

Profile Evaluation System™



The LMI **Profile Evaluation System™** (PES) is an effective tool that provides a comprehensive description and analysis of an individual's aptitude and personality. It was developed with the goal of helping companies make sound employment, retention, assignment, training, and promotion decisions and has been implemented by thousands of organisations over the last 30 years.

The PES looks for over 100 possible combinations or correlations and the relationships between the traits of the person's personality and mental aptitudes that derive these combinations. Strengths in some dimension could compensate for challenges in other dimensions. The system then predicts how an individual may perform in a given profession by comparing that individual's profile to a normative pattern that can be developed for a specific job in a particular business. This is achieved by characterising individuals on a number of psychological traits that are important for job performance. Thereafter the PES allows companies and individuals to put to maximum effect the abilities, skills and personalities of staff or potential employees.

The Profile Evaluation System measures:

Mental Aptitudes	Personality Dimensions	Validity Scales
Mental Alertness Business Terms Memory Recall Vocabulary Scanning Accuracy Mechanical Interest	Nervous Tension Character Strength Work Habits Sociability Emotional Maturity Dominance Competitiveness Stamina Naiveté Motivation	Distortion Equivocation

To learn more about LMI-UK and the full range of programmes, workshops and services we offer, contact:

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If the results of the PES are utilised to maximum effect there is greater comfort and productivity on the part of the employees. Staff retention will improve and organisational productivity will be maximised. While all managers acknowledge the importance of the hiring function most also recognise 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 programme is available on-line via a web link where the individual is taken through 6 areas of questioning, some of which is timed. Upon completion the responses are calculated and a comprehensive report delivered. The report provides important information on 6 mental aptitudes and 10 personality dimensions, along with 2 validity scales.