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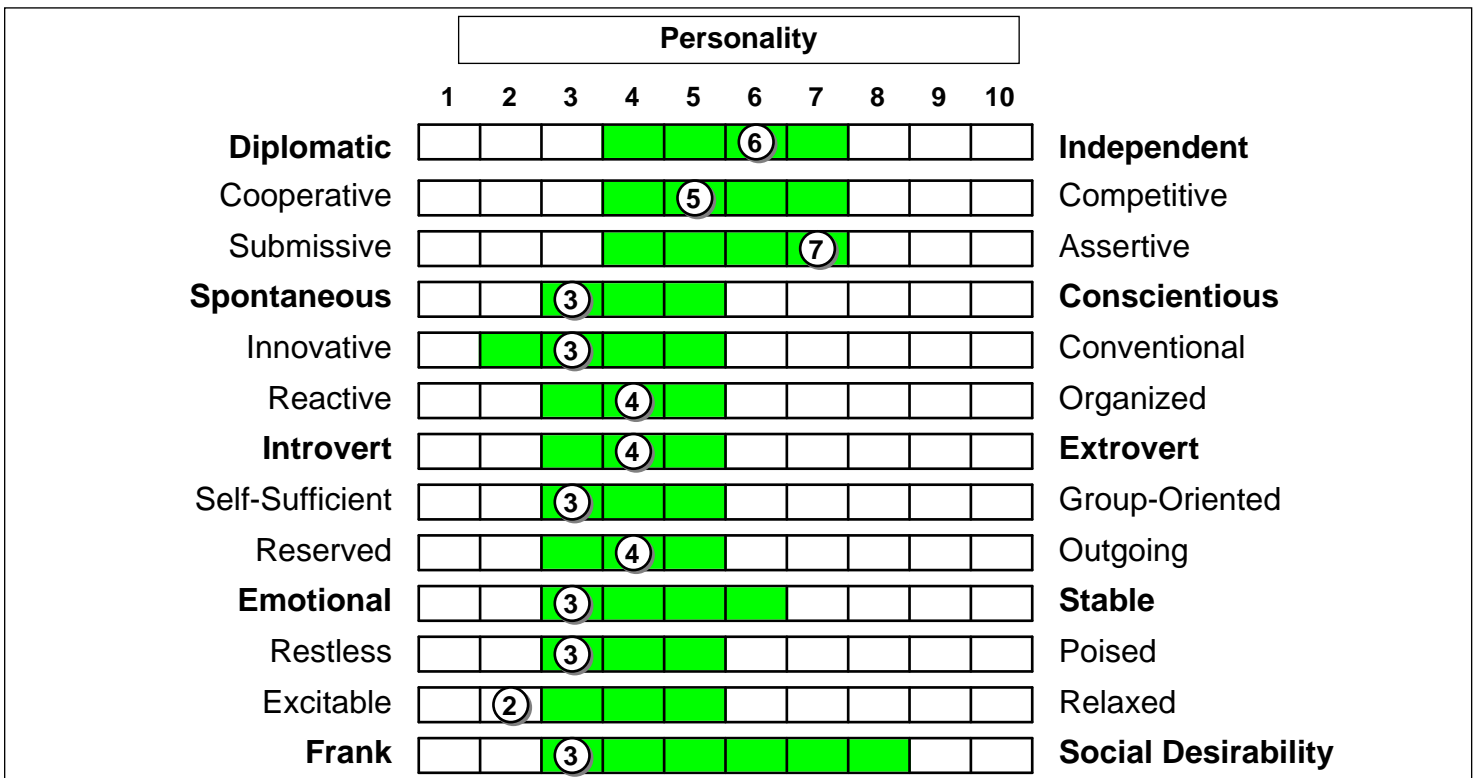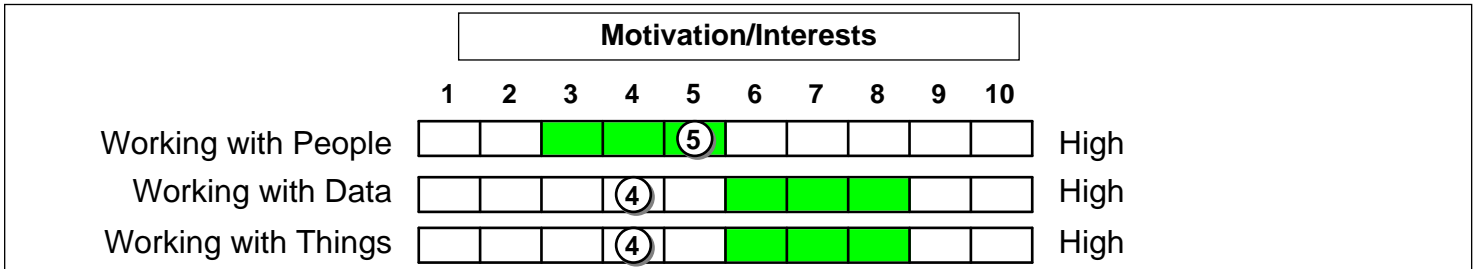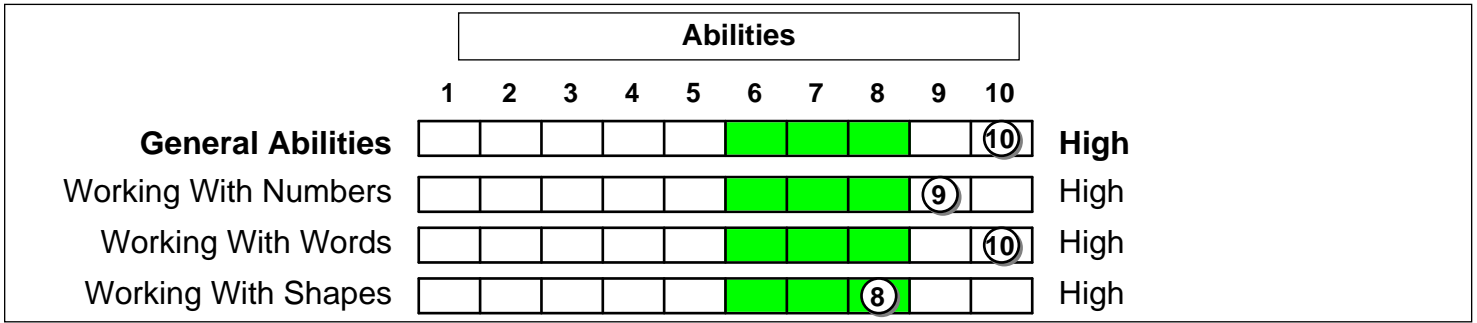Info@assessmentsonline.co.za

