive Selection Report
- Multiple Candidates Report
- Multiple Positions Report
- Manager-Employee Comparison Report
- Coaching Report
- Team Report
- Individual Feedback Report
- Performance Model Report

PATHWAY PLANNER
This profile discovers what career possibilities best suit an individual and provides critical decision making information for shaping future career strategy. It delivers key knowledge that can help drive a quality, core initial or additional education and can aide in directing individuals to transition to a better, happier career path.

It includes an overview of unique strengths, talents, and abilities, with reporting to assist with selecting majors and degrees that match Thinking Style, Behavioral Traits, and Interests while identifying career possibilities and providing insight into occupations for the highly-skilled, competitive workforce.

This instrument is targeted to students and adults in transitioning from one career to another and includes a mechanism for individuals to learn about their abilities and validate their career choices.

PXT SELECT™ LEADERSHIP APPROACH REPORT
The Leadership Approach Report is comprised of three sections devoted to different interpretations of the PXT Select™ scores. The first is the Total Person overview, which consists of an executive’s characteristics bases on his/her PXT Select™ scores followed by a comprehensive description of how each characteristic manifests within the executive's leadership style.

Next, the Leadership Approach Report describes Six Components of Leadership Success which are components identified by executives worldwide as critical facets of executive performance corresponding to leadership success.

Six Components of Leadership Success
- Innovating Strategic Initiatives
- Maximizing Resources
- Utilizing Organizational Synergies
- Producing Quality Results
- Mentoring Others
- Maintaining High Personal Standards

This report describes how an executive will express each of the Components as predicted by his/her scores on combinations of the PXT Select®. It provides an actionable conclusion, with suggestions for using the information to begin to immediately improve performance of executive leaders.

SUCCESION PLANNING DONE SIGNIFICANTLY BETTER!
The selection process is checking the past and reviewing the present to predict future superior performance.

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CHECKPOINT 360
This assessment is a competency feedback system that provides managers and leaders with an opportunity to receive an evaluation on their job performance from the people around them - their boss, their peers and the people whose work they supervise. This assessment measures job performance in eight (8) skill clusters and 18 competencies. Skill clusters include: Communication, Leadership, Adaptability, Relationships, Task Management, Production, Development of Others and Personal Development. Provide meaningful feedback to your managers as well as target their individual training and coaching to ensure top performance.

PROFILES GLOBAL ASSESSMENT CENTER PUTS YOU IN CONTROL

The Global Assessment Center (GAC) is a web site specifically for your organization to manage its assessment needs. It is the control center. This site allows you to schedule assessments and create Job Success Patterns on demand. Assessments reports may be automatically generated and delivered to whomever you specify immediately upon the candidate’s completion of any assessment. The GAC is also the storage repository for all assessment information, a database of assessment results and job patterns. Reports may be retrieved at any time. The site is designed to be user-friendly as well as secure, allowing your company to specify and limit access to assessment information.

GLOBAL ASSESSMENT CENTER SERVICES
Management: Possible® works with you and your team to set-up and manage the Global Assessment Center. We also ensure that you and your team fully understand the strategic use of each assessment as well as train your team to use and interpret the results for the full complement of assessments and their reports.

Implementation of the GAC is simple and fast. You can begin to realize a return on your investment with your first hire to utilize the PXT Select™ for job placement.

TRY A PXT SELECT™ ON US TO SEE HOW AN ASSESSMENT CAN RADICALLY IMPROVE YOUR HIRING DECISIONS, DEVELOPMENT EFFORTS AND SUCCESSION STRATEGIES.

CALL TO SET IT UP AT 1·800·387·8175
OR GO TO MANAGEMENTPOSSIBLE.COM/PXTASSESSMENT TO SIGN UP