

Profile Evaluation System (PES)

The Profile Evaluation System represents a successful effort to produce an instrument useful to business, industry, government, and educational services that characterizes individuals on a number of psychological traits that are important for job performance. The Profile, is an effective instrument that allows companies and individuals to maximize the fit between employment demands and the abilities, aptitudes and personality constellations of employees or potential employees. When this fit is optimized there will be greater comfort and productivity on the part of employees. Employee inefficiency and turnover will be minimized and organizational productivity will be maximized. While all managers acknowledge the importance of the hiring function most also recognize the importance of developing management and leadership skills in their present employees. Information about individuals and their tendencies is also extraordinarily valuable in these contexts as well. The profile was developed with the goal of helping companies make sound employment, retention, assignment, training, and promotion decisions.

The Profile Evaluation is the right business tool for evaluating people. It identifies strengths and areas for development. The evaluation is extremely useful in coaching and training. It helps increase employees' effectiveness and determine training needs. It is also useful in making hiring and promotion decisions.

The Profile Evaluation System measures job-related information in eighteen separate classifications: six mental aptitudes, ten personality dimensions plus two validity scales.

The Profile Evaluation measures

Mental Aptitudes

Mental Alertness
Business Terms
Memory Recall
Vocabulary
Scanning Accuracy
Mechanical Interest

Personality Dimensions

Nervous Tension
Character Strength
Work Habits
Sociability
Emotional Maturity
Dominance
Competitiveness
Stamina
Naiveté
Motivation

Validity Scales

Distortion
Equivocation

This system looks for over 100 possible combinations or correlations. The relationships between the traits of the person's personality and mental aptitudes help derive these combinations. Strengths in some dimension could compensate for challenges in other dimensions.

This system provides the capability to personalize and customize normative patterns, or benchmarks, for

each position in your organization. Normative patterns identify and provide ideal ranges for mental aptitudes and personality dimensions to reflect the actual job.

When the Profile Evaluation is properly implemented and utilized in conjunction with other normal coaching, hiring and interviewing tools, a Profile report will strengthen the employer's position to ensure that the employee and applicants are treated fairly without regard to race, color, religion, gender, or national origin. The Profile, when administered and interpreted, complies with the American with Disabilities Act (ADA) guidelines. By utilizing specific job patterns derived from the scores of successful employees in those positions, the Profile is assured of only measuring those traits deemed critical for successful job performance. Under those circumstances, the Profile follows the essential Job performance requirements of the ADA. ([More information on *Legal Issues & the Profile*](#))

After testing well over a million people, there has never been an adverse finding against any employer for the use of Profile Evaluation System as part of their hiring process. The Profile Evaluation used in conjunction with the reference check and interview helps ascertain whether a person is suited for a particular position. Never use the evaluation as the sole criteria.

PES is available on CD. Organizations using 100 or more units annually will probably want to install the system in-house and learn to administer the instrument and implement the hiring, coaching, and training features with their human resource specialists. Otherwise, these services are usually more effectively administered by an LMI Distributor trained in these areas.

Product Warranty: "You must be satisfied with your purchase of the Profile Evaluation System. All PES products are guaranteed against manufacturer defects. We will replace any defective disk, software or paper product."

Sample *Profile Evaluation System* Reports

Full Reports

[Hiring](#)

[Coaching](#)

[Personal](#)

Personality Only

[Hiring](#)

[Coaching](#)

[Personal](#)