



Assessments Online

PEOPLE & BUSINESS DEVELOPMENT SOLUTIONS



prevueTM
job-fit

ASSESSMENTS ONLINE

Serviced By:

Assessments Online
Info@assessmentsonline.co.za

Assessment Taken:
6/24/2016

Assessment Printed:
6/11/2018

John Sample
Software Engineer/Analyst Programmer

Table of Contents

Part 1	Understanding this Report General information about this report, Prevue Assessments and Prevue Benchmarks.	3
Part 2	Prevue Results Graph A visual comparison of John Sample's Prevue Assessments scores to the Prevue Benchmark for the Software Engineer/Analyst Programmer position, and the Benchmark Suitability score for John Sample's overall fit to the Software Engineer/Analyst Programmer position.	4
Part 3	Total Person Description John Sample's overall profile based on the results of the Prevue Assessments considered in this report.	5
Part 4	Suggested Interview Questions Interview questions to explore areas where John Sample does not match the Prevue Benchmark for the Software Engineer/Analyst Programmer position.	6
Part 5	Individual Characteristics Details of John Sample's scores on each of the scales addressed in this report and an overview of the strengths John brings to the position.	9
Part 6	Best Practice Information Guidelines for using Prevue Assessments and understanding this report.	13

Report Design Options Selected for this Report

Report Family: Screening & Selection

Type: Selection Report

Scope: Abilities, Interests & Personality (WNSIP)

Format: Comprehensive (from choice of Comprehensive, Summary, Interview or Graph)

Style: Management (from choice of Management, Sales, Customer Service or Other)

Prevue Assessments presented in this report:

