



prevue™  
corporate coach

## Hiring Solutions

Assessment Taken:  
3/17/2016

Assessment Printed:  
8/28/2017

## Candidate's Copy

**Aaron Sample**



# UNDERSTANDING THIS REPORT

## **The Purpose of This Report**

The Prevue Corporate Coach Report provides information that will assist your Coach in understanding your unique profile. It can also provide you with a better understanding of yourself. The report provides insight into your personality profile and important work related characteristics. It is intended to assist the coach-client relationship by providing a starting point for meaningful discussion about your values, needs and objectives. Further, the report should assist the Coach to ask pertinent questions and provide relative feedback and ideas that are tailored for you.

## **Where Does The Information in This Report Come From?**

The information in this report is derived from your responses to the Prevue Assessment. The Prevue Assessment is a psychometric test battery developed in the early 1990's by Prevue HR Systems Inc. under the direction of Dr. David Bartram, one of the world's leading psychometricians. The Prevue Assessment is the cornerstone of a number of established and respected employment and vocational assessment products including the Prevue Assessment system and the Career Mapper Assessment. Those products have been used to assess more than two million people in North America alone. For more information about the Prevue Assessment see [www.prevueassessments.com](http://www.prevueassessments.com).

## **Recommendation**

We ask that you review this Assessment carefully, particularly the Total Person Description. We even recommend that you show this Assessment to your spouse or a personal friend. We have found that people are often surprised to find the Assessment presents such an accurate profile.

# Total Person Description

Aaron Sample

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.

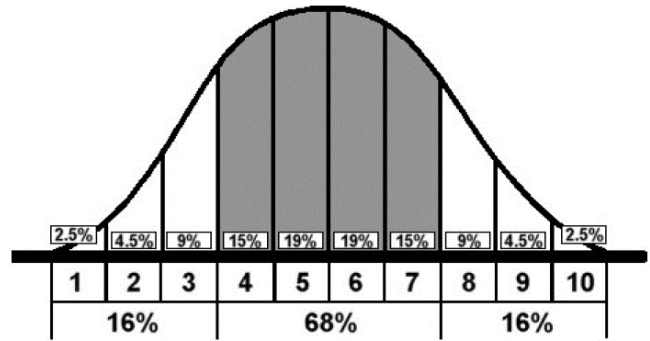
You are generally positive, rational, and calm. You take criticism well and you strive to be objective. You are usually able to shrug off rejection and continue with your work. You are relaxed and cope so well with pressure that some might misinterpret your lack of excitability as indifference. Less 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.

**The components of this Total Person Description are graphically displayed on the next page.**

# Total Person Description

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The assessment scores collected from a large sample of the population, when graphed, produce a bell shaped curve as shown in the diagram to the right. The bell curve can be divided into ten equally wide dimensions called standard tenths or stens. The 1 to 10 scoring scale is used throughout the Prevue Corporate Coach Assessment. Approximately 16% of the population will have sten scores in the 1-3 ranges and 16% in the 8-10 ranges. The other 68% will score in the middle ranges 4-7.



## Motivation/Interests

	1	2	3	4	5	6	7	8	9	10	
Working with People			③								High
Working with Data		②									High
Working with Things								⑧			High

## Personality

	1	2	3	4	5	6	7	8	9	10	
<b>Diplomatic</b>	①										<b>Independent</b>
Cooperative					⑤						Competitive
Submissive	①										Assertive
<b>Spontaneous</b>					⑤						<b>Conscientious</b>
Innovative		②									Conventional
Reactive										⑩	Organized
<b>Introvert</b>	①										<b>Extrovert</b>
Self-Sufficient		②									Group-Oriented
Reserved	①										Outgoing
<b>Emotional</b>							⑦				<b>Stable</b>
Restless						⑥					Poised
Excitable										⑧	Relaxed
<b>Frank</b>				④							<b>Social Desirability</b>

Each of the personality and interest dimensions displayed above are examined in more detail in the next section of the report that describes your Individual Characteristics.

