



Assessments Online

PEOPLE & BUSINESS DEVELOPMENT SOLUTIONS



prevueTM
snapshot

ASSESSMENTS ONLINE

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John Sample

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Report Design Options Selected for this Report

Report Family: Screening & Selection
 Type: Candidate Snapshot 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

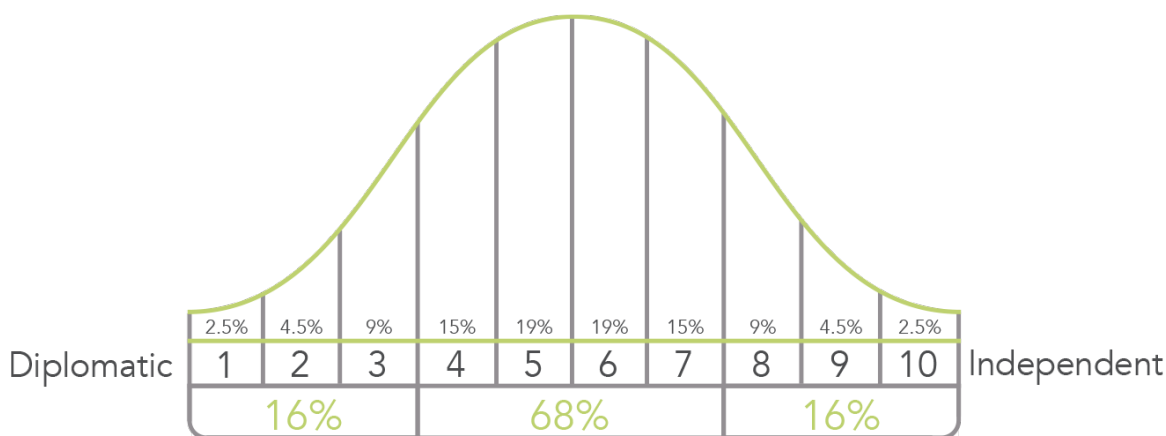
Introduction

The Candidate Snapshot Report provides work related information that will assist management in understanding John Sample's unique work profile. It is designed to assist in conducting an effective interview, making a knowledgeable hiring decision and onboarding the candidate. The report provides insight into the candidate's cognitive ability, occupational interests and personality profile in Parts 2 to 4.

Prevue Assessments

The Prevue Results Graph in Part 2 of this report shows John Sample's 'sten' score on each of the Prevue Assessments scales considered in the report. A sten score is a candidate's score on a normal bell-shaped curve representing the general working population. The diagram below shows the normal bell curve divided into standard tenths ('standard tenths' 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 in each sten.

Prevue Scoring



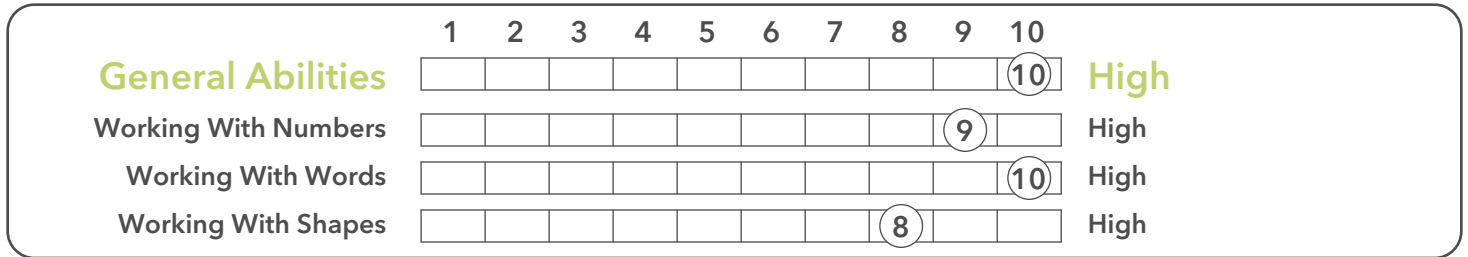
The assessment results collected from a very large sample of the general working population, when graphed, produces a bell shaped curve shown in the above diagram. The bell curve is divided into standard tenths ('stens') and the percentage of the population that will score on each sten is shown in the diagram.

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.

