



**GibsonFisher**

# The Profile XT™

## Total Person Assessment



The **Profile XT™** is a "Total Person" assessment that has a myriad of uses. It measures the job-related qualities that make a person productive - **Thinking and Reasoning Style, Behavioral Traits, and Occupational Interests**. It is convenient and easy to use on the Internet - no administrator or proctoring is required.

The **Profile XT** is used for placement, promotion, self-improvement, coaching, succession planning, and job description development. Our clients tell us The **Profile XT** is three to five times more effective than any other assessment they have used. It is a versatile management tool that develops Job Match Patterns that can be customized by company, department, manager, position, geography, or any combination of these factors.

### ***Job Match Patterns Make the Difference***

A study published in the **Harvard Business Review** concluded that Job Match more accurately predicts job success than any of the commonly accepted factors, such as education, experience, or job training.

### ***The Profile XT is the One to Use***

The **Profile XT** is much more than an assessment. It gives you customized Job Match patterns, suggests relevant interview questions, yields a percentage match when comparing a candidate to your top performers, provides a detailed positive analysis of the individuals you assess, and can provide thousands of "experienced" Job Match Patterns for use in developing your own patterns.

The **Profile XT** is the assessment to use for a thorough analysis of people, job responsibilities, and Job Match. It is an extremely valuable management tool that will help you build a stronger, more productive organization and reach your important goals because you are putting the best people in the best jobs.

**GibsonFisher** is a Strategic Business Partner with Profiles International, Inc.

**GibsonFisher** provides advisory or consulting services that are focused specifically on goal attainment or problem resolution for our clients. Unlike many management consultants, **GibsonFisher** does not sell prepackaged generic programs. Each project is custom designed to address the unique management issues of the specific client.

The services provided by **GibsonFisher** include consultation, assessment and evaluation, strategic and business planning, organizational and management development, project management and implementation, and resource materials in process modeling, cost allocation, labor standard development, team facilitation, and consensus building. To learn more about **GibsonFisher** and the services we provide go to: [www.gibsonfisher.com](http://www.gibsonfisher.com)

You can also email **GibsonFisher** at: [info@gibsonfisher.com](mailto:info@gibsonfisher.com)



**Edward K. Kotalo, CPC**  
**President**

Mr. Kotalo has over seventeen years experience in organizational consulting and executive search. He is skilled in the management of engagements, focused on the provider side of healthcare having represented corporate healthcare service companies, physician group practices, hospitals, and integrated delivery systems. Prior to joining the firm in 1997, he was a Hospital & Health System Practice Director for a national executive search firm.

Additionally, Mr. Kotalo is skilled in training today's executive on how to become tomorrow's healthcare entrepreneur. He is experienced in conducting entrepreneurial-based feasibility and business plans that avoid problems common with new venture start-ups.

Mr. Kotalo has co-developed a regional multi-tract conference focused on "Total Quality Management," written articles for healthcare publications, conducted various career seminars, and was a guest speaker at The Healthcare Information Management Systems Society of the AHA's National Conference (1998 Orlando, FL; 1991 San Francisco, CA; 1989 Anaheim, CA). A Certified Personnel Consultant by the National Association of Personnel Consultants, Washington DC, Mr. Kotalo holds a Bachelor of Arts degree from Capital University. Previously, he was a National Account Executive with Motorola Communications, Inc.

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## Discover the Difference



**The Profile XT™** is a multi-purpose assessment that is used for selection, coaching, training, promotion, managing, and succession planning. It is a powerful and dynamic management tool that employs 21st Century technology to put the right people in the right jobs. It is administered on the Internet and reports are immediately available.

**The Profile XT** produces these informative reports:

**Individual Reports** - Providing a guide for self-understanding.

**Placement Reports** - For putting the right people in the right jobs using Job Match Patterns.

**Multi-Job Match Reports** - Used for succession planning and assigning employees to new positions.

**Multi-Candidate Match Reports** - Compares the attributes of several candidates to the requirements of a specific job.

**Coaching Reports** - Used for training, development, and motivation.

**Job Analysis Reports** - Ideal for accurately defining job requirements and job descriptions.

**Summary Reports** - They give you a "snapshot" of essential information about employees and job candidates.

**Graph Reports** - A visual representation of Job Match data.

**The Profile XT** satisfies all requirements of the EEOC, the ADA, the DOL, and the Civil Rights Act. It was designed and developed to be specifically job-related and has been validated in accordance with American Psychological Association standards. **The Profile XT** is validated to be Age-blind, Gender-blind, and Ethnicity-blind. It measures only those factors relevant to selecting the best people to fit the requirements of specific jobs.

### GibsonFisher's Other Assessment Tools:



**Profiles Performance Indicator™** measures five key personality factors and their impact on seven critically important aspects of success in business. The report helps you understand how an individual is effectively understood, motivated, and managed. It is economical and is quick to take, making it the ideal choice for your business.



**Profiles Team Analysis™** makes team building both challenging and rewarding. Effective teams achieve results far beyond what individuals could accomplish on their own. But team building is far more than putting a group of people together and hoping for the best. This system reports the attributes of each team member, shows the team's strengths and alerts the team leader to potential problems.



**Checkpoint 360°** A powerful professional development tool, that positively impacts an individual's growth and career, and an organization's success. For managers, supervisors, and others in leadership positions, it can facilitate peak performance that generates improved productivity. **CheckPoint 360°** quantifies a participant's competencies, verifies the results from a variety of perspectives, and identifies ways to enhance skills.



**The CheckPoint SkillBuilder Series™** consists of 18 self-paced, self-improvement programs designed to help managers improve their performance. The SkillBuilder Series is a companion to the CheckPoint 360° Competency Feedback System, offering managers the opportunity to develop the competencies that are most important to their professional growth and success. Available exclusively on the Internet.



**Employee Background Check™** is an information service that verifies job applicants' resume data, checks driving records, and examines criminal history to reduce the risk of negligent hiring liability.

You can contact **GibsonFisher** toll-free at: 1-800-752-0283

