



Hiring Solutions

Assessment Taken:
3/17/2016

Assessment Printed:
4/28/2017

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Report Design Options Selected for this Report

Report Family: Screening & Selection
 Type: Individual Development Report
 Scope: Abilities, Interests & Personality (WNSIP)
 Format: Comprehensive (from choice of Comprehensive, Summary, or Graph)

Prevue Assessments presented in this report:

- ▶ Prevue Abilities Assessments that examine four cognitive Abilities scales
- ▶ Prevue Interests Assessment that examines three scales of occupational Interests/Motivations
- ▶ Prevue Personality Assessment that provides information on thirteen Personality scales

For more information about Prevue Assessments and design options for Prevue reports see www.prevuehr.com

Part 1 - Understanding this Report

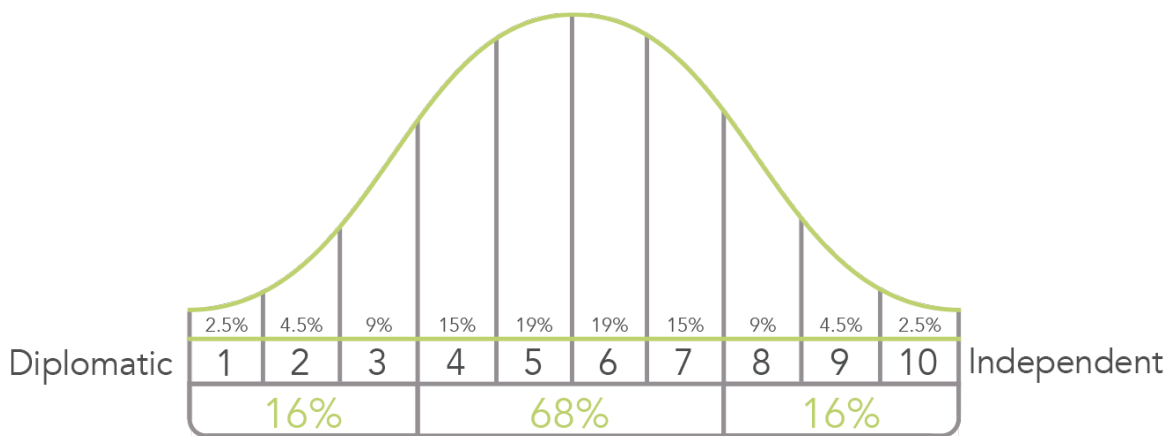
Introduction

This Individual Report describes your scores on the Prevue abilities, occupational interests and personality scales. The information comes from the results of the Prevue Assessments that you have completed. These results are presented graphically on the Prevue Results Graph in Part 2 and described in Parts 3 and 4 of this report. Part 5 provides additional information on your natural approach to a number of work related subjects that are experienced in most types of employment.

For this report, you completed the following Prevue Assessments:

- ▶ Prevue Abilities Assessment - Four cognitive ability scales;
- ▶ Prevue Interests Assessment - Three motivation / interests scales;
- ▶ Prevue Personality Assessment - Thirteen personality scales.

Prevue Scoring



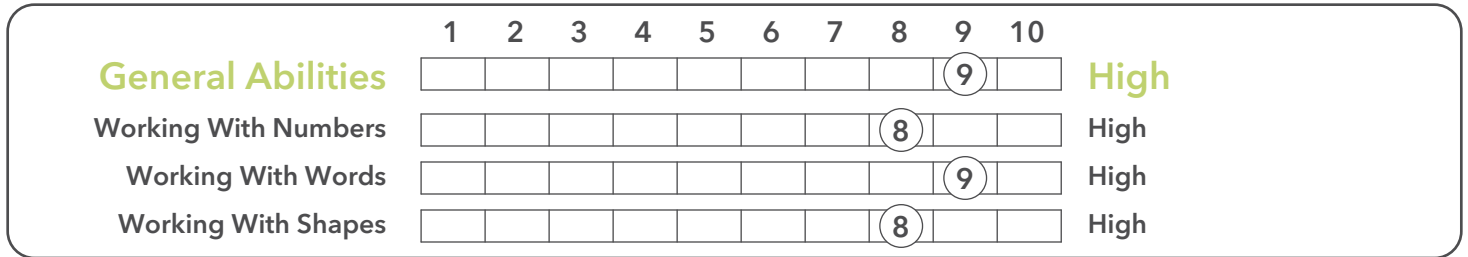
Your scores on these assessments and their related scales are shown in the Prevue Results Graph on the next page. Your score on each scale is a sten score, which indicates where your score falls on a normal bell-shaped curve representing the general working population. The above diagram shows the normal bell curve divided into standard tenths ('standard tenth' is shortened to 'sten') for the Diplomatic vs. Independent personality scale. The diagram also shows the percentage of the general working population that will typically score on each sten.

