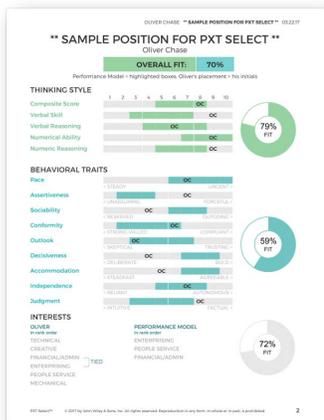


# Profiles Managerial Fit™



**PXT Select Managerial Fit™** is a special report that utilizes data from the PXT Select assessment to measure critical aspects of compatibility between managers and their employees. This report offers an in-depth look at one's approach to earning, as well as six critical dimensions of

compatibility with their manager: self-assurance, conformity, optimism, decisiveness, self-reliance and objectivity. Managers use this information for adapting their styles in order to get the most productivity from each employee; improve communications; increase engagement, increase work satisfaction and to reduce employee turnover.

## Why assess employees and managers?

People typically don't quit their companies, they quit their bosses. During times of change in an organization, such as when hiring or restructuring, it is easy to overlook culture, chemistry and personal fit. Given the urgency to make difficult decisions, personnel decisions are made based on short-term need and factors that make sense on paper.

However, once new people start working together, interpersonal issues are likely to surface. While a small degree of workplace conflict may be considered a sign of engaged employees, excessive and chronic conflict can be damaging, distracting and costly.

The Manager Fit Report gives your managers valuable information and insight on how to help employees become more effective, more engaged and more productive.

## Did You Know?

- 85% of employees leave due to conflict in the supervisor/employee relationship.
- 50% of an employee's work satisfaction depends on the relationship with his or her supervisor.
- Executives were found to spend a minimum of one month per year dealing with personality conflicts.



## How does the PXT Select assessment work?

Most of our clients who use the PXT Select Managerial Fit report have already assessed their managers and employees with our PXT Select assessment. If this is the case, your PXT Select Authorized Partner will enable your administrator to run reports for your managers and their employees.

If you have not yet assessed your people with the PXT Select, then your people will take the online assessment which takes about 30 minutes. The assessment does not need to be monitored, so the candidate or employee can take it from any computer with Internet access. The system instantly scores the assessment and informs the hiring managers where they can access the results.

## What's the next step?

Please contact your PXT Select authorized partner for a complementary demonstration.

# PXT Select Managerial Fit

<b>PROVIDES</b>	<ul style="list-style-type: none"> <li>• Insight into compatibility between managers and their Direct Reports</li> <li>• Specific steps to increase manager and employee productivity</li> </ul>
<b>MEASURES</b>	<p>One's approach to learning, as well as six Critical Compatibility Characteristics:</p> <ul style="list-style-type: none"> <li>• Self-assurance</li> <li>• Self-reliance</li> <li>• Conformity</li> <li>• Optimism</li> <li>• Decisiveness</li> <li>• Objectivity</li> </ul>
<b>THE PROCESS</b>	<p>The manager completes the online assessment  The Direct Report completes the online assessment  PXT Select Managerial Fit report is generated at the request of the manager</p>
<b>TIME TO TAKE</b>	30 minutes
<b>USED FOR</b>	<ul style="list-style-type: none"> <li>• Increasing productivity</li> <li>• Identifying and closing compatibility gaps between manager and employee</li> <li>• Improving communications between manager and employee</li> <li>• Raising the level of engagement</li> <li>• Reducing employee turnover</li> </ul>
<b>REPORTS</b>	Manager Fit Report
<b>VALIDATION STUDY</b>	2017
<b>ADMINISTRATION</b>	Internet