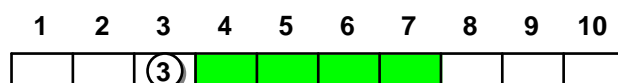
# Individual Characteristics

Aaron Sample

This section of the report provides more detailed information on each of the interests and personality dimensions shown on the preceding graph. First is a review of your responses to three recognized interest scales, working with people, working with data and working with things. This is followed by an examination of twelve personality dimensions which are based on four established major personality scales, independence, conscientiousness, extroversion and stability (ICES). These major scales provide a measure of the overall structure of personality. Each of the major scales is supported by two related minor scales that provide a richer description of personality. The examination of the personality scales is followed by a social desirability scale which checks for consistency in the responses to the questions in the personality section. For more information on the origin and development of the interests and personality scales, see [www.prevueassessments.com](http://www.prevueassessments.com).

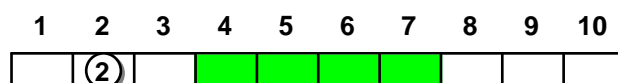
## Working With People

Your score indicates that you are motivated for tasks that offer infrequent contact with others. Although you can work well on a team or in a social setting, you will probably be most productive if you have some time and space to work alone. Regarding communication, you will likely find more job satisfaction in telephone calls, e-mail, teleconferencing, or virtual gatherings as compared with face-to-face meetings.



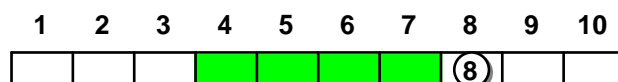
## Working With Data

Are you an ideas person? You are probably aware that concepts grab your attention much more than facts and figures. As you may have expected, your assessment reveals only slight interest in working with data. This could be an advantage if peers or clients share your fairly low concern for text and numbers. Because you are disinclined to do information-related work, you may want to delegate or reduce tasks such as scheduling, detailed paperwork, and maintaining records.



## Working With Things

Using equipment, from simple hand tools to complex machinery, really appeals to you. Your results show that you are greatly interested in working with things. You will likely take a hands-on approach to designing, managing or working with any type of device. Because you have a marked preference for mechanized tasks, you will probably accept new technology with enthusiasm.

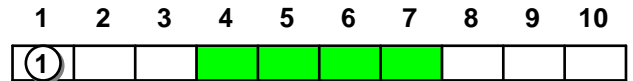


# Individual Characteristics

Aaron Sample

## Diplomatic / Independent

Being exceedingly compassionate, you are careful of relationships and sensitive to the feelings of others. You often put others ahead of yourself and gain satisfaction from being a team player. Occasionally, you may hesitate to act in a crisis because you often strive to avoid controversy. Your co-workers most probably find you likable and good-natured, and you usually excel at pulling people together.



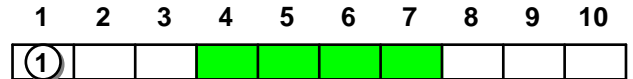
## Cooperative / Competitive

Your score implies that you are both competitive and team-oriented. You prefer being cooperative so you can strive for success while preserving accord within the group. For the most part, you will balance your own achievements with the need to maintain helpful relationships with others. Although you are mildly ambitious and may enjoy occasionally being a front runner, your will-to-win almost never interferes with corporate goals.



## Submissive / Assertive

You are exceedingly tactful and compliant. These are excellent qualities for getting along with others, but are you sometimes reluctant to assert yourself, to give directions, to provide negative feedback? These less pleasant tasks may be more difficult for you when you have such sincere concern for others' well-being.



## Spontaneous / Conscientious

Although you are resourceful and like to do the best job in the quickest way possible, you generally keep within company guidelines. You might work in a meticulous, detailed way, but you can also adapt to change and "think on your feet." Being fairly conscientious, you might hesitate to be creative in solving business problems but you are basically spontaneous and will react quickly enough to unusual demands.

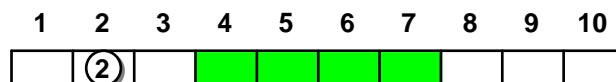


# Individual Characteristics

Aaron Sample

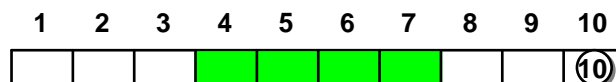
## Innovative / Conventional

Believing that rules can be interpreted loosely, you are unusually innovative and flexible. You probably seek new solutions to problems rather than following traditional methods. While this can be a good approach to many issues, it may detract from your co-workers' perceptions of your performance if you appear overly casual about guidelines or regulations.