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

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

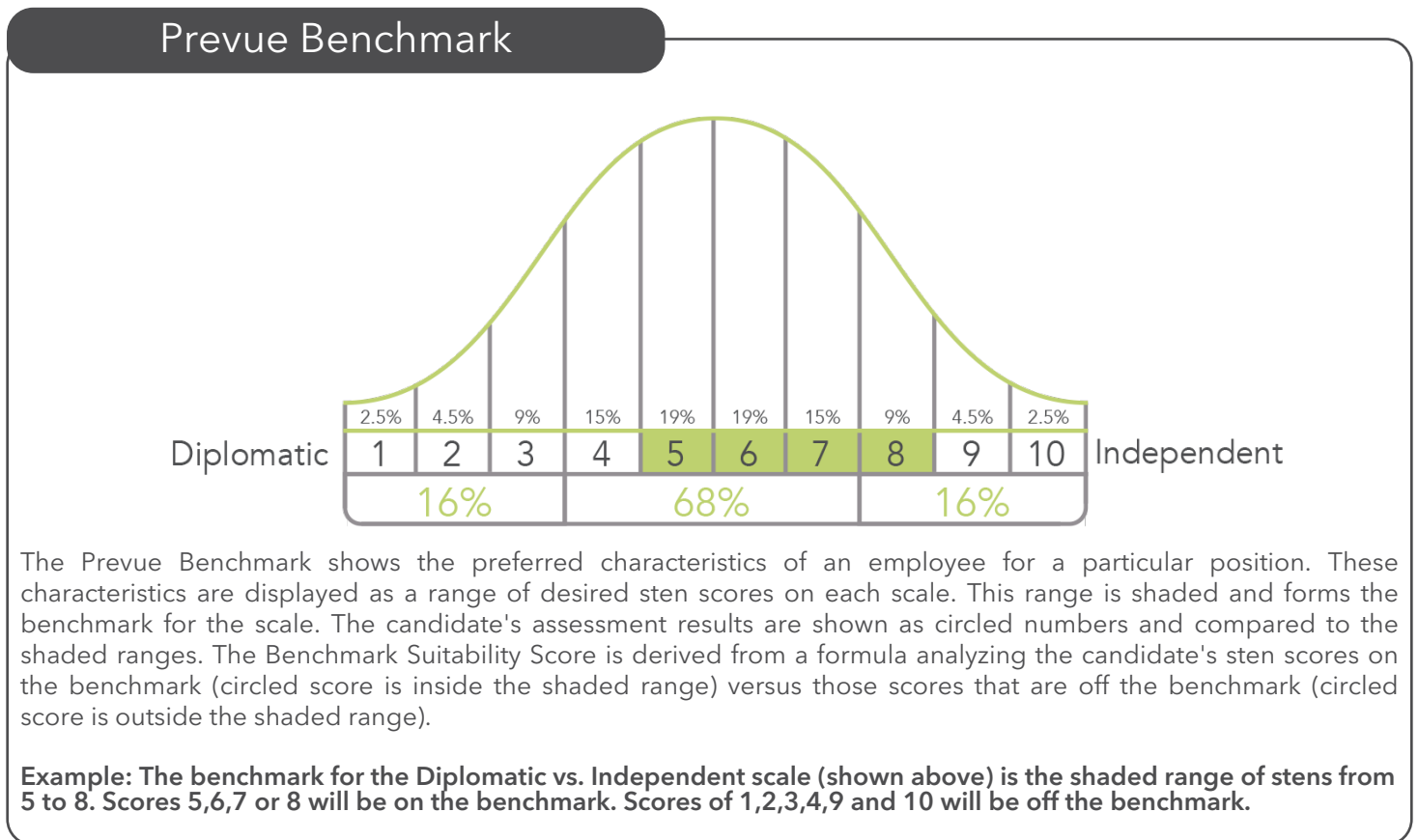
Part 1 - Understanding this Report

Introduction

This Selection Report describes John Sample's suitability for the Software Engineer/Analyst Programmer position at ASSESSMENTS ONLINE. The information in this report comes first from reviewing the scores on each of the scales of the Prevue Assessments that were completed by John Sample and second from comparing those scores to the Prevue Benchmark for the position. Both the scores on the Prevue Assessments and the comparison of those scores to the Prevue Benchmark are exhibited graphically in the Prevue Results Graph in Part 2.

Prevue Assessments

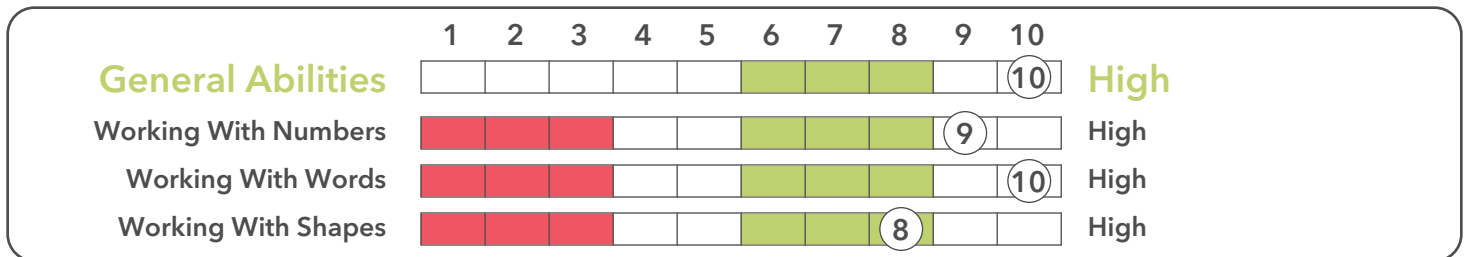
The Prevue Results Graph shows John Sample's 'sten' score on each of the Prevue Assessments scales considered in the report. A sten score is a candidate's score on a normal bell-shaped curve representing the general working population. The diagram below shows the normal bell curve divided into standard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



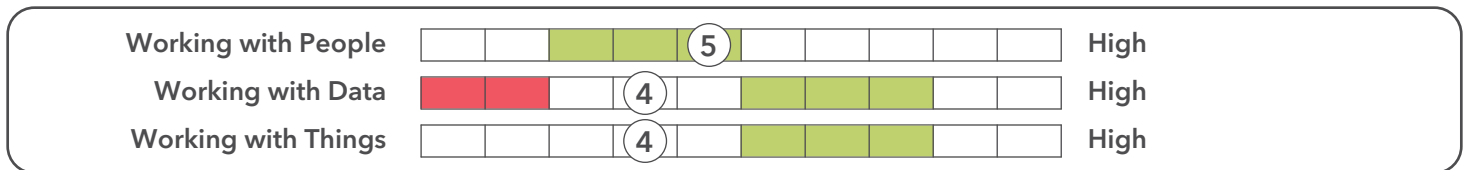
Part 2 - Prevue Results Graph

John Sample's scores are shown in the circled numbers on each of the Prevue scales presented below. The Prevue Benchmark for the Software Engineer/Analyst Programmer position is indicated by the green shaded ranges on each scale, which are preferred scores for this position. A score inside a shaded range is on the benchmark. A score outside a shaded range is off the benchmark.

