



prevueTM
corporate coach

Hiring Solutions

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3/17/2016

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Coach's Copy

Aaron Sample

UNDERSTANDING THIS REPORT

The Purpose of This Report

The Prevue Corporate Coach Report provides information that will assist a Coach in understanding Aaron Sample's unique profile. It can also provide Mr. Sample with a better understanding of himself. The report provides insight into Aaron Sample's personality profile and important work related characteristics. It is intended to assist the coaching or mentoring relationship by providing a starting point for meaningful discussion about Mr. Sample's 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 Aaron Sample.

Where Does The Information in This Report Come From?

The information in this report is derived from Aaron Sample's 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.

Recommendation

Both the Coach and the Coaching Candidate should read their copies of this Assessment carefully. We generally recommend the Candidate be encouraged to have his Assessment reviewed by a spouse or personal friend. Candidates are often surprised to find the Assessment presents such an accurate profile.

Total Person Description

Aaron Sample

Mr. Sample's interests lie in the physical world of objects and materials. Although he may well be capable of working with others, he prefers to have as little interaction with them as possible. He also has little desire to do mathematics or to engage in abstract thought. Aaron Sample likes operating tools and machinery. Although he prefers the mechanical, he could also use electronic machines quite effectively. Left to his own devices, Aaron Sample would likely enjoy repairing or tinkering with equipment.

Mr. Sample has well-balanced desires to compete and to cooperate. He will put himself forward in some situations but not so far as to compromise team spirit. He will balance his own need for achievement against the need to maintain good relations with others. Although he will usually submit to the will of the group or more assertive opponents, he will occasionally defend his ideas and promote his own ambitions, particularly if he feels secure within the group or knows the other people well. On the whole, he prefers to avoid rather than confront conflict. Aaron Sample will use tact and diplomacy to maintain harmony in the workplace.

Although innovative and flexible, Aaron Sample works in an organized, rational way. This dichotomy in personality often produces creative and original ideas. Given to planning and meticulous organization, he can prepare for and deal with new developments effectively. He welcomes some change in his work environment and prefers not to be hemmed in with rules. Whenever possible, Mr. Sample likes to think carefully before acting. He may be impatient with those who engage in unstructured debate or who react haphazardly to change.

Mr. Sample is self-sufficient, quiet, and reserved. He only occasionally solicits companionship. He is courteous to other people who seek him out, but he will rarely initiate conversation or other social contact. In the workplace, he will not need a great deal of interaction with others. He will be content to deal with the routine, either on his own or in a small group.

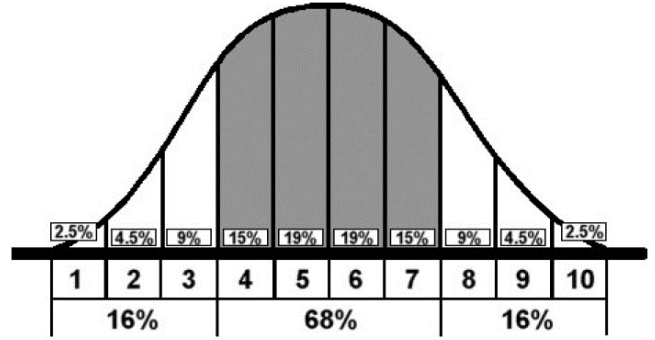
Aaron Sample is generally positive, rational, and calm. He takes criticism well and he strives to be objective. He is usually able to shrug off rejection and continue with his work. He is so relaxed and copes so well with pressure that some might misinterpret his lack of excitability as indifference.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