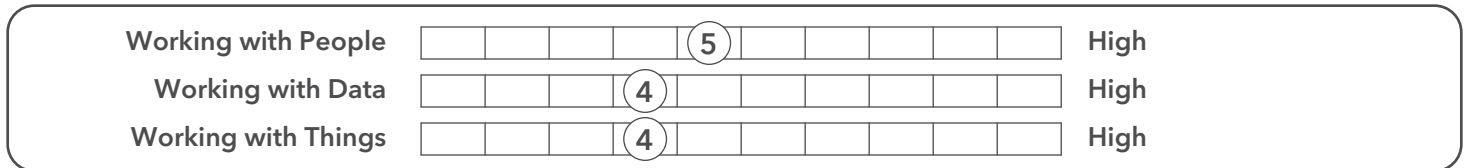
Part 2 - Prevue Results Graph

John Sample's scores are shown in the circled numbers on each of the Prevue Scales presented below. The Total Person Description in Part 3 and the Individual Characteristics section in Part 4 of this report provide information on the significance of each of the scores.

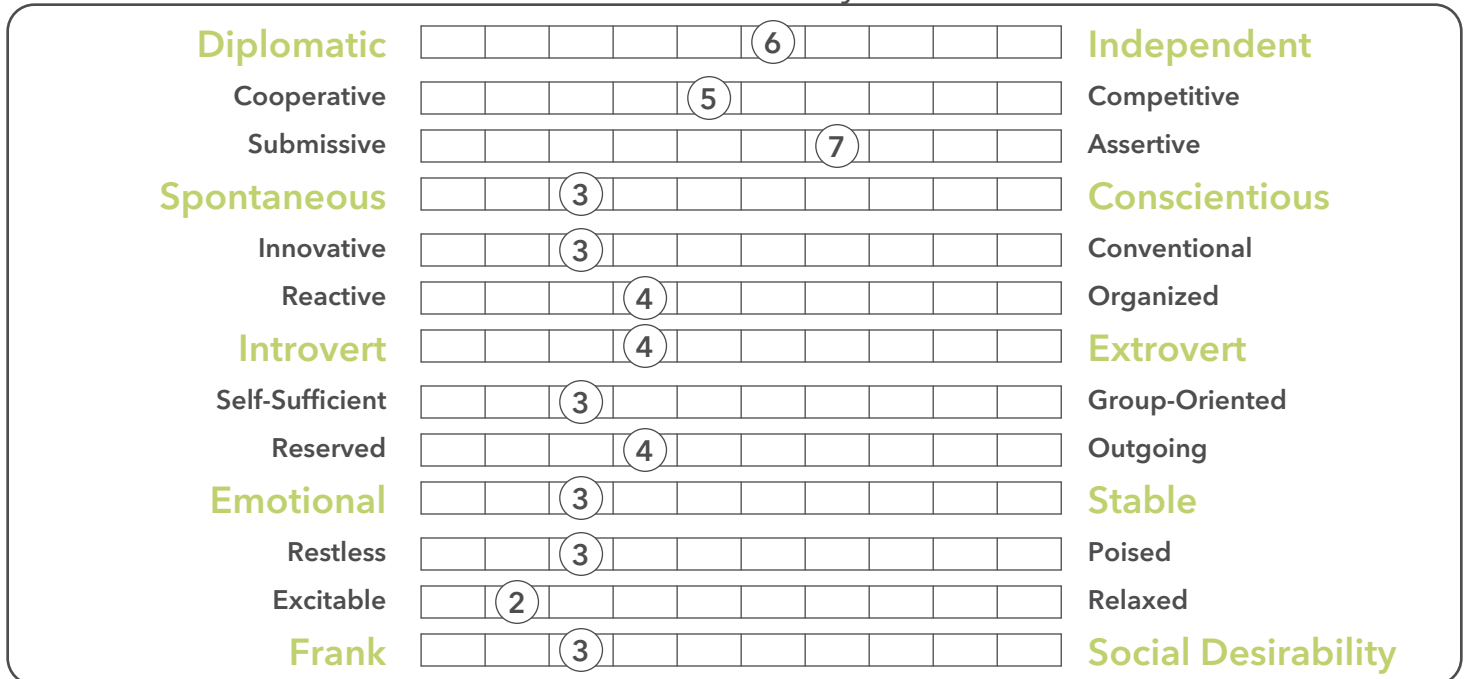
Abilities



Motivation/Interests



Personality



Part 3 - Total Person Description

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

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

Overall, John Sample has distinguished, versatile skills. He should learn quickly and perform well at almost any task in the workplace.

