The Assessment Company®

How to Select an Employee Assessment Vendor
PXT Select ®

Empowering Your Hiring with Precision Insights
Exclusively delivered by The Assessment Company®

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Hire Smarter. Data Driven.

Introduction

Selecting the right employee assessment vendor is crucial for the effectiveness of your talent strategy. PXT Select stands out as a comprehensive solution designed to enhance hiring accuracy, employee development, and organizational performance.

Purpose of this Document

This checklist is designed to help organizations objectively evaluate and compare employee assessment tools, explicitly highlighting the features and benefits of PXT Select in relation to alternative solutions. It provides a structured approach to identifying strengths, gaps, and potential advantages, facilitating informed decision-making.

Exploring Your Goals & Needs

Consider your organizational goals carefully:

- Improve job fit and alignment

- Reduce employee turnover

- Boost productivity and profitability

- Enhance employee engagement and satisfaction

- Facilitate accurate candidate selection and succession planning

Budget & Value

Evaluate PXT Select's flexible pricing options:

- Unlimited Use Pricing

- Pay-As-You-Go Pricing

Consider potential ROI from reduced turnover, improved productivity, and efficient selection processes.

Validity & Reliability

PXT Select utilizes normative scoring, adaptive testing, and measures potential response distortion. This ensures reliable, predictive insights that are legally defensible and proven effective for both hiring and employee development.

Actionable Reports

PXT Select offers comprehensive and user-friendly reports tailored to various organizational needs, including hiring, interviewing, coaching, sales hiring and coaching, g, succession planning, promotions, leadership conflict resolution, and team reports. Reports include tailored interview questions, actionable development recommendations, and clear visual benchmarking.

Analytics & Insights

Leverage benchmarking against top performers, custom performance models, and team analytics to inform strategic decisions and enhance organizational effectiveness.

Customer Support & References

Benefit from dedicated client support, unlimited access to resources, and responsive technical assistance, ensuring your continuous success with PXT Select.

Decision Insights & Next Steps

Use this guide and checklist to assess vendor capabilities objectively. Next steps include:

- Schedule a demonstration.
- Consult with our team for a detailed ROI analysis

Vendor Analysis Checklist

Features & Benefits	PXT Select	Vendor 1	Vendor 2
Adaptive Testing	☑		
Normative Scoring	☑		
Reports Distortion	☑		
Behavioral Insights	☑		
Cognitive Behavioral Insights	☑		
Occupational Interest	☑		
Job & Performance Modeling	☑		
Custom Performance Models	☑		
Benchmark Library	☑		
Benchmarking Top Performers	☑		
Interview Reporting	☑		
Tailored Interview Questions	☑		
Leadership Reporting	☑		
Coaching Reporting	☑		
Succession Reporting	☑		
Promotion Reporting	☑		
Team Reporting	☑		
Conflict Reporting	☑		
Sales-specific Reporting	☑		
Sales Coaching Reporting	☑		
Integration with HR Platforms	☑		
Workflow Automation	☑		
Unlimited Report Access	☑		
Dedicated Client Support	☑		
Unlimited Use Pricing	☑		
Pay As You Go Pricing	☑		

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Need Help?

I am committed to being your guide, drawing on my 30-plus years of experience in the assessment industry, where I will understand your unique business objectives and provide an appropriate assessment solution. As a bonus, if I don't have a solution that meets your needs, I will help you find one that does.

Warm regards and continued success,

John P. Beck, Jr.
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