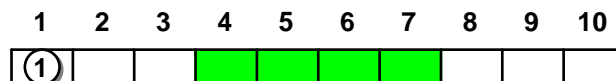
## Reactive / Organized

Your assessment suggests that you are exceptionally organized and you plan thoroughly before beginning any job. This meticulous behavior is highly efficient for routine tasks. You may be quite frustrated, however, if sudden events or less methodical people disrupt your schedule. You might also be bothered when co-workers are unprepared or overlook details.



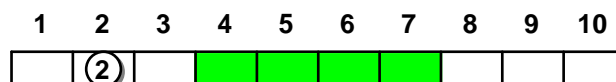
## Introvert / Extrovert

Do you prefer to associate with just a few people in a quiet, calm environment? You are probably aware that, in most groups, you are strongly inclined to take the role of observer rather than being the center of attention. Your singular introversion could be a positive factor for teamwork, especially if the group is relatively small.



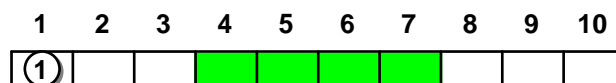
## Self-Sufficient / Group-Oriented

With only minimal need for company, you are positively self-sufficient. You may tend to avoid social activities and busy environments because you are usually most at ease in your own company. If possible, you prefer to reflect on the past before acting in the present and you like to control the stimuli that reach you. You are well-equipped to work for prolonged periods of time without direct contact with other people.



## Reserved / Outgoing

Quiet and extremely reserved, you rarely seek excitement in work-related activities. While you will likely do repetitive tasks well and deal efficiently with familiar people, you may be uncomfortable when faced with unusual assignments and new clients or co-workers. Similarly, you might prefer to avoid ad hoc solutions to business problems.

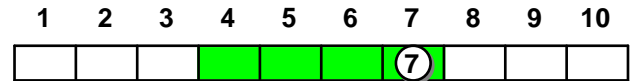


# Individual Characteristics

Aaron Sample

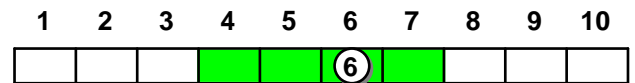
## Emotional / Stable

Your score implies that you are usually calm and easygoing and emotionally stable. Being well able to handle normal stress helps you to deal efficiently with staff predicaments, career setbacks, or unrealistic expectations of supervisors or subordinates. You can be wary of other's motives, however, and would likely react appropriately to anyone who tried to take advantage of you.



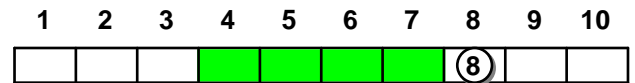
## Restless / Poised

Do you find that you are generally optimistic and sensible? Your assessment suggests that you cope well with most challenges and setbacks. Given your well-balanced characteristics, you are likely aware of stress but not deterred by it. Subordinates and peers alike will appreciate your poise in all but the most trying circumstances.



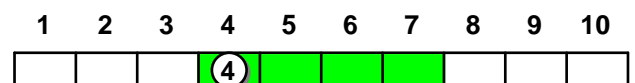
## Excitable / Relaxed

Relaxed and easygoing, you probably cope well with most work-related pressures. You are likely to accept people at face value and to be generally trusting. For the most part, you keep troubles in proportion and do not worry unduly about your job. While your composure and optimism are positive attributes, the expedient response to some problems may require more emotional intensity and reasonable doubt.



## Social Desirability

You appear willing to recognize your own shortcomings as well as your virtues. You have most likely presented a frank and fair picture of yourself in this assessment.





# Approach To Work

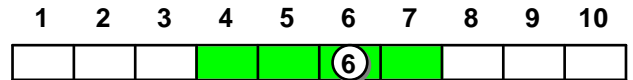
Aaron Sample

This section of the Prevue Corporate Coach Report provides information on your responses 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 personality scales reviewed in the Total Person and Individual Characteristics sections of this 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.

