

## **Assessments Online**

### **Prevue Report**

Selection  
Personal Development  
Individual  
Succession Planning  
**- Working Characteristics**

on

**Mr. John Sample**

**Wednesday, February 18, 2009**



# Working Characteristics

## John Sample

This report provides additional information on certain Working Characteristics of Mr. Sample. This summary will be significant for Managers, Supervisors, and Human Resource Professionals. The Working Characteristics are derived from personality traits as referred to in the Prevue Assessment. Distinct from the Prevue Benchmark, these work-related features help to answer questions such as:

- 1. Is Mr. Sample inclined to take risks?**
- 2. Does he live to work or work to live?**
- 3. Does he prefer a fixed salary or flexible income?**

This information, in conjunction with the Prevue Assessment and the job interview, previous work history, and a background check, will assist with Human Resource decisions regarding Mr. Sample.

### Working Characteristics Summary

<b>How does he want to be paid?</b>	Prefers performance-based remuneration over a more modest but certain income.
<b>How important is work to him?</b>	Work is a means to an end, not a defining characteristic of his life.
<b>Does he make risky decisions?</b>	Is inclined to be daring and impulsive, sometimes without considering the consequences.
<b>How does he deal with change?</b>	Enjoys change and values innovation.
<b>What is his perception of the world?</b>	Where others might see risks, this candidate sees opportunity.

# Working Characteristics

## Compensation Preference

This Working Characteristic identifies whether Mr. Sample is more motivated to work by either performance-based remuneration or a fixed wage or salary. This helps to determine if he will be satisfied with the remuneration this position offers. It will also expedite the design of a compensation package that will encourage his best performance.

**Is Mr. Sample better motivated by fixed salary or by an incentive remuneration program?**

Prefers Salary     Prefers Bonus

- Mr. Sample prefers striving for performance-based remuneration rather than being on salary.
- He enjoys taking chances and likes the excitement of commission work.
- He will find ways to get around obstacles, even if that requires bending the rules.
- He does not always count the costs and can be difficult to manage.

## Focus on Work

This Working Characteristic provides information on the importance of work for John Sample. Some people define themselves by their work. They are often labeled workaholics. Others see work as a means to an end, rather than an end in itself. While such differences are not a function of personality, they are related to it. This Working Characteristic is particularly significant for assessing whether John Sample will fit with the culture of the workplace or with the team that he may be assigned to.

**Does Mr. Sample live to work or work to live?**

Works to Live     Lives to Work

- John Sample's career is a means to an end, not a defining characteristic of his life.
- Home, family and leisure activities are important to Mr. Sample.
- If there is a conflict between home and work, his personal life takes priority.
- His leisure activities may make him better able to deal with a greater variety of clients and problems.

# Working Characteristics

## Tolerance for Risk

This Working Characteristic indicates the likelihood of Mr. Sample engaging in risky behaviors or actions. This attribute will be relevant in determining whether he can accommodate the decisions required in this particular job. It also provides insight regarding his fitness to be a member of an existing team.

**Is Mr. Sample likely to make risky decisions?**

Not Risk Inclined     Risk Inclined

- John Sample is inclined to be daring and impulsive, sometimes without considering the consequences of his actions.
- He is inclined to believe that "the end justifies the means", and will not be overly concerned about the downside of his actions or decisions.
- He is probably a confident person with good social skills, which are vital in proactive sales.
- His venturesome behavior could add creative impetus to reaching corporate goals.

## Preference for Change

Good performance in some jobs requires a quick response to fast changes, but efficiency in other positions depends on tolerance for routine and working carefully at a steady pace. This Working Characteristic explains where Mr. Sample fits on the continuum between these diametric requirements.

**Does Mr. Sample prefer to work in rapidly changing circumstances or with a set routine?**

Prefers Routine     Prefers Change

- Mr. Sample enjoys change and values innovation.
- He will look for new ways or shortcuts to complete routine tasks.
- He likes to take control of events and will react proactively to new trends.
- He tends to seek change for its inherent excitement, rather than because it is necessary.

# Working Characteristics

## Perception of the World

John Sample's attitude to day-to-day events in the workplace is important to his overall job performance. This Working Characteristic identifies whether he will approach problems and issues with optimism or with caution. The job itself defines which approach is appropriate.

**How does Mr. Sample perceive and approach problems and events?**

Sees Drawbacks     Sees Opportunities

- Where others might see risks, John Sample sees opportunity.
- For him, the business world is an exciting place with little to fear.
- He rarely considers that speed might cause errors and he will tend to act quickly.
- He is usually optimistic about new ventures and eager for new ideas.
- He tends to trust others and will give them the benefit of the doubt.
- He will readily try novel ways to increase profits and attract new business.