Mr. Sample has balanced, average interests in working with people, data, and things. He is equally comfortable interacting with other people, collecting and processing information, or working directly with material objects such as tools or machinery. None of his motivations is intense. Consequently, he can function well with or without social contact, and while using either abstract thought or material objects.

Mr. Sample is a good team player, assertive yet still considerate of others. Relationships are important to him, and he sees mutually cooperative efforts as being the most effective. He will put himself forward in some situations but not so far as to compromise team spirit. With appropriate encouragement, Mr. Sample can assume the role of group leader. He can deal with confrontation except in the most extreme cases. He will often be outspoken but, in very competitive situations with new acquaintances, John Sample is more likely to defer to others.

John Sample is an original and innovative thinker. As far as he is concerned, the rules are subject to interpretation, and unforeseen developments are more likely to stimulate than intimidate. He will often seek new ways to solve problems rather than follow established methods. Although preferring to act spontaneously, he is reasonably well organized and tidy. He can make plans and work in a controlled manner, but he is not upset if he has to abandon those plans to cope with unexpected events. Mr. Sample is stimulated by new developments and a changing work environment.

While John Sample can work with others, he generally prefers to work alone. For highest productivity, he should work in an orderly fashion in a quiet environment. He is not bored by routine tasks but he prefers some variety. In a group situation, Mr. Sample will work unobtrusively, without drawing attention to himself. With familiar people, he will be conversational and outgoing, but he will rarely seek to be the center of attention.

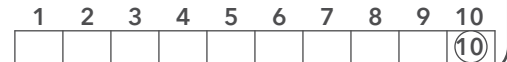
Stress or unusually difficult tasks will upset Mr. Sample. In these conditions, he will be irritable, but he will soon strive to regain his composure. He may take setbacks personally and criticism of his work must be judicious or else it will be perceived as a personal affront. He will usually be tense under pressure and may find it hard to unwind after the work day ends. Work pressures and demands will worry him and John Sample will not cope well with a demanding, high pressure job.

Part 4 - Individual Characteristics

This section of the report provides more detailed information about John Sample's scores on each of the four Abilities, three Interests/Motivation and thirteen Personality scales in the Prevue Assessments that were completed by John Sample. For each scale there is a review of each score compared to those of the general working population followed by a Management Tip that speaks to the significance of the score in a working environment.

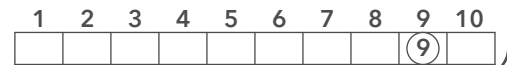
General Abilities

This score is at the highest level of General Ability. John Sample is quicker and more accurate in reasoning skills than most. He is generally quick to learn and can absorb new information easily. Mr. Sample is likely to be very efficient and able to deal well with change in his working requirements and under conditions of high mental workload.



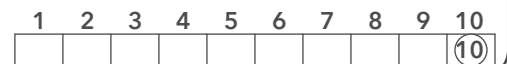
Working With Numbers

John Sample shows a very high capacity for numerical reasoning when compared with other adults in the general working population. He is quicker and more accurate when reasoning with information derived from simple numbers.



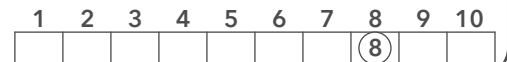
Working With Words

This score indicates the highest level of ability to use language as a vehicle for reasoning and problem solving.



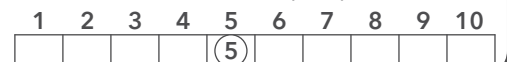
Working With Shapes

Mr. Sample has excellent reasoning abilities when dealing with information that involves mentally manipulating shapes and objects. He will feel at ease working with plans and diagrams and be able to relate working drawings and schematics to actual objects and products.



Working With People

Mr. Sample shows an average level of interest in work that involves dealing with people. He is likely to prefer employment that involves contact with others. However, he is unlikely to want interaction with other people to be the major function of his work.



Working With Data

Mr. Sample has some interest in working with data. Such a person may be able to relate and balance this limited interest in data to those tasks in the job that require working with people or working with machinery and equipment. He would not necessarily feel the need to work with data to form the major part of his job.

1	2	3	4	5	6	7	8	9	10
			4						

Working With Things

John Sample expresses a slightly below average level of interest in work that deals with inanimate objects such as machinery, tools or equipment. Such people are likely to be comfortable in handling goods or equipment, but would not see that interest being central to their work.

1	2	3	4	5	6	7	8	9	10
			4						

Diplomatic / Independent

Mr. Sample shows balance between a desire to compete and win, and a wish to coordinate team goals. He may occasionally be controversial and argumentative when advancing his own point of view, but in other circumstances will be more concerned with maintaining the team spirit and team effort. Such people are good at getting things done while respecting the needs of those around them.

