

Profiles International

imagine great people®

We help organizations worldwide create high-performing workforces by specializing in a comprehensive suite of employee assessments and performance management solutions.

Our clients gain a competitive advantage by understanding their people at the deepest levels. This includes how they think, natural tendencies, behaviors and preferences, and attitudes toward key workplace issues. This helps them select the right people, place them in the right roles, and manage them to their full potential.

Since 1991 we have delivered assessments to over 40,000 organizations in 125 countries. We do this through our backgrounds in organizational psychology, human resources management, sales management, corporate training, coaching, consulting, education, and information technology.

Our business is high-tech, high-touch, and laser-focused to help our clients succeed. Our assessments are grounded in advanced behavioral science that is continually validated through our team of PhD Psychologists and Psychometricians. Our dedicated client services team and strategic

business partners are with you the entire way, helping you deliver assessments effortlessly through our state-of-the-art virtual assessment centers. Our assessment reports are written for you and contain practical insight and advice to get the most from your people.

“It’s a shift from ‘low performer thinking’ to ‘maybe they are not in the right job, and we should find them a better fit.’ I can figure out that if poor job fit is the case, I can help them go into a new job and do better.”

- Eastman Chemical Company

Benefits to your Organization

- Improve team performance, workplace harmony, and reduce turnover
- Select people best suited to succeed in a particular job in your organization
- Improve communication and relationships between employees and their managers
- Build consistent culture and values throughout your organization



Know your People at the Deepest Level

Only about 10% of a person can be described by what appears on the surface or observed by the untrained eye. Employees and managers are biased by many factors which impact the quantity and quality of information.

Our assessments provide you with in-depth, objective, comprehensive, and reliable information about your people; far beyond what you could uncover through typical interviews, performance reviews, or day-to-day interaction. This includes:

- How they think
- Natural tendencies, behaviors, and preferences
- Attitudes toward important performance-related issues
- How they interact with others, as team members and with their managers

profilesinternational.com



WE HAVE SERVED OVER
40,000
ORGANIZATIONS WORLDWIDE

MERCEDES-BENZ
WELLS FARGO
PACIFIC GAS & ELECTRIC COMPANY
COCA-COLA
SAP
BEBE STORES
EASTMAN CHEMICAL COMPANY
US BANK
BURLINGTON COAT FACTORY
SNAP-ON TOOLS
GENESIS HEALTHCARE
LEXISNEXIS
ROYAL CARIBBEAN CRUISES
REGUS
CENTURY LINK
SITEL
AECOM TECHNOLOGY
DUN & BRADSTREET
INGERSOLL RAND
AIRGAS
ROSEWOOD HOTELS & RESORTS
APPLEBEE'S
PROGRESS ENERGY
FOUR SEASONS HOTELS & RESORTS

Get started now! You could be using our scientifically valid assessments in a matter of days, addressing your key talent management issues with solutions that deliver immediate results.

125 countries
33 languages

Summary of Offerings

Assessments	Description	Screening	Job Matching	Onboarding	Performance Management	Strategic Workforce Planning
ProfileXT®	An all-encompassing assessment used for selection, development, training, managing, and succession planning	✓	✓	✓	✓	✓
Profiles Sales Assessment™	Evaluates sales fit within an organization and used primarily for selecting, on-boarding, and managing sales people	✓	✓	✓	✓	✓
Profiles Managerial Fit™	Assesses critical workplace compatibility factors between managers and their employees to determine managerial fit	✓	✓	✓	✓	✓
Sales CheckPoint™	Evaluates sales skills and increases effectiveness of sales teams through a feedback system	✓	✓	✓	✓	✓
CheckPoint 360™	Evaluates leadership skills and effectiveness of managers through a feedback system from direct reports, peers, and supervisors	✓	✓	✓	✓	✓
Profiles Performance Indicator™	A personality style employee performance assessment used to assess motivators to increase productivity	✓	✓	✓	✓	✓
Customer Service Profile™	Measures customer service orientation through customer service and customer representative test performance modeling	✓	✓	✓	✓	✓
Step One Survey II®	Pre-employment assessment measuring an individual's basic work-related values	✓	✓	✓	✓	✓

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