



# Expert Practitioner Certification Overview

For Talent Management Experts, HR Executives, & Decision Makers

## COURSE OBJECTIVES

Participants will:

- Demonstrate an understanding of how PXT Select™ assessment fits into an overall hiring process.
- Demonstrate proficiency in using the PXT Select assessment, Performance Models, and reports in candidate selection.
- Demonstrate the ability to effectively partner with all stakeholders using PXT Select assessment and analyze an organization's needs to design the most appropriate talent management process.
- Deepen their understanding of the PXT Select assessment and selection reports. This course focuses on giving participants the expertise and confidence to implement the tool within their organizations.
- Pass a final certification exam.

## MODULE 1: BEYOND THE BASICS

This module provides foundational knowledge about selection tools.

- Learn what selection tools can and cannot do.
- Increase proficiency in using the PXT Select assessment, Performance Models, and reports in candidate selection.
- Gain a solid understanding of what exactly is measured within the Cognitive Ability, Behavioral Traits, and Interest sections of the PXT Select assessment.
- Learn what Performance Models are, why they matter, and how they impact the selection process.

## MODULE 2: APPLYING PXT SELECT™

Gain an understanding for how to effectively use the suite of PXT Select reports when selecting, onboarding, coaching, and developing employees.

- Apply your knowledge in using the Comprehensive Selection Report to evaluate candidates and determine next steps based on actionable data.
- Increase your competency and confidence in working with the PXT Select Research Report and its underpinning science.
- Practice analyzing and determining what key data is relevant to the hiring manager when making a selection decision.

## MODULE 3: EXPERT PRACTITIONER

Identify common workplace issues and selection strategies.

- Consider various employee-related problems and learn how the PXT Select assessment provides actionable data to help solve those problems.
- Discover how to modify ineffective practices when selecting employees.
- Learn how to understand and address the needs of hiring managers.
- Determine how to overcome the objections of hiring managers.

**PXT Select Expert Practitioner Certification** concludes when participants complete a capstone project presentation and pass the PXT Select certification exam. Upon successfully completing the course and certification exam, participants receive the credential of **PXT Select Certified Expert Practitioner**.

**PXT Select—your key to hiring and selecting smarter and engaging your employees to their full potential.**