Approximately 16% of the population will have sten scores of 1-3 and 16% will have scores in the 8 to 10 range. The remaining 68% of the population will score in the 4 to 7 range.

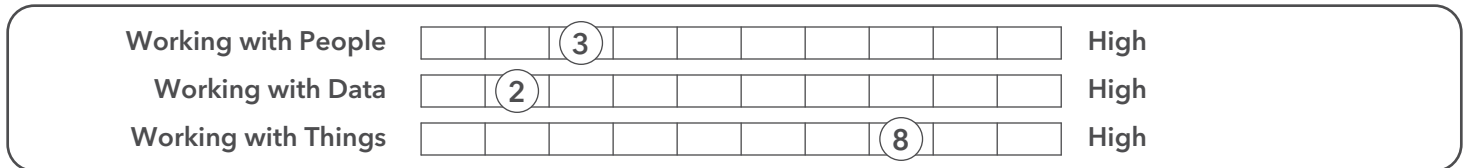
Part 2 - Prevue Results Graph

The Prevue Results Graph shows your scores (circled numbers) on each of the scales of the Prevue Assessments you completed for this report. The total Person and Individual Traits descriptions in Parts 3 and 4 of this report provide details of the significance of these scores.

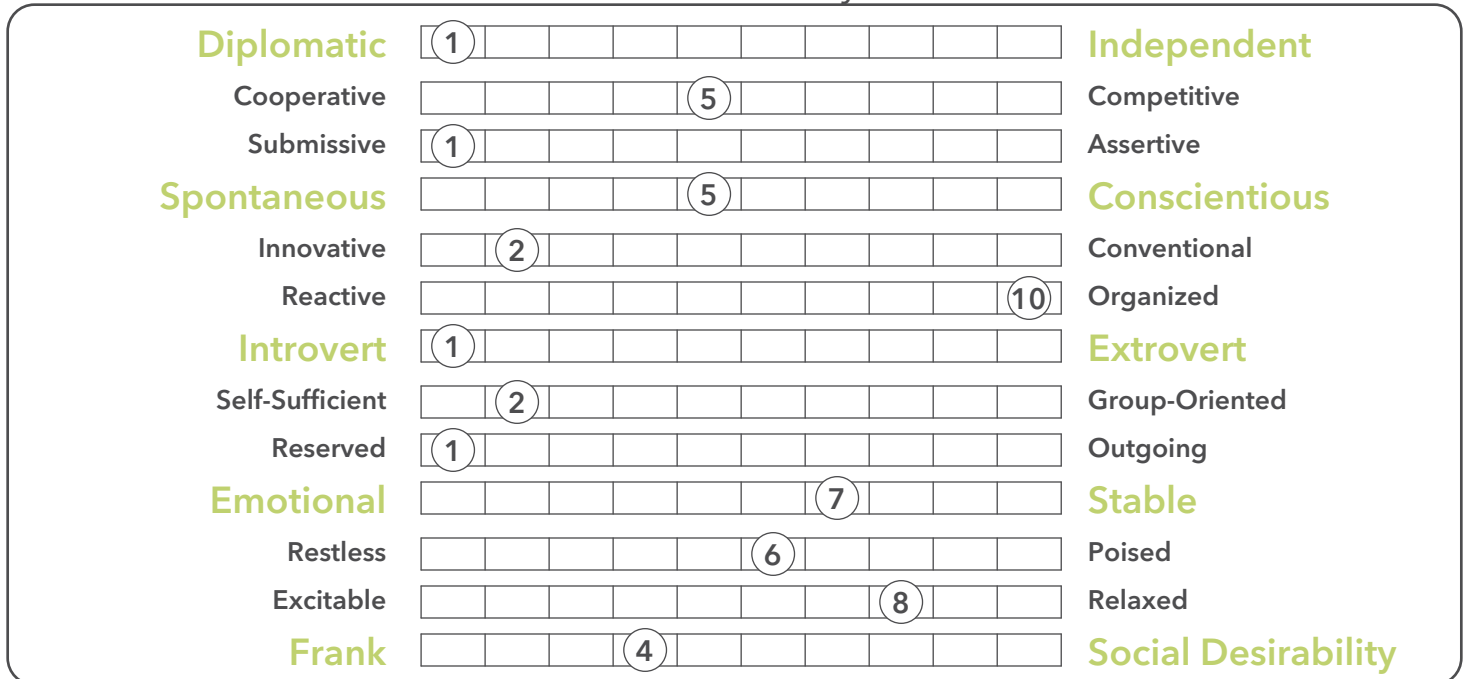
Abilities



Motivation/Interests



Personality



Part 3 - Total Person Description

The Total Person Description provides an overview of you compared to the general working population. This profile is derived from the scores shown on the Prevue Results Graph.

You have superior verbal, numerical, and spatial skills. Assignments that involve reading and writing will be easy for you. You should excel at any kind of paperwork and written material. You are also able to do challenging numerical assignments such as creating complex spreadsheets and advanced data tables. You are equally proficient in tasks that require mental manipulation of shapes and objects. You will have no difficulty doing work requiring visual imagery. You will be quick to interpret and create multi-use graphs, to follow intricate diagrams, to read blueprints, and to estimate space requirements. These tasks will allow you to make the most of your superb spatial reasoning.

Overall, you have distinguished, versatile skills. You should learn quickly and perform well at almost any task in the workplace.

Your interests lie in the physical world of objects and materials. Although you may be capable of working with others, you prefer to have as little interaction with them as possible. You also have little desire to do mathematics or to engage in abstract thought. You like operating tools and machinery. Although you prefer mechanical tasks, you could use electronic machines quite effectively. Left to your own devices, you would likely enjoy repairing or tinkering with equipment.

You have well-balanced desires to compete and to cooperate. You will put yourself forward in some situations but not so far as to compromise team spirit. You will balance your own need for achievement against the need to maintain good relations with others. Although you will usually submit to the will of the group or more assertive opponents, you will occasionally defend your ideas and promote your own ambitions, particularly if you feel secure within the group or know the other people well. On the whole, you prefer to avoid rather than confront conflict. You will use tact and diplomacy to maintain harmony in the workplace.