## 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.

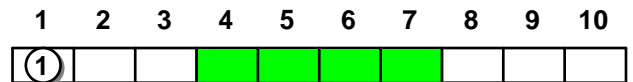
Work is very important to you but not at the expense of home or family. If conflicts arise between home and work, your personal life will sometimes take priority. Long or irregular working hours could be inconvenient for you. Leading a full social and business life, you may sometimes be overextended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



## 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.



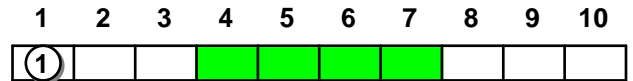
# Approach To Work

Aaron Sample

## 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.

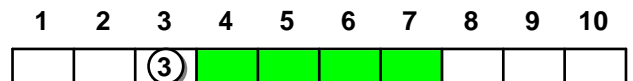
You greatly prefer a nurturing, caring approach to leadership and this is very productive when the team has shared and predictable goals. If your work merits a gentle touch, your pliant style will be highly successful. Most businesses, however, experience some transition, even crisis, and these situations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



## 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.

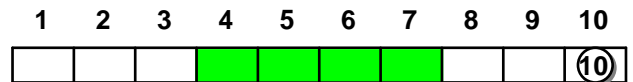
Routine work with a tested system suits you fairly well. You tend to be a little formal and usually like to do things "by the book." Frequent change will be mildly disagreeable for you and you may have some difficulty coping with personnel replacements, reorganization, downsizing, or expansion. You will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



## Approach to Conflict

FORCEFUL (1) VS. ACCOMMODATING (10):- This scale distinguishes those who are forceful in their approach to conflict from those who avoid conflict by being accommodating.

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.



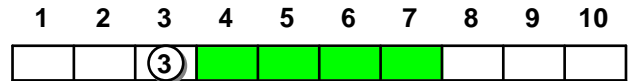
# Approach To Work

Aaron Sample

## 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.

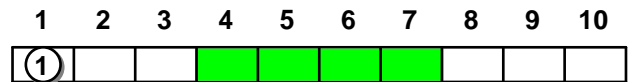
You usually prefer a secure income over the excitement of striving for greater but less certain rewards. You are reluctant to rely on profit-sharing or stock options because you are not comfortable with the uncertainty of performance-based earnings. If offered a blended package of compensation, you will 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.



## Approach to Self Promotion

**RELUCTANT (1) vs. ASSURED (10):-** People who score 1 on this scale are reluctant to put themselves forward while those who score 10 are extremely assured.

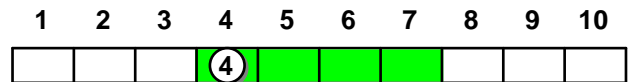
You tend to be reticent about putting yourself forward. In many instances, you truly believe in yourself but others might see you as tentative or unsure. You are probably much more at ease with "faceless" presentations via teleconferencing or e-mail. If you must perform in person, you may want to focus the group's attention on your concept or product rather than on yourself.



## 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.



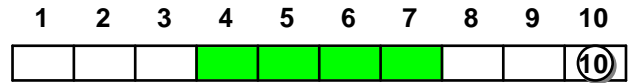
# Approach To Work

Aaron Sample

## Approach to Listening

CONTROLLING (1) VS. SYMPATHETIC (10):- The Approach to Listening scale is measured from 1 for a person who tends to dominate a conversation to 10 for a person who is an exceptionally sympathetic listener.

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.



# Validity

Aaron Sample

The rules for identifying patterns of responses in the Personality Section of the Prevue Assessment which might be "invalid" include systematic, but non-meaningful response patterns, omissions and excessive use of the "B" answer option. Systematic, but non-meaningful response patterns occur when the distribution of the responses differ from the norm and are considered unusual. The omission rule occurs if more than three responses are omitted in a given scale, making the results appear more average than they are. The "B" answer rule is affected by the total number of "B" responses selected. The candidate had the choice of an "A", "B", or "C" response for every question in the Personality Section of the Prevue Assessment. The second option, the "B" choice, is always an unsure or in-between answer.

The total number of "B" responses chosen for this report was: 0

This number of "B" choices is within acceptable levels and the results of the Personality Section of this report had meaningful response patterns. Therefore the data presented in this Prevue Corporate Coach report can be considered accurate and reliable.