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

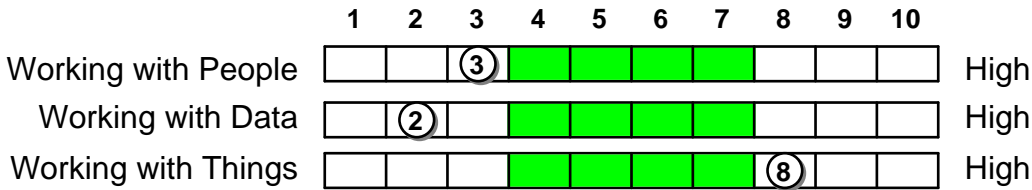
Total Person Description

Aaron Sample

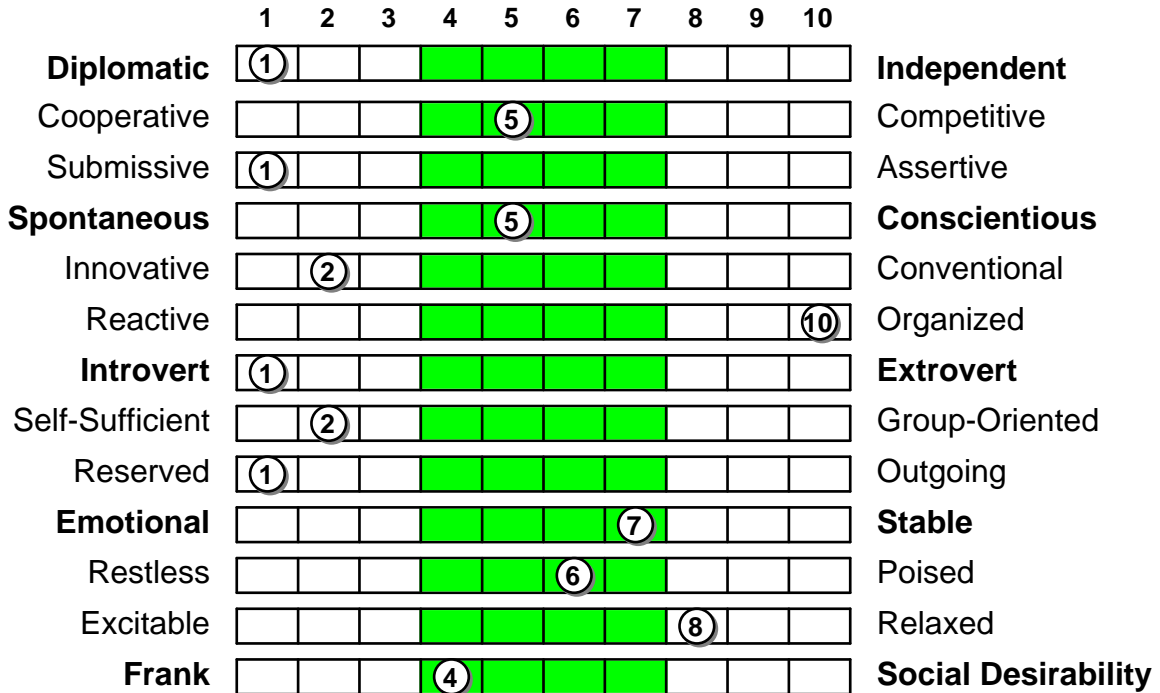
The assessment scores collected from a large sample of the population, when graphed, produce a bell shaped curve as shown in the diagram to the right. The bell curve can be divided into ten equally wide dimensions called standard tenths or stens. The 1 to 10 scoring scale is used throughout the Prevue 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



Personality



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

Individual Characteristics

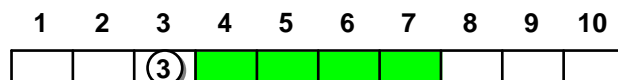
Aaron Sample

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 Mr. Sample's 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.

Working With People

Aaron Sample likes work with infrequent contact with people. With his low preference for personal connection, he is well suited to solitary work and tasks that offer only remote social contact. If key tasks require face-to-face contact with people, greater interest in others would increase his job satisfaction.

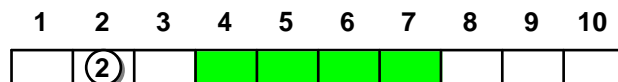
COACH'S TIP: You may want to explore how Aaron Sample perceives work. He might view social contact at work as frivolous while solitary effort is serious business. If so, coaching could help him to appreciate personal contact as a vital part of his job. You could also model social interest to encourage this in Mr. Sample. Similarly, you could advise study of group dynamics and body language. In addition, he might benefit from discussion groups, workshops or any other structured activities that bring him face-to-face with others.



Working With Data

Aaron Sample is only slightly interested in working with data. This could be an advantage if peers or clients share his low concern for information. Because he is disinclined to work with data, he may find job scheduling, detailed paperwork, and record maintenance to be onerous chores.*

COACH'S TIP: If Mr. Sample's job requires work with data, you might want to investigate his lack of enthusiasm for information. He may avoid data-related chores because he needs updating in information management. If so, you could recommend a course in logic as this is a more stimulating approach to data gathering and analysis. Similarly, training in file management and data structures would help him to keep orderly statistics and accounts. On the other hand, you may find that he only needs technical or clerical support to give more attention to administrative duties.



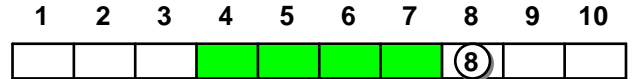
Individual Characteristics

Aaron Sample

Working With Things

Aaron Sample is greatly interested in work that involves inanimate objects such as machinery, electronic devices, tools, and equipment. He will likely take a hands-on approach to designing, managing or working with things. With his strong preference for work with objects, he will doubtlessly apply himself vigorously to new technology.