Although innovative and flexible, you work in an organized, rational way. This dichotomy in personality often produces creative and original ideas. Given to planning and meticulous organization, you can prepare for, and deal with new developments effectively. You welcome some change in your work environment and prefer not to be hemmed in with rules. Whenever possible, you like to think carefully before acting. You may be impatient with those who engage in unstructured debate or who react haphazardly to change.

You are self-sufficient, quiet, and reserved. You only occasionally solicit companionship. You are courteous to other people who seek you out, but you will rarely initiate conversation or other social contact. In the workplace, you will not need a great deal of interaction with others. You will be content to deal with the routine, either on your own or in a small group.

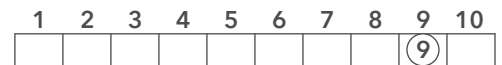
You are generally positive, rational, and calm. You take criticism well and you strive to be objective. You are usually able to shrug off rejection and continue with your work. You are relaxed and cope so well with pressure that some might misinterpret your lack of excitability as indifference. Less scrupulous people may attempt to exploit your easy trust and remarkable patience. Ideally, you should work on demanding, high pressure, long-term projects that require dealing with people openly and objectively. Whether you are required to give a fast response to a crisis or methodical attention to a routine task, you will work effectively under pressure.

Part 4 - Individual Characteristics

This section of the report provides more detailed information about your scores on each of the scales of the Prevue Assessments that you completed. For each scale there is an explanation of your score compared to those of the general working population.

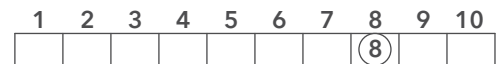
General Abilities

You are quicker and more accurate in reasoning skills than the majority of the employed population. Your associates would describe you as generally quick to learn and able to absorb new information easily. You are likely to be very efficient and able to deal well with change in your working requirements.



