

## **Profile Evaluation System — Personality Report**

Profile (PES) can be used in two ways: to assess and facilitate the development of someone already on the job; and/or be part of the selection process to assist in selection of a new person for a job.

Based on observable data, the PES personality report describes *ten separate inventories* of behavioral habits and attitudinal tendencies. While it can't precisely predict specific behavior or performance, it does predict the likelihood of certain competencies and skill clusters associated with well-defined job roles. PES provides a "Suitability Index" that estimates the *degree* of fit to these roles. Because personalities are fuzzy patterns of interrelated behavioral preferences, multi-trait and multi-method triangulation are best practices for any assessment process.