PXT Select[™] Performance Model Report

**** Sample Sales Position for PXT Select ****

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INTRODUCTION

This report presents the Performance Model for **** Sample Sales Position for PXT Select **** by indicating the desired range of scores on a variety of scales. The ideal candidate would score within each of the highlighted ranges. Further, this report will provide insight into the meaning of each scale and will help you understand the ideal employee for the role.

What's in this report?								
PERFORMANCE MODEL Range of scores typical for success in the position	DEFINITIONS Each of the styles and traits will be defined	IDEAL CANDIDATE A statement describing the ideal candidate for this position will appear for each style and trait						

What is a Performance Model?

The Performance Model is a tool used to determine the fit between a candidate and a given position. The Model takes into account the abilities and perspectives that correspond to a good job fit and provides the ranges of various measures that are predictive of success in the position. An individual's assessment results can then be compared to the Model to gauge the fit between the person and the position.

The Model consists of a range of scores for the Thinking Style and Behavioral Traits scales where most of the successful performers in this position tend to fall. The farther outside this range (Performance Model) an individual's scores fall, the less likely the individual will fit the role.

Interests for the Performance Model are based on the interests identified by those most successful in the position. The greater the degree of alignment between the individual's top three interests and the top three in the Performance Model, the more likely the job activities will be motivating and enjoyable, which could potentially increase engagement in the position.

Performance Model

For ** Sample Sales Position for PXT Select **

The highlighted ranges represent the ** Sample Sales Position for PXT Select ** Performance Model.

THINKING STYLE

	1	2	3	4	5	6	7	8	9	10
Composite Score										
Verbal Skill										
Verbal Reasoning										
Numerical Ability										
Numeric Reasoning										

BEHAVIORAL TRAITS

Pace		
	< STEADY	URGENT >
Assertiveness		
	< UNASSUMING	FORCEFUL >
Sociability		
	< RESERVED	OUTGOING >
Conformity		
	< STRONG-WILLED	COMPLIANT >
Outlook		
	< SKEPTICAL	TRUSTING >
Decisiveness		
	< DELIBERATE	BOLD >
Accommodation		
	< STEADFAST	AGREEABLE >
Independence		
	< RELIANT	AUTONOMOUS >
Judgment		
	< INTUITIVE	FACTUAL >

TOP INTERESTS

1-ENTERPRISING	2-PEOPLE SERVICE	3-CREATIVE

Performance Model

For ** Sample Sales Position for PXT Select **

THINKING STYLE

A primary resource for learning is the ability to process information from one's environment. In most training situations, this information is in the form of either words or numbers. Each of the following scales measures an aspect of understanding words or numbers and using each as part of the reasoning process. They form the foundation for problem solving, communication, interaction, and learning skills used on the job.

	1	2	3	4	5	6	7	8	9	10
Composite Score A reflection of overall learning, reasoning, and problem-solving potential	most s conce Ideal Car		orward ne job	4-7 Takes in information similarly to most people es information with minimal confus				8-10 Benefits from most development opportunities sion and can handle more		
Verbal Skill	1	2	3	4	5	6	7	8	9	10
A measure of vocabulary	1-3 Communicates using basic language in most situations Ideal Candidate: Commun understand sophisticated			4-7 Comfortable communicating more complex information icates with a wide vocabulary in a anguage.			8-10 Capable of communicating with a diverse vocabulary variety of settings and can			
Verbal Reasoning	1	2	3	4	5	6	7	8	9	10
Using words for reasoning and problem solving	1-34-78-10Prefers easy-to-interpret communicationInterprets routine communication effectivelyDraws accurate conclusions from verbal information									
	Ideal Candidate: Capable of analyzing and understanding the nuances contained in complex communication.									

Numerical Ability	1	2	3	4	5	6	7	8	9	10	
A measure of numerical calculation ability		1-3 comfor sy calcu			4- nfortable merical c	with rou	8-10 Able to carry out advanced numerical calculations				
	Ideal Candidate: Proficient with basic numerical equations and is fairly comfortable with complex calculations.										
	1	2	3	4	5	6	7	8	9	10	
Numeric Reasoning											
Using numbers as a basis in reasoning and problem solving	1-3 May be able to use simple mathematical rules for problem solving			4-78-10Comfortable drawing conclusions based on numerical dataCan easily process numerical data to reach conclusions							
Ideal Candidate: Very capable of analyzing even the most complex numerical data and arriving at accurate and sophisticated conclusions as a result.									lata and		

BEHAVIORAL TRAITS

Behavioral Traits help define who we are by influencing our behaviors. As our strengths and the combinations of our behavioral traits vary, so do our behaviors. The following are some of the traits that have been shown to be important in work settings.

Pace					
Overall rate of task completion	< STEADY Patient Good with routine			URGENT Driven Fast-paced	>
	Ideal Candidate: Very activ several tasks at once.	e and results-drive	en with the ability to juggl	e the demands o	of
Assertiveness					
Expression of opinions and need for control	< UNASSUMING Diplomatic Low need to control		Achieven	FORCEFUL Competitive nent-oriented	>
	Ideal Candidate: Enjoys inf someone else when neces		ut is still willing to follow c	lirection from	
Sociability					
Desire for interaction with others	< RESERVED Introverted Keeps to oneself		Peo	OUTGOING Extraverted ople-oriented	>
	Ideal Candidate: Strongly r out opportunities for team		chance to work with other	s, actively seekin	g
Conformity					

Attitude on policies and supervision

< STRONG-WILLED Individualistic thinking Willingness to question

COMPLIANT > Conventional Works within the rules

Ideal Candidate: Effective without direct management, yet welcomes some structure and supervision as needed.

Outlook

Anticipation of outcomes and motives

SKEPTICAL Seeks evidence Cautious

<

<

<

<

TRUSTING > Optimistic Accepting

Ideal Candidate: Tends to be vigilant and on the lookout for potential problems.

Decisiveness

Use of speed and caution to make decisions

DELIBERATE Analyzes options Moves methodically

BOLD > Accepts risk Moves quickly

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

Accommodation

Inclination to tend to others' needs and ideas

STEADFAST

Willing to express disagreement Defends priorities and beliefs AGREEABLE > Harmonious Amenable

Ideal Candidate: Works best when encouraged to persistently pursue objectives and freely defend opinions.

Independence

Level of preference for instruction and guidance < RELIANT May seek support Accepts instruction AUTONOMOUS > Slow to seek guidance Likes to set own direction

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

Judgment

Basis for forming opinions and making decisions INTUITIVE May follow a hunch Considers emotions

FACTUAL > Logical Focuses on facts

Ideal Candidate: Relies on intuition and experience to strategize solutions and make decisions.

INTERESTS

The Interests section may indicate an individual's motivation and potential satisfaction with various positions. The top three interests for this model, based on the interests of people who have been most successful in this position, are listed below in descending order.

1 - 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.

2 - PEOPLE SERVICE

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.

3 - CREATIVE

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.

Ideal Candidate: Appreciates creativity in a business environment that allows for a high degree of contact with people. This individual may look for opportunities to solve problems in an innovative way and the chance to serve the needs of others.