1	2	3	4	5	6	7	8	9	10
					6				

Cooperative / Competitive

He describes himself as a person who is both competitive and team-minded. He can work quite well motivating himself, while building team spirit and cooperation. He compromises his need to achieve with the need to maintain relationships.

1	2	3	4	5	6	7	8	9	10
				5					

Submissive / Assertive

Depending on the situation, he can be assertive and outspoken. In groups, Mr. Sample is likely to promote himself as the leader or spokesperson. In disputes, he will tend to affirm his position.

1	2	3	4	5	6	7	8	9	10
						7			

Spontaneous / Conscientious

He is often a spontaneous and innovative individual, who works well in changing situations. He is flexible and responsive to circumstances as they arise, and will produce creative and unorthodox solutions. As a result, he may be impulsive.

1	2	3	4	5	6	7	8	9	10
		3							

Innovative / Conventional

Mr. Sample sees himself as innovative and flexible, with a casual attitude toward the rules. John Sample is likely to seek new ways to solve problems rather than follow traditional methods. He will enjoy change and should operate best in a fast moving and unpredictable work environment.

1	2	3	4	5	6	7	8	9	10
		3							

Reactive / Organized

He prefers to focus on the overall picture rather than deal with the fine details. Mr. Sample does some degree of planning, yet remains capable of responding to spontaneous events.

1	2	3	4	5	6	7	8	9	10
			4						

Introvert / Extrovert

John Sample is often content to work alone. At times he may need an audience to stimulate his ideas. He would rather be in the company of a few close friends rather than part of a large social gathering. He often behaves in a quiet and reserved manner.

1	2	3	4	5	6	7	8	9	10
			4						

Self-Sufficient / Group-Oriented

Such people are happy to work on their own and in quiet places, and tend to avoid noisy situations and group activities. They prefer their own company to that of others.

1	2	3	4	5	6	7	8	9	10
		3							

Reserved / Outgoing

Although he is comfortable in the company of others, he does not seek their attention. An individual like this can be talkative and outgoing in limited job situations.

1	2	3	4	5	6	7	8	9	10
			4						

Emotional / Stable

This individual is likely to be someone who is not easily misled. He tends to be suspicious of new people and wary of new situations. He may not easily accept adversity and setbacks. When under pressure, he can become anxious, sometimes reacting with irritation.

1	2	3	4	5	6	7	8	9	10
		3							

Restless / Poised

Mr. Sample has a degree of sensitivity to feelings and emotions. A person like this may become easily unsettled and irritated, taking criticism personally. However, any irritation and upset is usually short-lived.

1	2	3	4	5	6	7	8	9	10
		3							

Excitable / Relaxed

Mr. Sample is a rather excitable and anxious person, who is wary and cautious of others. Such people find it difficult to cope with high levels of pressure without becoming tense and anxious. It is best that Mr. Sample avoid work situations in which there are likely to be prolonged periods of high pressure.

1	2	3	4	5	6	7	8	9	10
	2								

Social Desirability

Individuals like Mr. Sample are fairly accepting of their own mistakes, and tend not to feel the need to deny them. Given this level of score, there is reason to believe that Mr. Sample has presented a reasonably frank picture of himself on the other scales.

1	2	3	4	5	6	7	8	9	10
		3							

Part 5 - Best Practice Information

Assessment Administration: Best Human Resources practice recommends that assessments be administered to candidates in a controlled environment under the supervision of a proctor to ensure that:

- ▶ The person who completes the assessment is in fact the candidate.
- ▶ A candidate's responses to the assessment questions are not affected by collusion with others or by other actions that would invalidate the assessment.
- ▶ The supervisor is able to address unexpected conditions or problems affecting a candidate and to provide reasonable accommodation for candidates where required.

Where a candidate completes the assessments without supervision the accuracy of the results cannot be guaranteed. In such circumstances you may wish to have the candidate retake the Prevue Assessments in a controlled environment at the time they attend your offices for an interview. For more information on the administration of the Prevue Assessment, please see "Administering the Prevue Assessments" in the Prevue How To Guides posted at www.prevueonline.com.

Assessment Weighting: The weight given to the Prevue Assessments in any human resource selection or other high stakes decision should not exceed one-third of the total decision making process. The remainder of the process, including the candidate's work history, interview, background checks, etc., should be considered together with the results of this report.

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.