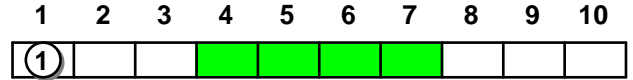
COACH'S TIP: Although Mr. Sample's interest in working with tools and equipment is advantageous in many situations, you might want to ensure that he puts his mechanical faculty to good use without letting this motivation unduly influence his business goals.



Diplomatic / Independent

Aaron Sample is exceedingly compassionate, careful of relationships, and sensitive to the feelings of others. He will put others before himself and gain satisfaction from being a team player and a keeper of the peace. Individuals like Aaron Sample are likable and good-natured, and usually excel at pulling people together.

COACH'S TIP: Being exceptionally diplomatic and considerate, he will be at his best when persuading and encouraging others. However, he may shrink from important issues or hesitate to act in a crisis because he wants to avoid controversy. You may choose to offer him nonconfrontational techniques for conflict resolution with a direct approach. Also, consider the potential benefits of training in assertiveness, leadership, and crisis management.



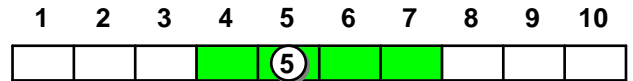
Individual Characteristics

Aaron Sample

Cooperative / Competitive

Aaron Sample is both competitive and team-oriented. He prefers being cooperative so he can strive for success while preserving accord within the group. For the most part, he will balance his own achievements with the need to maintain helpful relationships with others. Although he is mildly ambitious and may enjoy occasionally being a front runner, his will-to-win almost never interferes with corporate goals.

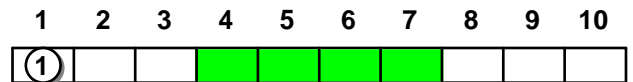
COACH'S TIP: You might consider a detailed discussion of personality profiles to make Mr. Sample more aware of his competitive and cooperative traits and how these compare with the general population and those of his team. Given his good blend of these traits, he may only need temporary support if particular projects require either a high level of collaboration or single-minded determination to win.



Submissive / Assertive

Aaron Sample is exceedingly tactful and compliant. These are excellent qualities for getting along with others, but he may be unwilling to assert himself, to give directions, and to show leadership when necessary.

COACH'S TIP: If Mr. Sample's submissive tendencies are holding him back, you might recommend assertiveness and leadership training. Similarly, if you observe that he is reluctant to speak up and express opinions, a public speaking course would teach him to put forward his ideas without offending others.



Spontaneous / Conscientious

Aaron Sample is resourceful and generally keeps within company guidelines. He might work in a meticulous, detailed way, but will prefer adapting to change and "thinking on his feet." Being quite conscientious, he might hesitate to be creative in solving business problems but he is basically spontaneous and will react quickly enough to unusual demands.

COACH'S TIP: You may find that Mr. Sample only needs subtle prompting to do the right things in the right way at the right time.



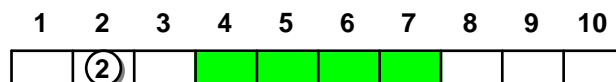
Individual Characteristics

Aaron Sample

Innovative / Conventional

Aaron Sample is unusually innovative and flexible, believing that rules can be interpreted loosely. He will seek new solutions to problems rather than following traditional methods. While this can be a good approach to many problems, it may detract from his leadership ability if he appears overly casual about guidelines or regulations.

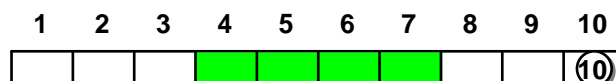
COACH'S TIP: If Mr. Sample works in a highly structured environment, you may want to reinforce the value of due process and the importance of company procedures and policies. Alternatively, if Mr. Sample is in a fast-paced, ever-changing job with few guidelines, you may only need to act as a sounding board for his new ideas.



Reactive / Organized

Being extremely organized, Aaron Sample likes to plan thoroughly before beginning any job. While meticulous behavior is good for routine tasks, he may be quite frustrated when unexpected events or less methodical people disrupt his schedule. He might also be irritated by subordinates who are unprepared or overlook details.

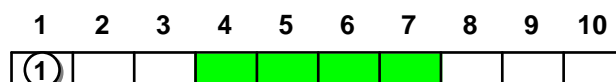
COACH'S TIP: If you believe that Mr. Sample needs to react more quickly to change, you could emphasize flexible planning and goal setting with variable priorities. A seminar in social psychology might also help Mr. Sample to deal more effectively with those who are not as systematic as he is.