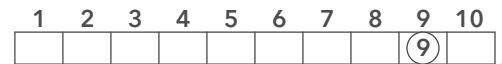
Working With Numbers

You show a very high capacity for Numerical reasoning when compared with other adults in the general working population. You are quicker and more accurate than most people when reasoning with information derived from simple numbers.



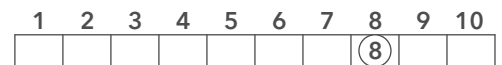
Working With Words

This indicates a well above average level of ability to use language as a vehicle for reasoning and problem solving. You are extremely quick and accurate in your language skills.



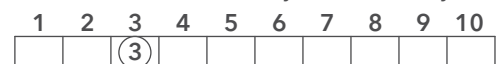
Working With Shapes

This indicates exceptional skills in spatial ability. You have a high level of speed and accuracy when reasoning with information that involves thinking about manipulating shapes and objects.



Working With People

You will be quite content to work in a job in which there is moderate contact with people. While you would not necessarily avoid contact with other people, you would not want interpersonal relations to form a key function of your responsibility.



Working With Data

You indicate you are a person who has a lower than average level of interest in working with data. Such people usually avoid jobs where they spend time analyzing or compiling and computing figures, symbols, statistics and accounts.

1	2	3	4	5	6	7	8	9	10
	2								

Working With Things

You have an extremely high level of interest in work that involves inanimate objects such as machinery, tools and equipment.

1	2	3	4	5	6	7	8	9	10
							8		

Diplomatic / Independent

You are very cooperative, compassionate, careful of relationships and sensitive to the feelings of others. You will put others before yourself and gain satisfaction from being a team player and a keeper of the peace. Individuals like yourself are likable, diplomatic and good-natured, and are competent at pulling people together.

1	2	3	4	5	6	7	8	9	10
1									

Cooperative / Competitive

You describe yourself as a person who is both competitive and team-minded. You can motivate yourself while building team spirit and cooperation. You combine your need to achieve with the need to maintain relationships.

1	2	3	4	5	6	7	8	9	10
				5					

Submissive / Assertive

You are a non-confrontational person and will avoid conflict if at all possible. You are likely to be valued for your service orientated approach.

1	2	3	4	5	6	7	8	9	10
1									

Spontaneous / Conscientious

You balance the need to do things well in the quickest possible way while staying within the rules. This leads to solutions that are innovative without implementing radical changes. Such people are quite dependable, adaptive and innovative.

1	2	3	4	5	6	7	8	9	10
				5					

Innovative / Conventional

Such people are likely to see new ways to solve problems, and are not bound by traditional methods. An unconcerned approach allows you to be very flexible when reaching solutions. You are innovative and enjoy change.

1	2	3	4	5	6	7	8	9	10
	(2)								

Reactive / Organized

This is the score of a very well organized person who prefers to work in a controlled and rational environment. You plan ahead and think through all the possibilities before acting. You are dependable and predictable, and may find it difficult to cope in situations for which you are well not prepared.

1	2	3	4	5	6	7	8	9	10
									(10)

Introvert / Extrovert

You are most comfortable in a quiet environment where the surroundings are familiar and predictable. You are quite content to be alone, reflecting on your own thoughts and ideas. Such people prefer the company of a few close friends.

1	2	3	4	5	6	7	8	9	10
(1)									

Self-Sufficient / Group-Oriented

As a self-sufficient individual, you will not feel the need for a great deal of contact with others in the workplace. You are happy to work on your own and in quiet places, and you tend to avoid noisy situations and group activities.

1	2	3	4	5	6	7	8	9	10
	(2)								

Reserved / Outgoing

You describe yourself as one who is generally reserved. You would not like being the center of attention, and may therefore keep in the background at social gatherings.

1	2	3	4	5	6	7	8	9	10
(1)									

Emotional / Stable

A person with this result will be relaxed, easygoing, and able to face most setbacks with calmness and ease. You rarely get irritable or upset, as you are fairly secure in yourself, and self-assured even under normal stress.

1	2	3	4	5	6	7	8	9	10
						(7)			

Restless / Poised

In the face of difficult situations, you have an average balance between calm objectivity, and any tendency to be upset and take things personally.

1	2	3	4	5	6	7	8	9	10
					6				

Excitable / Relaxed

You are a relaxed, easygoing individual who copes well with most of life's pressures. You are likely to be accepting of people and to be generally trusting. For the most part, people like you are able to keep their troubles in proportion and not worry unduly.