Assessment Taken:
6/24/2016

Assessment Printed:
6/11/2018

John Sample
Software Engineer/Analyst Programmer

Prevue Benchmark

John Sample   Software Engineer/Analyst Programmer

Abilities

	1	2	3	4	5	6	7	8	9	10	
General Abilities										⑩	**High**
Working With Numbers									⑨		High
Working With Words										⑩	High
Working With Shapes								⑧			High

Motivation/Interests

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

Personality

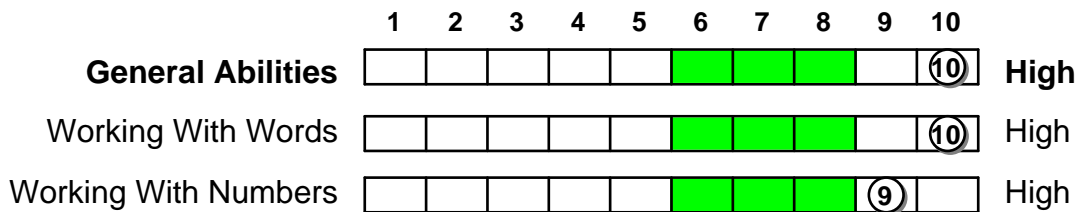|	1	2	3	4	5	6	7	8	9	10	
Diplomatic						⑥					**Independent**
Cooperative					⑤						Competitive
Submissive							⑦				Assertive
Spontaneous			③								**Conscientious**
Innovative			③								Conventional
Reactive				④							Organized
Introvert				④							**Extrovert**
Self-Sufficient			③								Group-Oriented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

A Prevue benchmark illustrates the required characteristics of various jobs as decided by management. The shadowed areas above graphically represent the benchmark for this Software Engineer/Analyst Programmer position. The number on each scale is John Sample's actual score.

Coaching / Training

How to Use the Prevue Assessment in the Coaching / Training Process

One of the challenges management faces in coaching and training individuals is the process of correctly identifying developmental needs. The Prevue Personal Training Report provides specific coaching and training information by simply matching Mr. Sample's assessment to this Software Engineer/Analyst Programmer benchmark. For each particular requirement in the benchmark the manager or training professional is provided with a starting point that identifies the appropriate skills or competencies required for the Software Engineer/Analyst Programmer position.