Introvert / Extrovert

Aaron Sample most probably prefers to associate with fewer people in a quiet, calm environment. In most groups, he may be strongly inclined to take the role of observer, rather than being the center of attention. His singular introversion could be a positive factor for teamwork, especially if the group is relatively small.

COACH'S TIP: If Mr. Sample's work will require frequent or emotionally-charged meetings with others, you could consider activities that develop social and verbal skills. For example, a public speaking course might be helpful, as would joining business-related social or sports groups.



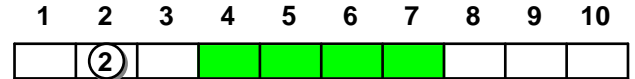
Individual Characteristics

Aaron Sample

Self-Sufficient / Group-Oriented

Aaron Sample is noticeably self-sufficient with minimal need for company. He may tend to avoid social activities and busy environments and he is likely to be most at ease in his own company, where he can reflect and control the stimuli that reach him. He is well-adapted to work for prolonged periods of time without direct contact with other people.

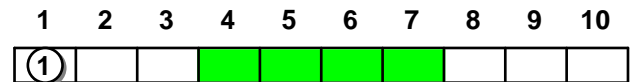
COACH'S TIP: If Mr. Sample's key role demands interaction with others, you might consider courses in group dynamics, leadership, and facilitation. He could also be encouraged to join business-related organizations to expose him to a variety of group activities. However, if Mr. Sample has the option to make the most of his marked self-sufficiency and work largely on his own, he is unlikely to require coaching in this regard.



Reserved / Outgoing

Quiet and extremely reserved, Aaron Sample rarely seeks excitement in work-related activities. While he will be well able to do repetitive tasks and to deal with familiar people, he may be uncomfortable when faced with new clients or co-workers and he might avoid ad hoc solutions to business problems.

COACH'S TIP: You could consider a focus on motivation and help Mr. Sample to develop a dynamic approach to work. If you think that he needs to "take the spotlight" more often, consider that a public speaking course would encourage more outgoing behavior. Furthermore, adding professional social events such as working lunches and informal meetings to his schedule will encourage him to be less reserved.



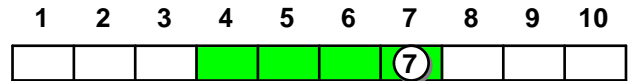
Individual Characteristics

Aaron Sample

Emotional / Stable

Usually calm and easygoing, Aaron Sample is emotionally stable and well able to handle normal stress. These qualities help him to deal efficiently with staff predicaments, career setbacks, or unrealistic expectations of supervisors or subordinates. He can be wary of other's motives and would likely react appropriately to anyone who tried to take advantage of him.

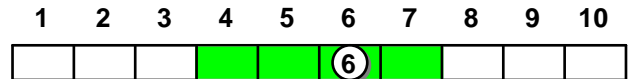
COACH'S TIP: Mr. Sample has good coping skills and may only need your intermittent guidance to remain impartial when resolving contentious issues. If he wants your help to keep his cool demeanor, you might consider stress management and relaxation exercises to ease tension.



Restless / Poised

Being optimistic and sensible, Aaron Sample copes well with challenges and setbacks. He is aware of stress but not deterred by it. Subordinates and peers alike will appreciate his poise in all but the most trying circumstances.

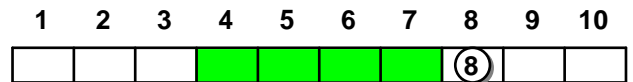
COACH'S TIP: If Mr. Sample seeks your assistance, you might encourage him to be more alert to other's motives and less removed from his own feelings. However, if he needs an even higher degree of self-control, you might want to advocate stress and anger management courses.



Excitable / Relaxed

Aaron Sample is a relaxed, easygoing individual who copes well with most work related pressures. He is likely to accept most people and to be generally trusting. For the most part, he keeps troubles in proportion and does not worry unduly about his job. While his composure and optimism are positive attributes, the expedient response to some problems may require more emotional intensity and reasonable doubt.

COACH'S TIP: After reviewing Mr. Sample's potential job requirements, you might want to encourage a little more fervor, critical thinking, and vigilance.

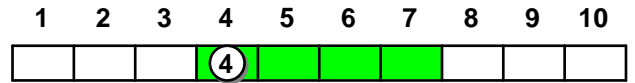


Individual Characteristics

Aaron Sample

Social Desirability

Mr. Sample appears willing to recognize his own shortcomings as well as his virtues. He has most likely presented a frank and fair picture of himself in this assessment.



