

PREVUE ASSESSMENT

Features

- Measures Abilities, Motivation and Personality in one test
- Reliable and valid
- Creates benchmarks
- Generates 5 reports - selection, coaching, individual, working characteristics and succession planning
- Efficient and fast
- Available in paper and pencil, on-screen and web-enabled versions
- Uses everyday language
- Built in databases
- Extremely cost effective
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Matching People to Jobs through Technology

Initially developed by Professor David Bartram and Dr Pat Lindley - Prevue is a unique, easy to use on-line system which assesses people and jobs to enable managers to make better decisions about people.

Prevue

What does it measure?

A job related group of abilities, interests and personality factors - 20 scales in total.

Abilities

- General Abilities
- Verbal Reasoning
- Numerical Reasoning
- Spatial Reasoning

Interests and Motivation

- In working with people
- In working with data
- In working with things

Personality

Independent

Competitive
Assertive

Conscientious

Conventional
Organised

Extrovert

Group Orientated
Outgoing

Stable

Poised
Relaxed

Frank

Diplomatic

Co-operative
Submissive

Spontaneous

Innovative
Reactive

Introvert

Self Sufficient
Reserved

Emotional

Restless
Excitable

Social Desirability

Prevue Online Login

Welcome to Prevue Online. You have come to the login page for the Prevue Online administration site. You are required to have a username and password to enter the site. If you do not have these, please contact your administrator.

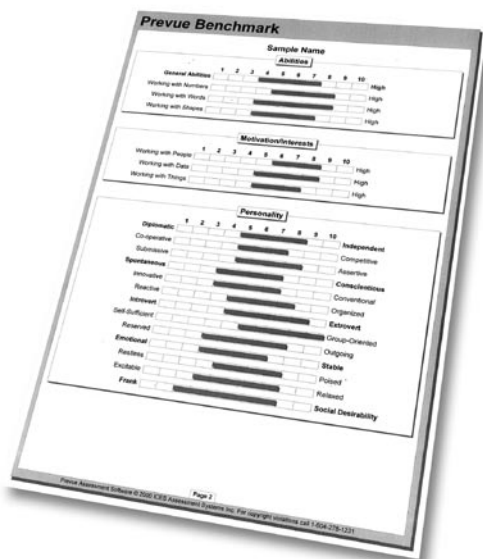
[Forgot your password?](#) [Click Here](#)

Username	<input type="text"/>
Password	<input type="password"/>
Login	

Benchmarking

A unique job profiling facility

Creating a benchmark enables managers to identify the ranges within which the "ideal candidate" can be found. Prevue gives managers the ability to identify the qualities for a good fit - and this enables the reports to identify gaps where candidates do not meet all the criteria.



3 ways to create benchmarks

Prevue enables managers to create benchmarks quickly and accurately - and in a number of ways

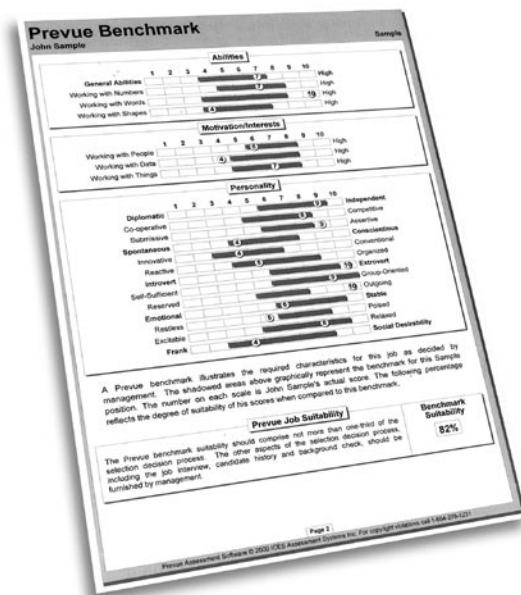
- Concurrent Study - based on proven high performers
- Job Description Survey Questionnaire - using the knowledge of people who know the job well
- Manually

Reports

Selection Report

Used in recruitment and selection, this

- Compares the individuals scores with the benchmark and calculates a "goodness of fit" measure
- Identifies gaps and provides sample interview questions
- Provides an overview narrative report and gives, by scale, a detailed explanation of candidate results



Individual Report

Used for providing feedback, this:

- Provides a graph of the candidates sten scores
- Using the second person, produces a narrative overview report and a full explanation of results

Working Characteristics Report

Derived from the personality traits this answers questions like;

- How does the individual prefer to be paid?
- How important is work to them?
- What is their attitude to risk?
- ...and to change?
- How do they see the world of work?

Coaching Report

Useful in coaching, counselling and appraisal, this:

- Compares the individuals scores with the benchmark
- Identifies gaps and comments on their possible significance whilst offering coaching and development suggestions
- Provides an overview narrative report and gives, by scale, a detailed explanation of candidate results

Succession Planning Report

For identifying where current and potential employees might usefully develop. This uses the database feature to enable managers to select any number of job benchmarks and compare an individual to these to identify where and how they might fit those jobs. You can also take one job and compare several individuals in the same way.

Application

- Selection & Recruitment
- Succession Planning
- Identifying training needs analysis
- Performance Appraisals
- Executive Coaching
- Team Development
- Identifying Potential
- Graduate Recruitment
- Career Pathing

The Features

- Assesses ability, interest & personality in a single test
- Fast - takes under 1 hour to complete
- Benchmarking facility
- Generates 5 reports - fast!
- On-line candidate & job benchmarking database
- Based on a working population norm group

The Result

- Reducing turnover
- Performance Improvement
- Eliminating guesswork about staff
- Improved Employee Commitment

Installation & Use

Prevue is available in an on-line format. This enables clients to set up and complete assessments on-line. Reports are generated and stored on-line.

This means that Prevue administration can be handled remotely and reports can be e-mailed anywhere in the world.

Southern Africa Distributor:



Assessments Online

PEOPLE & BUSINESS DEVELOPMENT SOLUTIONS

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