Coaching Areas Off the Benchmark

The following are areas where Mr. Sample did not match this benchmark. A brief explanation of the benchmark and score result is followed by suggestions and statements which may assist you in coaching his future performance as a Software Engineer/Analyst Programmer.

|	1	2	3	4	5	6	7	8	9	10	
General Abilities										(10)	**High**
Working With Words										(10)	High
Working With Numbers									(9)		High

It will be evident that Mr. Sample does not fall within the Benchmarks for all of the dimensions of Abilities for this Software Engineer/Analyst Programmer position.

A score above any of the Abilities Benchmarks will not generally be detrimental to overall performance. If this is the case for Mr. Sample, consideration should be given to whether the position provides him with sufficient challenge, stimulation and opportunity.

A score below any of the Abilities Benchmarks suggests Mr. Sample may have difficulty in quickly and effectively addressing and completing those aspects of the job where he is below the Benchmark. Courses at local colleges coupled with tutoring in the subject areas where Mr. Sample has scored below the Benchmark should be considered.

	1	2	3	4	5	6	7	8	9	10	
Working with Data				(4)							High
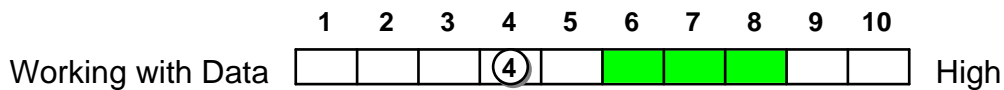
Mr. Sample is moderately interested in data. He will likely put a reasonable effort into organizing appointments, scheduling tasks, and maintaining records or ledgers. However, Mr. Sample may require encouragement to ensure a high level of accuracy in paperwork. Training in file management and data structures would help this Software Engineer/Analyst Programmer to keep orderly statistics and accounts.

|	1	2	3	4	5	6	7	8	9	10	
Working with Things				(4)							High
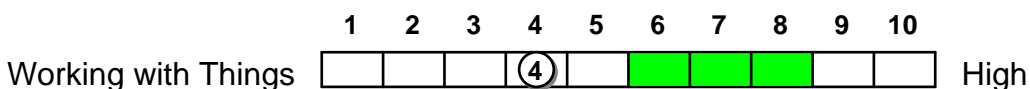
With a moderate interest in machinery, tools, and equipment, John Sample should respond reasonably well to technology, but training for this Software Engineer/Analyst Programmer must include hands-on experience. To develop his interest in working with things, he should have thorough instruction in the mechanical aspects of any equipment he must use and he must understand the goal of the overall assignment.

Coaching / Training

John Sample   Software Engineer/Analyst Programmer

	1	2	3	4	5	6	7	8	9	10

Excitable ② Relaxed
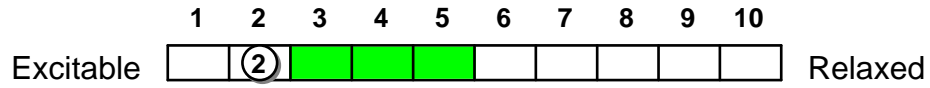
Mr. Sample tends to be anxious and excitable. If co-workers do not share his sense of urgency, he may become suspicious and distrustful. Even when agitated, however, he will strive to keep a business-like demeanor. Relaxation techniques, stress management, and trust exercises are all recommended.

Total Person Description

John Sample   Software Engineer/Analyst Programmer

Note:

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.

Individual Traits

Individual Characteristics

The Individual Characteristics descriptions provide more information about John Sample's scores in comparison to those of the general working population. Scores on the Prevue Benchmark for each scale highlight John Sample's strengths for the Software Engineer/Analyst Programmer position. Scores that are two or more stens off the Prevue Benchmark for any scale highlight prospective areas of challenge for this candidate and should be addressed in the interview.

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.

| 1	2	3	4	5	6	7	8	9	10
									⑩
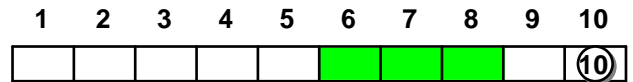
Working With Numbers

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.