Approach To Work

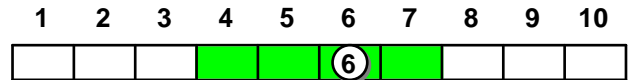
Aaron Sample

This section of the Prevue Corporate Coach 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 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 Mr. Sample.

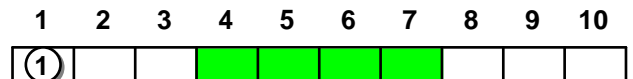
Some see work as a means to an end while others define themselves by their work. Work is very important to Aaron Sample but not at the expense of home or family. If conflicts arise between home and work, his personal life will sometimes take priority. Long or irregular working hours could be inconvenient for him. Leading a full social and business life, he may sometimes be overextended but the social skills he develops in his 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.

Aaron Sample may be reluctant to join in new ventures because he tends to focus on possible flaws rather than potential success. To assess risk, he much prefers hard, objective data such as sample studies or pilot projects over theory-based forecasts. Although he believes in his own opinions, he might have difficulty telling others about his more negative or unpopular views. Despite his tendency toward pessimism, he strives to be sociable and is usually at ease in the business world.



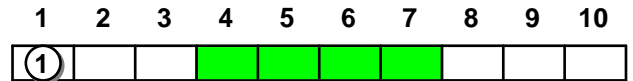
Approach To Work

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 Leadership Style.

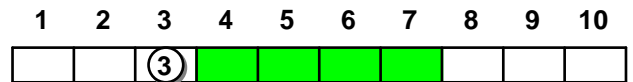
Aaron Sample greatly prefers a nurturing, caring approach to leadership and this is very productive when the team has shared and predictable goals. If his work merits a gentle touch, Mr. Sample's pliant style will be highly successful. Most businesses, however, experience some transition, even crisis,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



Preference for Change

LIKES ROUTINE (1) VS. LIKES CHANGE (10):- This scale identifies where Mr. Sample fits in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.

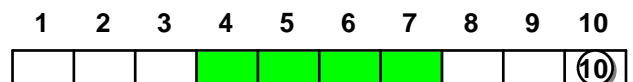
Routine work with a tested system suits Aaron Sample fairly well. He tends to be a little formal and usually likes to do things "by the book." Frequent change will be mildly disagreeable for him and he may have some difficulty coping with personnel replacements, reorganization, downsizing, or expansion. He 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.

Aaron Sample will make every effort to avoid conflict. His 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, he may have to remind himself that honest disagreement can be worthwhile and effective.



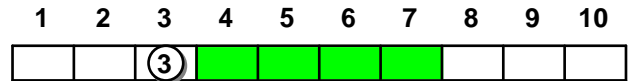
Approach To Work

Aaron Sample

Compensation Preference

FIXED SALARY (1) VS. COMMISSION/BONUS (10):-
The Compensation Preference scale identifies whether Aaron Sample is more motivated to work by a secure salary or by performance based remuneration.

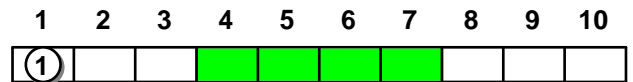
Aaron Sample usually prefers a secure income over the excitement of striving for greater but less certain rewards. He is reluctant to rely on profit-sharing or stock options because he is not comfortable with the uncertainty of performance-based earnings. If he must accept a blended package of compensation, he will likely require some support to see the benefits of this. His careful, meticulous approach may cause him to miss some opportunities, but it makes him "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.

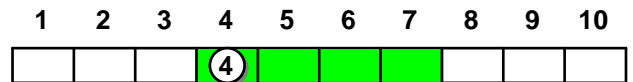
Aaron Sample tends to be reticent about putting himself forward. In many instances, he truly believes in himself but others might see him as tentative or unsure. He is probably much more at ease if he can do a "faceless" presentation via teleconferencing or e-mail or, if he must perform in person, he may want to focus the group's attention on his concept or product rather than on himself.



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.

Aaron Sample might admire boldness, but he is more inclined to weigh all options and take the safest course. He will not readily indulge in risk and prefers to consider possible complications of a proposed action before committing to it. His 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.



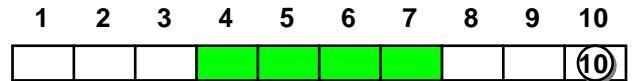
Approach To Work

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.

Aaron Sample 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 Aaron Sample may be very reluctant to be so assertive. Because he is exceptionally willing to accept other points of view, he may not achieve goals unless he 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.