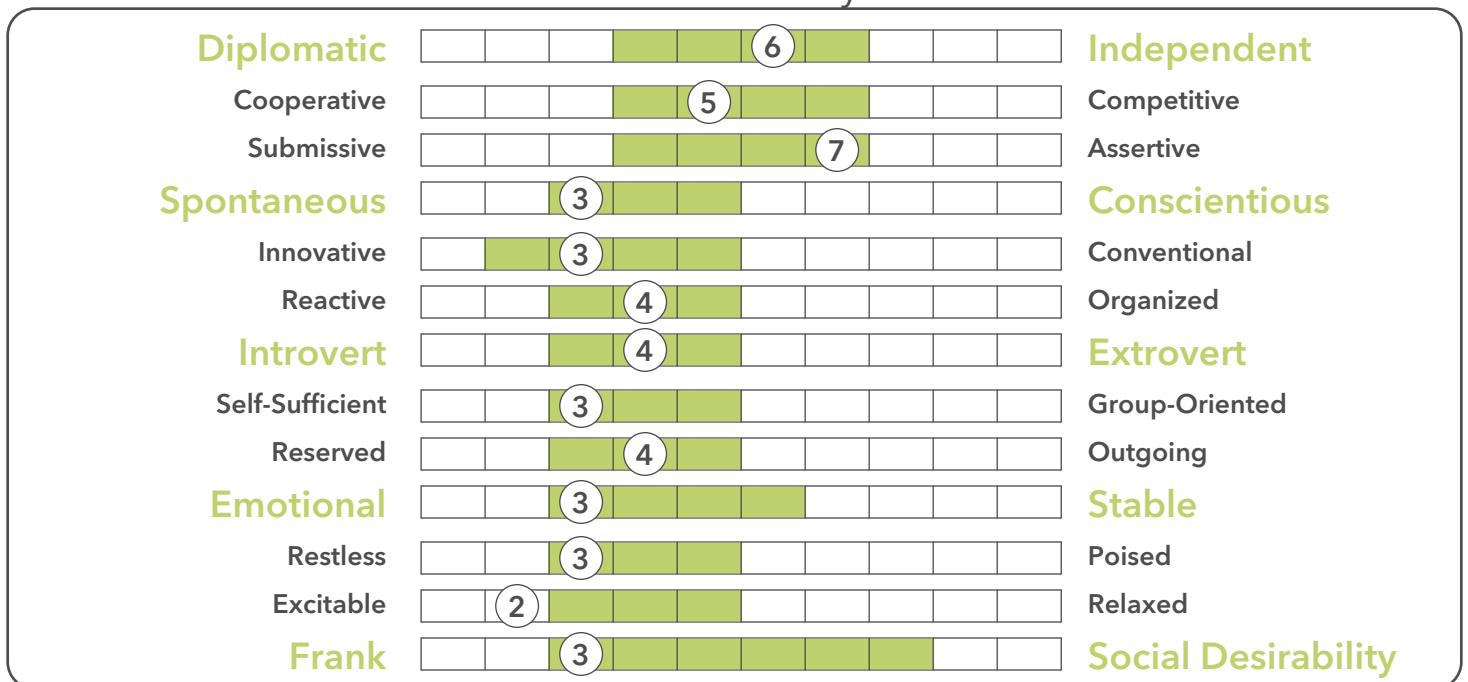
Abilities



Motivation/Interests



Personality



Benchmark Suitability Score

The Benchmark Suitability Score quantifies John Sample's overall fit to the benchmark for the Software Engineer/Analyst Programmer position.

Note: John Sample's Prevue Assessments results, including the Benchmark Suitability Score should comprise no more than one-third of the selection decision process. Refer to Best Practice Information for details.

80%

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.

Interview Guide

Part 4 - Suggested Interview Questions

Planning the Interview

Planning the interview requires identifying concerns about the candidate's work history, references and scores off the Prevue Benchmark for the Software Engineer/Analyst Programmer position. Use the available candidate information plus this report to structure the interview and make the best hiring decision.

This section provides suggested interview questions to address the following:

- ▶ First to examine those areas where John Sample's score did not fall on the benchmark for the position.

You should customize the interview questions as needed for this position at ASSESSMENTS ONLINE. **You may wish to take a copy of Part 4 to have it available for the interview.**

Scores off the Benchmark

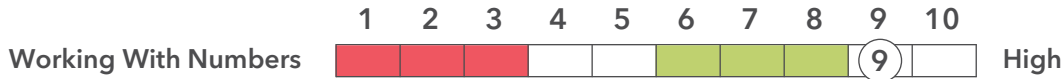
John Sample's scores fell off the Benchmark for the following scales. This indicates that the candidate could encounter challenges in these areas. Review each score description set out below and consider the suggested interview questions. The more distant the score is from the benchmark for a scale the more important it is for you to probe these areas.



John Sample's very high score is above the benchmark for General Ability. This implies fast, accurate learning with easy acquisition of new skills, prompt reaction to changing business issues, and first-rate processing of corporate information. Challenging work that requires ongoing training, decision-making, and advanced skills is suggested.

1. The Software Engineer/Analyst Programmer position currently offers limited application for your exceptional General Ability. Will this affect your job satisfaction? How will you deal with limited opportunities to work with shapes on the job?
2. Because challenging tasks will be few or infrequent, how will you apply your excellent General Ability?

