

PXT Select™ Non-Cognitive

Quick Reference Guide

QUICK REFERENCE GUIDE

Behavioral Traits

The Behavioral Traits portion of PXT Select™ Non-Cognitive measures behavioral preferences. These preferences help define who we are by influencing our behaviors. As our strengths and the combinations of our behavioral traits vary, so do our behaviors.

Behavioral Traits measures nine traits: Pace, Assertiveness, Sociability, Conformity, Outlook, Decisiveness, Accommodation, Independence, and Judgment.

Scores are placed on a continuum with two opposing ends. Keep in mind that one end of the continuum isn't necessarily better than the other. Every position calls for different abilities and preferences.

Pace

Overall rate of task completion

People who prefer a **steady** pace are usually reflective and prefer to think things through before acting. And because routine is important to them, they probably find rushing from one activity to the next stressful, believing that it's more important to work carefully than quickly.

People who prefer an **urgent** pace can become frustrated when results don't come quickly. If a project stalls, they don't have trouble picking up the slack. They prefer to multitask, moving swiftly from one thing to the next, and frequently get restless if they have little to do.

< STEADY	URGENT >
Patient Good with routine	Driven Fast-paced

Assertiveness

Expression of opinions and need for control

Unassuming individuals tend to feel comfortable letting others take the lead while they sit comfortably behind the scenes. It's likely they prefer to keep their opinions to themselves unless someone asks for them and don't like feeling pressured to offer their point of view.

Forceful individuals feel compelled to express their opinions, even if it causes tension. The phrase "demanding of oneself and others" accurately describes them. Forceful candidates often push for the ideas they believe in and don't give in easily.

< UNASSUMING	FORCEFUL >
Diplomatic Low need to control	Competitive Achievement-oriented

Sociability

Desire for interaction with others

People who are very **reserved** tend to prefer to keep to themselves and are very private, often avoiding small talk. Consequently, some may think they are difficult to get to know. These individuals may find it tiring to interact in large groups or talk to people all day every day.

More **outgoing** individuals probably never tire of meeting new people and participating in social events. They're likely very comfortable starting up conversations with total strangers and sharing information, often making time to socialize with others at work.

< RESERVED

OUTGOING >

Introverted
Keeps to oneself

Extraverted
People-oriented

Conformity

Attitude on policies and supervision

Strong-willed individuals may sometimes feel that excessive advice and feedback can be a barrier to productivity. They see rules and regulations as restrictive and prefer to do things their own way. They won't go along with a plan they don't believe in just because they're told to.

Individuals who are more **compliant** tend to follow the rules, staying within policies and guidelines. They believe most organizational hierarchies are fair and lenient. And even if an organization's rules don't seem to make sense, they feel compelled to adhere to them.

< STRONG-WILLED

COMPLIANT >

Individualistic thinking
Willingness to question

Conventional
Works within the rules

Outlook

Anticipation of outcomes and motives

Skeptical people tend to be more realistic than optimistic. They can be wary, generally suspicious, and slow to trust others. They may get irritated when having to work with illogical people and often have trouble tolerating incompetence.

Trusting people are optimistic and probably believe that if someone works hard, they will almost always get what they deserve. They are more likely to be called "too gullible" than "too critical." In general, they believe that most people are honest and good.

< SKEPTICAL

TRUSTING >

Seeks evidence
Cautious

Optimistic
Accepting

Decisiveness

Use of speed and caution to make decisions

More **deliberate** individuals value methodical analysis when making decisions. Even in trivial matters, they like to take as much time as they need to feel comfortable moving forward. Often, they will rely heavily on other people's opinions to make the right choices.

People who are **bold** prefer to make decisions quickly, even when more time is available, and have a high tolerance for taking risks. They feel comfortable making decisions with minimal information and don't feel the need to consult others before moving forward.

< DELIBERATE

BOLD >

Analyzes decisions
Moves methodically

Accepts risk
Moves quickly

Accommodation

Inclination to tend to others' needs and ideas

Steadfast people probably have very strong opinions about how things should be done, and others may describe them as tough-minded. They may be harder to persuade about the merits of an idea contrary to their own, but that does not mean it's impossible to do so.

Agreeable individuals tend to look out for the needs of others, and they are usually very easygoing. Even when faced with blatant rudeness, they tend to let it go without saying anything. Consequently, some people may view those who are more agreeable as too lenient.

< STEADFAST

AGREEABLE >

Willing to express disagreement
Defends priorities and beliefs

Harmonious
Amenable

Independence

Level of preference for instruction and guidance

Reliant individuals would rather have too much supervision than too little. They probably prefer checking in with their manager or team members to working independently. It's likely that they'd feel better having a lot of guidelines to help them shape their choices.

More **autonomous** individuals may be bothered when another person is making decisions that directly impact their jobs. They'd much rather have the freedom to make their own decisions and come and go as they please.

< RELIANT

AUTONOMOUS >

May seek support
Accepts supervision

Slow to seek guidance
Likes to set own direction

Judgment

Basis for forming opinions and making decisions

Intuitive individuals trust their feelings and may believe that a good decision cannot be made without emotional reasoning. It's likely that they believe facts and figures are not sufficient to explain everything and often consider the "human element" when making a decision.

Those who have a more **factual** style of judgment are probably very analytical. It's likely they are rarely swayed by emotional arguments. They tend to think that decisions should be made systematically and logically and that feelings should be left out of the equation.

< INTUITIVE

FACTUAL >

May follow a hunch
Considers emotions

Logical
Focuses on facts

Interests

We've identified six interest areas that are effective in describing people's motivation and potential satisfaction with their jobs. Each interest area reflects a group of related aspects of a job or task.

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.

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.

Financial/Admin

A Financial/Admin interest suggests the enjoyment of working with numbers, organizing information, and office routines such as record-keeping and completing paperwork. It could indicate an eye for detail and a desire for accuracy.

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.

Mechanical

A Mechanical interest suggests the enjoyment of building and repairing things and working with machinery or tools. Individuals with this interest may like tasks that involve using their hands, being outdoors, and/or breaking a sweat.

Technical

A Technical interest suggests the enjoyment of learning technical material, interpreting complex information, and solving abstract problems. Individuals with this interest may enjoy working with numbers, data, and/or computer programs.