1	2	3	4	5	6	7	8	9	10
							8		

Social Desirability

Given this level of score, there is every reason to believe that you have presented a reasonably frank picture of yourself on the other scales.

1	2	3	4	5	6	7	8	9	10
			4						

Part 5 - Approach to Work

Introduction

This section of the report provides information on your response to a number of work-related subjects or situations. Each of the Approach to Work scales is derived from one or a composite of the Prevue Personality Scales reviewed in the Total Person and Individual Traits sections of the report.

The information in this section should provide a better understanding of your natural approach to several significant work situations or requirements that are experienced in various types of employment.

		1	2	3	4	5	6	7	8	9	10	
Focus on Work	Works to Live						6					Lives to Work
Compliance	Questions Rules	1										Adheres to Rules
Leadership Style *	Democratic	1										Commanding
Compensation Preference	Fixed Salary			3								Commission/ Bonus
Approach to Listening *	Sympathetic	1										Controlling
Approach to Risk Taking	Careful				4							Daring
Preference for Change	Likes Routine			3								Likes Change
Approach to Conflict *	Accommodating	1										Forceful
Approach to New Ventures	Cautious	1										Optimistic
Task vs. Person Focused	Task Focused	1										Person Focused
Self vs. Relationship Focused	Self Focused					5						Relationship Focused

* See Aspects of Assertiveness

Focus on Work

WORKS TO LIVE (1) vs. LIVES TO WORK (10):

The Focus on Work scale provides information on the importance of work to you. Some see work as a means to an end while others define themselves by their work.

Work is very important to you but not at the expense of home or family. If conflicts arise between home and work, your personal life will sometimes take priority. Long or irregular working hours could be inconvenient for you. Leading a full social and business life, you may sometimes be overextended but the social skills you develop in your leisure activities should translate well to business.

1	2	3	4	5	6	7	8	9	10
					6				

Compliance

QUESTIONS RULES (1) vs. ADHERES TO RULES (10):

The Compliance scale identifies an individual's inclination to adhere to rules set by an employer and resist the temptation of intentionally engaging in behaviors that are considered to be detrimental to an organization's productivity or workforce attitudes.

You like variety and challenge, and often prefer a minimally structured work environment. If rules and procedures seem to hinder expediency, you may question or even disregard some guidelines to achieve goals. You seek new experiences and most often will tackle work in your own way rather than following a set protocol or established practice. Completing routine or repetitive tasks frequently may prove frustrating for you. You will likely tend to improvise, and take some risks on the job. You may resent long working hours and might react negatively to heavy pressure. This could include moodiness or disruptive behavior such as finding fault in others. Although inclined to be imaginative you could become less attentive and less motivated to follow the rules than other more compliant employees.

1	2	3	4	5	6	7	8	9	10
1									

Compensation Preference

FIXED SALARY (1) vs. COMMISSION/BONUS (10):

The Compensation Preference scale identifies whether you are more motivated to work for a secure salary or performance based remuneration.

You usually prefer a secure income over the excitement of striving for greater but less certain rewards. You are reluctant to rely on profit-sharing or stock options because you are not comfortable with the uncertainty of performance-based earnings. If offered a blended package of compensation, you will likely require some support to see the benefits of this. Your careful, meticulous approach may cause you to miss some opportunities, but it makes you "a safe pair of hands" for projects requiring smooth stewardship.

1	2	3	4	5	6	7	8	9	10
		3							

Approach to Risk Taking

CAREFUL (1) vs. DARING (10):

This Approach to Risk scale is measured from 1 for avoidance of risky behavior to 10 for willingness to engage in risk.

You might admire boldness, but you are more inclined to weigh all options and take the safest course. You will not readily indulge in risk and prefer to consider possible complications of a proposed action before committing to it. Your careful approach will appeal to those who value steadiness, but could be a liability when dealing with others who want quick answers and fast actions.

1	2	3	4	5	6	7	8	9	10
			4						

Preference for Change

LIKES ROUTINE (1) vs. LIKES CHANGE (10):

This scale identifies where you fit in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.

Routine work with a tested system suits you fairly well. You tend to be a little formal and usually like to do things "by the book." Frequent change will be mildly disagreeable for you and you may have some difficulty coping with personnel replacements, reorganization, downsizing, or expansion. You will probably adapt old methods to new demands rather than devise new procedures.

