

# PXT SELECT™

A Wiley Brand



## LEADERSHIP REPORT FAQs

### Q: WHAT IS THE PXT SELECT LEADERSHIP REPORT?

A: The Leadership Report, one of the many reports in the PXT Select suite of hiring and selection tools, provides invaluable insight into a candidate's leadership potential and their approach to meeting leadership challenges. It helps hiring managers understand how a candidate leads by giving insight into how an individual's cognitive and behavioral traits and interests can affect their potential as a leader.

Grounded in validated research and data, the PXT Select Leadership Report elevates the hiring and selection process for leadership positions, and can also be used for onboarding, coaching, and development.

### Q: HOW SHOULD I USE THE DATA IN THE LEADERSHIP REPORT FOR HIRING AND SELECTION?

A: The report is designed to shed light on candidate's leadership potential and provide insight into how they might confront the complexities of a leadership role. It helps hiring managers understand the approach they will bring to guiding their teams and shaping their organization.

### Q: HOW SHOULD I USE THE DATA IN THE LEADERSHIP REPORT FOR LEADERSHIP DEVELOPMENT?

A: The Leadership Report can be used by managers to gain awareness into strengths and challenges of their leaders or high potentials. Using the actionable data provided, a development plan can be created for individual growth and development. When the time comes to promote individuals, the tailored questions and "Listen For" tips will help managers discern whether or not the desired growth has been achieved.

### Q: WHO IS THE PXT SELECT LEADERSHIP REPORT INTENDED FOR?

A: PXT Select can be used to hire for all positions and job types at all levels and in a variety of industries where leadership skills are required.

**Q: WHAT DOES THE PXT SELECT LEADERSHIP REPORT MEASURE?**

A: The Leadership Report provides narrative information on six distinct Leadership Skills and the individual's various personal attributes (thinking style, behavioral traits, and interests) that are linked to each of these Leadership Skills.

**Q: WHERE DID THE SIX LEADERSHIP SKILLS COME FROM, AND THE CORRESPONDING COMPONENTS FOR EACH LEADERSHIP SKILL?**

A: The Leadership Skills we've chosen to highlight in the PXTS Leadership Report are based on a review and revalidation of the original research done on ProfileXT Leadership Report, and a review of contemporary research and thought leadership in this field. Along with all PXT Select reports, the PXTS Leadership Report is validated for selection as part of the larger PXT Select suite.

**Q: ARE THERE MORE LEADERSHIP COMPONENTS THAN THE THREE IDENTIFIED FOR EACH SKILL THAT CAN IMPACT A SPECIFIC LEADERSHIP SKILL? HOW DO YOU ACCOUNT FOR THOSE NOT OUTLINED?**

A: The three identified Leadership components are the most telling aspects of each Leadership Skill. The report is designed to be easily and quickly interpreted, including the most in-depth, yet relevant, information possible for each Leadership Skill.

**Q: IS THE PXT SELECT LEADERSHIP REPORT A DIFFERENT PRODUCT?**

A: No. The PXT Select assessment now generates an additional Leadership-specific report.

**Q: DO CANDIDATES TAKE A DIFFERENT ASSESSMENT FOR THE PXT SELECT LEADERSHIP REPORT?**

A: No. Candidates take one assessment from which all PXT Select reports are generated, including the Leadership Report.

**Q: IS THERE A FEE TO RUN THE LEADERSHIP SPECIFIC REPORT? DOES IT REQUIRE AN ADDITIONAL METER?**

A: No. An XT/Select meter powers the full suite of reports. There is no additional cost to run the Leadership Report. Clients can also generate the Leadership Report after a candidate has taken PXT Select for no extra charge.

**Q: ARE THERE OTHER REPORTS IN THE SUITE THAT I SHOULD USE IN CONJUNCTION WITH THE LEADERSHIP REPORT?**

A: Each PXT Select report was designed to be used independently from other reports, providing different levels of detail in determining candidate's job fit. There is no specific combination of reports that should be used in one selection process or another. As many or as few reports can be used for any particular selection process to arrive at the best-informed hiring decision possible.

**Q: SHOULD I STILL USE THE COMPREHENSIVE SELECTION REPORT WHEN HIRING A LEADER SINCE WE NOW HAVE THIS LEADERSHIP TOOL?**

A: The Comprehensive Selection report provides scale-level results interpretation and interview questions and should be used in hiring a leader when it is important to evaluate the PXT Select results and how they specifically relate to job fit and the Performance Model.

**Q: IS THE LEADERSHIP REPORT COMPARED AGAINST A PERFORMANCE MODEL?**

A: No. The Performance Model and Job Fit percentage scores are not visible in the PXT Select Leadership Report. The Performance Model and Job Fit percentage scores can be found in the following reports: Comprehensive Selection Report, Multiple Positions Report, and Coaching Report. However, for ease of reference, the candidate scale scores are listed on the Results Summary page of the Leadership Report.

**Q: HOW DO I ACCESS THE LEADERSHIP REPORT IN PAC?**

A: The Leadership Report appears along with the PXT Select reports. Generating these reports in PAC has not changed.



**Q: WILL I ACTIVATE THE LEADERSHIP REPORT FOR MY CLIENTS?**

A: No. The Leadership Report is accessible to any client enabled for the PXT Select product.

**Q: IS THERE NEW TRAINING OR MARKETING MATERIALS AVAILABLE, AND WHERE CAN I FIND THEM?**

A: *Marketing and training support (All Materials available 11/15/18)*

- Client email template - available on MLC
- Report Guide - available on MLC and PAC
- Leadership Report Flyer - available on MLC
- See new website content at [PXTSelect.com](http://PXTSelect.com)
- Sample report - available on MLC and website
- Leadership Report virtual showcase events - schedule available on MLC
- Leadership Report webinar November 13 - recorded session available on MLC

