

## PXT Select TEAM REPORT

### Using the PXT Select to Work Better Together

#### One of the most significant benefits

of the PXT Select Assessment is that a manager can know themselves and know each member of their department with a depth of information that only the PXT Select can provide. But knowing yourself and knowing your people is not enough; you need to use that information to maximize your working relationship with each member of your group, as individuals and as a cohesive unit.

Compatibility among co-workers tends to make it easier for them to work together. But in the workplace, compatibility is not always achieved, and not always desirable. At the highest level in the company, different behaviors, talents, and disciplines are needed as they relate to functional roles (general management, sales, engineering, operations, etc...). Working with the various departments of an organization, you



will find that you often need an individual's uniqueness to achieve desired results. Inevitably, "personality clashes" will occur. If not understood and addressed, these clashes can get in the way of productivity and even lead to dissension, which can have a negative effect on departmental success.

As a PXT Select customer, you have already identified the behaviors, talents, and disciplines that are essential to fulfilling, productive teamwork. **The PXT Select Team Report** will map out your team's characteristics scale by scale, providing you with the data you need to capitalize on both their similarities and their differences. The Team Report also provides you with detailed management suggestions, taking the guesswork out of how to manage your people individually and as a team.

## The PXT Select Team Report

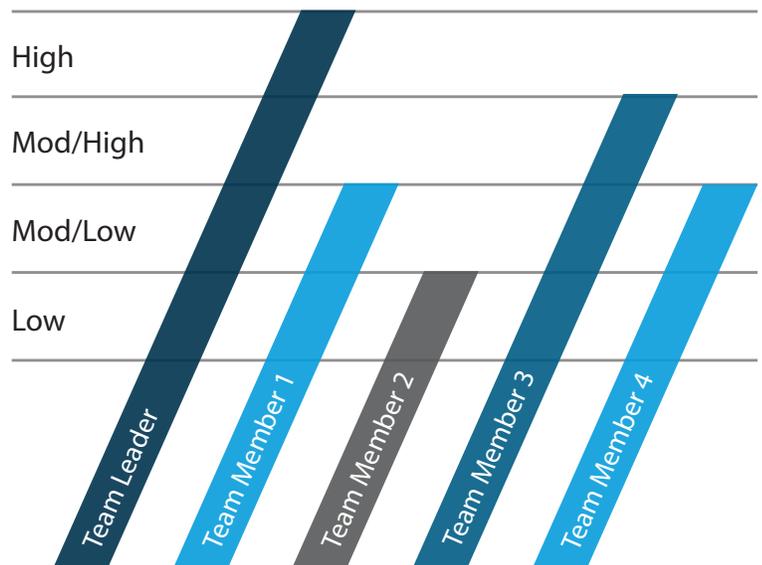
evaluates 13 unique scales concerning the cognitive abilities and behavioral characteristics for each of your team members, ranking each scale in one of four areas of emphasis: Low, Moderate/Low, Moderate/High, or High. These scales include:

### 13 Cognitive & Behavioral Scales

- Verbal Skill
- Verbal Reasoning
- Numerical Ability
- Numerical Reasoning
- Pace
- Assertiveness
- Sociability
- Conformity
- Outlook
- Decisiveness
- Accommodation
- Independence
- Objective Judgment

The data compiled by the **The PXT Select Team Report** is invaluable to you as a team leader, providing you with:

- **A better understanding** of how the characteristics of your team members fit with one another,



- **A better understanding** of how work-related behaviors of your team members fit with yours as the team leader, and
- **A better understanding** of the conflicts that can arise between team members with differing characteristics and behaviors, which will aid you in conflict resolution.

The inside information provided by the **PXT Select Team Report** will give you comprehensive guidance for coaching your team to reach its maximum potential.