1	2	3	4	5	6	7	8	9	10
								⑨	
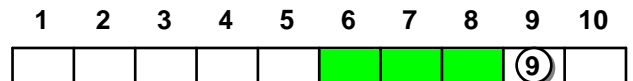
Working With Words

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

1	2	3	4	5	6	7	8	9	10
									⑩
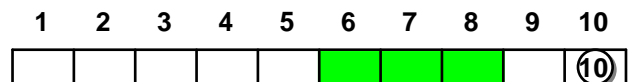
Working With Shapes

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.

| 1	2	3	4	5	6	7	8	9	10
							⑧		

Individual Traits

John Sample   Software Engineer/Analyst Programmer
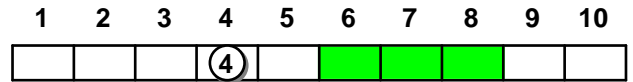
Working With People

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.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Score: (5)
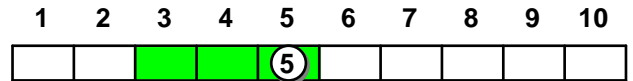
Working With Data

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 |

Score: (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 |

Score: (4)
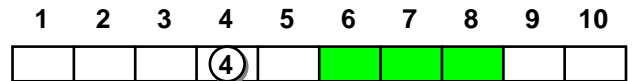
Diplomatic / Independent

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 |

Score: (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 |

Score: (5)
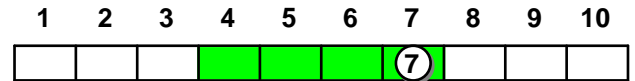
Individual Traits

John Sample   Software Engineer/Analyst Programmer

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

Score: (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

Score: (3)
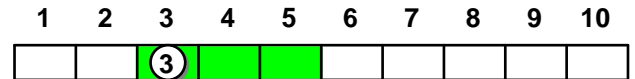
Innovative / Conventional

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

Score: (3)
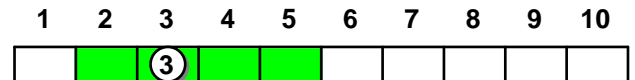
Reactive / Organized

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

Score: (4)
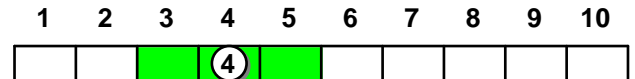
Introvert / Extrovert

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

Score: (4)
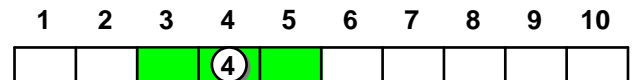
Self-Sufficient / Group-Oriented

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.

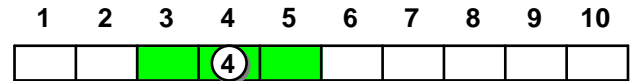| 1	2	3	4	5	6	7	8	9	10

Score: (3)
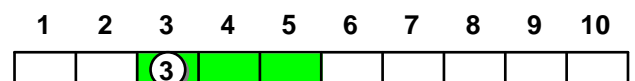
Individual Traits

John Sample   Software Engineer/Analyst Programmer

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

Score: 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

Score: 3
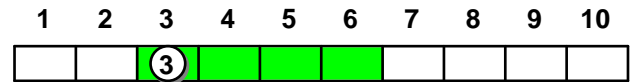
Restless / Poised

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

Score: 3
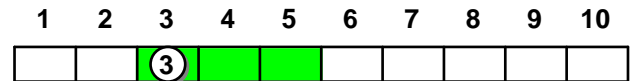
Excitable / Relaxed

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
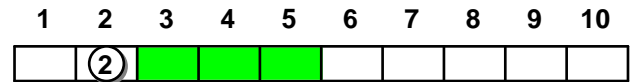
Score: 2

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

Score: 3
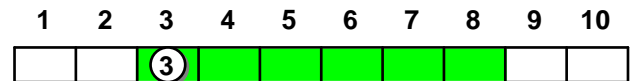
Validity

VALIDITY INTRODUCTION:
- 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" 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.

VALIDITY COMMENTARY:
- The total number of "B" responses chosen by the candidate in the course of completing the Prevue Assessment Questionnaire, including questions that were not answered, was 27.

- 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 Assessment can be considered accurate and reliable.

BEST PRACTICE RECOMMENDATIONS:
- **Assessment Administration:** Best practice protocol 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 an Assessment is administered without the recommended supervision, the accuracy of the report cannot be guaranteed. If the report is a significant consideration in any final selection or other high stakes decision, you might wish to have the candidate retake the Prevue Assessment in a controlled environment;

  For more information on the administration of the Prevue Assessment, please see "Administering the Prevue Assessment" in the Prevue User Guide posted at www.prevueassessments.com.

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

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