

Profile Evaluation System (PES)

Predicts how an individual may perform in a given job by comparing that individual's profile to a **normative pattern** which can be developed for a specific job at a specific organization. Along with interviewing, checking, references, administering, and other applicable tools **PES** helps ensure good, solid hiring decisions.

Because it is very comprehensive (**PES**) is often used in hiring, placement of higher level associates and sales individuals. As a coaching tool **profile evaluation system** helps group leaders to communicate skillfully with group members and motivate them effectively. Windows based software available to score and print comprehensive report. The report provides important information's on **6 mental aptitudes 10 personality dimensions** Along with **2 validity scales** the information's can be save and retrieved for further evaluation and reports. The **PES** is an effective instrument that allows companies and individuals to maximize fit between the employment demands and the abilities aptitudes and personality constellations of employee or potential employee. When the fit is optimized there will be greater comfort and productivity on the part of employee's employee inefficiency and turnover will be minimized and organizational productivity will be maximized. While all managers acknowledge the importance of hiring function most also recognize the importance of developing management and leadership skills in their present employees. The **profile evaluation system** was developed with the goal of helping companies make sound employment, assignment, training and promotion decisions.

The profile evaluation system is the right business tool for evaluating people it identifies strengths and areas for developing the profile is extremely use full in coaching and training. It helps increase employee effectiveness and determines training needs.

Profile evaluation system represents a successful effort useful to business, industry, government and educational services that characterize individuals on a number of psychological traits that are important for job performance.

Profile evaluation measures job related information's in **18** different classifications.

➤ **6 Mental Aptitudes**

(1) Mental Alertness (2) Business Terms (3) Memory Recall (4) Vocabulary (5) Scanning Accuracy (6) Mechanical Interest

➤ **10 Personality Dimensions**

(1) Nervous Tension (2) Character Strength
(3) Work Habits (4) Sociability
(5) Emotional Maturity (6) Dominance
(7) Competitiveness (8) Stamina
(9) Naiveté (10) Motivation

2 Validity scales

Distortion 2 Equivocation

Profile evaluation system looks for over 100 combinations and correlations the relationship between the traits of person's mental aptitudes and personality dimensions to help drive these combinations. The strength in some dimensions could compensate challenges in other dimensions.

Profile evaluation system has the capability to personalize and customize **normative pattern** or benchmark for each position in your organization **normative pattern** identify the ideal ranges for each mental aptitudes and personality dimensions which reflect the actual job.

When the profile evaluation system is properly implemented and utilized in conjunction with other normal coaching, hiring, and interviewing tools a profile report will strengthen the employer position to ensure that employee and applicants treated fairly without regard to race, color, gender, religion, or national origin.

After testing over one million people there has never been an adverse finding against any employer for use of profile evaluation system as part of their hiring

process. *The [profile evaluation system](#) used in conjunction with the reference check and interview helps ascertain whether a person is suited for a particular position.*

The perceived subjective accuracy of the [profile evaluation system](#) report has been published at 92.6%, meaning that 92.6% of those asked say that the report is very accurate description of them.

*Companies that invest in **PES** often improve their entire selection process. Better data from interviews, references and applications can bring the total improvement in hiring decisions up to 30% or more.*

The [profile evaluation systems](#). Online questionnaires are available in both English and Arabic languages

