

Profile XT

**A good “job fit” positively impacts employee’s productivity and performance. How can you ensure that you are making that match?**

If you’ve ever found yourself feeling more like a parent, trying to keep unruly children under control, than like the leader of intelligent adults, you’re not alone.

In her article, “Cultivating Exceptional Employees” Sherry Buffington, Ph.D. notes that managers nationwide report that undirected, unenthusiastic, poorly performing employees are increasing. Recent workplace studies suggest that managers are spending over eighty percent of their time trying to keep employees directed and productive, which leaves little time for other important tasks. Much of this is attributed to poor job fit.

Poor job fit occurs when employees are hired and placed without any consideration of their natural attributes, which is an expensive mistake. **There is no way an individual can effectively alter natural abilities enough to excel at the wrong kind of work.** The employee may be able to learn the basics and perform the tasks to some level of competence, but he will never excel.

A good “job fit” is critical to an employee’s productivity and performance. How can you ensure that you are making that match?

HirePower Associates can give your company the tools you need to accurately measure job-related qualities, and identify traits that match the right person with any position - significantly boosting productivity, performance, and profitability.

The [Profile XT™](#) is a powerful and dynamic management tool that employs the latest technology to put the right person in the right job. It is a multi-purpose assessment that is used for selection, coaching, training, promotion, managing and succession planning.