1	2	3	4	5	6	7	8	9	10
		3							

Approach to New Ventures

CAUTIOUS (1) vs. OPTIMISTIC (10):

This scale distinguishes those who approach new ventures or issues with caution from those who approach new ventures with optimism. You may be reluctant to join in new ventures because you sometimes focus on possible flaws rather than potential success. To assess risk, you much prefer hard, objective data such as sample studies or pilot projects over theory-based forecasts. Although you believe in your own opinions, you might have difficulty telling others about your more negative or unpopular views. Despite your tendency toward pessimism, you strive to be sociable and are usually at ease in the business world.

1	2	3	4	5	6	7	8	9	10
1									

Task vs. Person Focused

TASK FOCUSED (1) vs. PERSON FOCUSED (10):

This team characteristic scale distinguishes those who focus on the needs of the task or project in hand from those who are focused on their own and their team members' needs.

In the workplace, you tend to be quiet, discreet, and fully focused on the task in hand. You are attentive to detail but getting the job done is more important than the niceties of social communication. Social interaction may sometimes be awkward and you likely avoid personal topics. People with high task focus like yours often describe themselves and others by what they do ("I sell air time; she does the accounts.") rather than discussing who they are. Your best asset for a team is your exceptional focus on completing tasks.

1	2	3	4	5	6	7	8	9	10
1									

Self vs. Relationship Focused

SELF FOCUSED (1) vs. RELATIONSHIP FOCUSED (10):

This team characteristic scale distinguishes those who are self focused from those who are inclined to focus on others on the team.

With balanced focus on both relationships and yourself, you are equally productive working with people and working alone. You will collaborate and take an interest in others' views yet still compete to reach your own goals. Forthright and generally self-aware, you are moderately assured in company and readily accepted by most people. If necessary for team spirit and collaboration, you will usually adjust personal plans. You tend to perform best when there is room for compromise as well as some recognition for individual achievement.

1	2	3	4	5	6	7	8	9	10
				5					

Aspects of Assertiveness

SUBMISSIVE (1) vs. ASSERTIVE (10):

This personality scale influences a person's response to the following important work situations or circumstances:

1	2	3	4	5	6	7	8	9	10
1									

LEADERSHIP STYLE - DEMOCRATIC (1) vs. COMMANDING (10):

Leadership Style is measured from 1 for those who prefer a nurturing style of leadership to 10 for those who are naturally inclined to a more demanding style.

You greatly prefer a nurturing, caring approach to leadership and this is very productive when the team has shared and predictable goals. If your work merits a gentle touch, your pliant style will be highly successful. Most businesses, however, experience some transition, even crisis, and these situations demand more hard-edged leadership. Although it may be somewhat out-of-character for you, in an emergency, you may need to take command.

APPROACH TO LISTENING - SYMPATHETIC (1) vs. CONTROLLING (10):

The Approach to Listening scale is measured from 1 for a person who is an exceptionally sympathetic listener to 10 for a person who tends to dominate a conversation.

You may well provide a sympathetic ear but this could be more passive hearing than complete listening. Real listening requires active involvement, questioning, paraphrasing, probing for complete understanding--and you may be very reluctant to be so assertive. Because you are exceptionally willing to accept other points of view, you may not achieve goals unless you can manoeuvre others into discussing difficult issues. A review of active listening skills is recommended.

APPROACH TO CONFLICT - ACCOMMODATING (1) vs. FORCEFUL (10):

This scale distinguishes those who avoid conflict by being accommodating from those who are forceful in their approach to conflict.

You will make every effort to avoid conflict. Your approach will be subtle, accommodating, and truly representative of the best that soft skills have to offer. Unfortunately, in some instances, a harder, more vigorous approach would get faster, more lasting results. If passive acceptance is inappropriate, you may have to remind yourself that honest disagreement can be worthwhile and effective.

Part 6 - Best Practice Information

Ensuring Fairness: When properly administered, the use of the Prevue Assessments will help to ensure that job applicants are treated fairly without regard to race, colour, religion, sex or national origin. The Prevue Assessments have been designed and developed to conform to the human rights legislative and best practice requirements prevailing in the various countries where the Prevue Assessments are distributed. This includes the EEOC Guidelines, the Americans With Disabilities Act, and the standards for test development published by the American Psychological Association, the British Psychological Society, and the Association of Test Publishers.