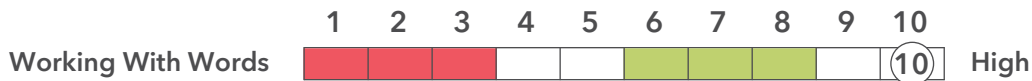
Your Comments:



John Sample is above the given benchmark and shows an excellent ability for Working with Numbers. This is likely to translate to fast, accurate performance for any tasks requiring arithmetic skills and number recognition. These could include budgeting, estimating costs and staffing for projects, effective use of statistics, and trend-spotting based on numeric data. There should be full competence for numerical work in the Software Engineer/Analyst Programmer position.

1. The Software Engineer/Analyst Programmer position currently offers limited application for your excellent numerical ability. Will this affect your job satisfaction? How will you deal with limited opportunities to work with numbers on the job?
2. If number tasks are infrequent or not challenging, how will you apply your superior numerical ability?

Your Comments:



John Sample is above the given benchmark and has outstanding ability for Working with Words. In the top rank of managers for verbal accuracy and learning speed; this candidate is likely to work well with complex written procedures involved in strategic concepts, reports, or instructions. There should be quick identification of critical issues in corporate reports, business policies, and competitor information. This level of ability supports very good proficiency for verbal tasks in the Software Engineer/Analyst Programmer position.

1. The Software Engineer/Analyst Programmer position currently offers limited application for your outstanding verbal ability. Will this affect your job satisfaction? How will you deal with limited opportunities to work with words on the job?
2. If written work is infrequent or not challenging, how will you apply your superior verbal ability?

Your Comments:



Mr. Sample indicates he has some interest in working with data.

1. Describe the type of data entry you have done on your current job.
2. Could you describe how you previously checked the accuracy of your employee's work?
3. Describe the frequency with which you researched questions from employees.

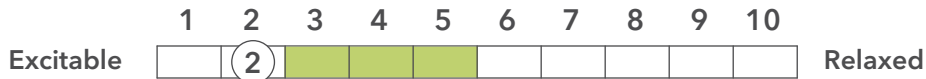
Your Comments:



Mr. Sample expresses some interest in work which deals with inanimate objects such as machinery, tools, and equipment.

1. Describe the equipment that you were required to use in your management function.
2. Describe the most difficult and technical equipment you have used. How has the computer affected your career?
3. Describe the least interesting part of learning new products or equipment.

Your Comments:



On the whole Mr. Sample sees himself as a rather emotional, often anxious person.

1. Describe how you handle the effects of a stressful staff supervisory situation.
2. Discuss the employee behavior or complaints that cause you to become anxious.
3. What was your favorite supervisory environment? Why?

Your Comments:

Part 5 - 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 steps off the Prevue Benchmark for any scale highlight prospective areas of challenge for this candidate and should be addressed in the interview.

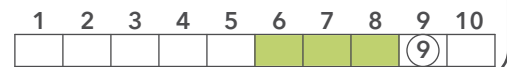
General Abilities

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.



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.



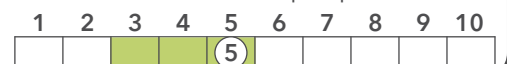
Working With Shapes

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.



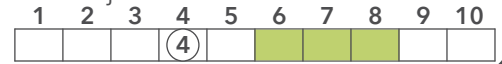
Working With People

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.



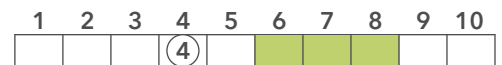
Working With Data

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.



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.



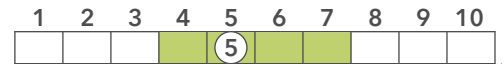
Diplomatic / Independent

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.



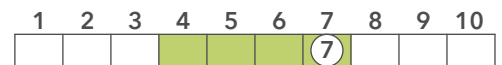
Cooperative / Competitive

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.



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.



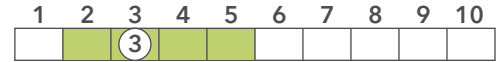
Spontaneous / Conscientious

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.



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.



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.



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.



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.



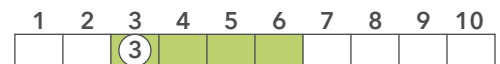
Reserved / Outgoing

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.



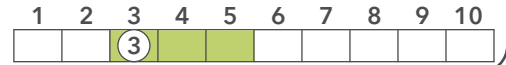
Emotional / Stable

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.



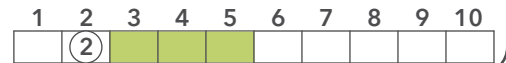
Restless / Poised

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.



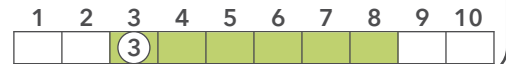
Excitable / Relaxed

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.



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.



Part 6 - 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.