

HIRinc

Prevue Report

Individual

on

Mr. John Sample

Thursday, September 26, 2013

Serviced By:



Prevue Benchmark

John Sample

Abilities

1 2 3 4 5 6 7 8 9 10

General Abilities				④							High
Working With Numbers				④							High
Working With Words			③								High
Working With Shapes				④							High

Motivation/Interests

1 2 3 4 5 6 7 8 9 10

Working with People							⑦				High
Working with Data			③								High
Working with Things							⑦				High

Personality

1 2 3 4 5 6 7 8 9 10

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

Total Person Description

John Sample

Note:

The Total Person is a combination of all the elements you completed in your Prevue Assessment.

You have average spatial and numerical skills but lower than average verbal skills. This means that you will be competent in many numerical assignments and spatial tasks, but any work requiring writing skills may be very challenging for you. You will be able to do simple arithmetic and to work with routine spreadsheets, data tables, etc. Because you can mentally manipulate shapes and objects reasonably well, you will be able to follow ordinary diagrams, to arrange displays, and to estimate space requirements. For any written work, you will require more instruction and more time. Similarly, when faced with major changes in the workplace, you will need additional time to adapt.

You are interested in people and would probably be most happy in a job that involves contact with others. You have little interest in abstract information, but you are motivated when it comes to working with tools or machinery. Although you can work with technology, you will perform best when you can take advantage of your preference for interpersonal activity. In a computer context, you would do best in direct communication with others via Internet connections, E-mail, and word processing.

You have well-balanced desires to compete and to cooperate. You will put yourself forward in some situations but not so far as to compromise team spirit. You will balance your own need for achievement against the need to maintain good relations with others. Although you will usually submit to the will of the group or more assertive opponents, you will occasionally defend your ideas and promote your own ambitions, particularly if you feel secure within the group or know the other people well. On the whole, you prefer to avoid rather than confront conflict. You will use tact and diplomacy to maintain harmony in the workplace.

You prefer to have a well-thought-out plan before beginning any project. In an organized, structured environment, you are careful and reliable and may produce your best work. When the situation is less clear and disorderly, you cope by imposing your own structure. You recognize the value of planning, and have good time management skills. You may have some difficulty reacting to unpredictable events but with a bit of patience, you can cope with these situations.

You prefer to work in the company of others. You believe that the more people involved the better the outcome. Extended periods of solitude will be frustrating for you. Often wanting to be in the spotlight, you will usually lead any discussion. You enjoy meeting new people and exploring new ideas. You often act impulsively and long-term assignments must include variety or else you will lose interest. You will not tolerate a great deal of monotony and you will thrive on challenging assignments, particularly if these contain an element of risk.

You are generally positive, rational, and calm. You take criticism well and you strive to be objective. You are usually able to shrug off rejection and continue with your work. You are relaxed and cope so well with pressure that some might misinterpret your lack of excitability as indifference. Less scrupulous people may attempt to exploit your easy trust and remarkable patience. Ideally, you should work on demanding, high pressure, long-term projects that require dealing with people openly and objectively. Whether you are required to give a fast response to a crisis or methodical attention to a routine task, you will work effectively under pressure.

Individual Traits

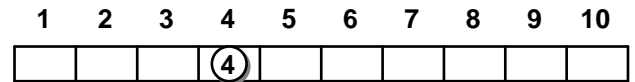
John Sample

NOTE:

The individual traits on the following pages are descriptions of your characteristics as determined by the Prevue Assessment. The 1 - 10 scoring scale used throughout the Prevue Assessment is called a sten scale. Sten simply means the standard tenth of a normal bell curve. Approximately 16% of the population would have sten scores in the 1 - 3, and 16% in the 8 - 10 ranges. The other 68% of the population will score in the middle ranges 4 - 7.

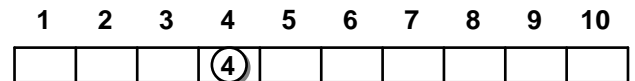
General Abilities

You have a level of speed and accuracy in reasoning and problem solving that indicates that you are as able as most other adult workers. You can learn and absorb new information without too much difficulty. You are efficient working in a reasonably demanding environment.



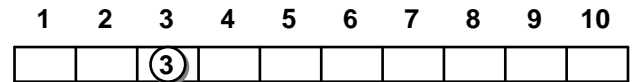
Working With Numbers

You are at the lower end of the average range for Numerical Reasoning. This indicates that your speed and accuracy is typical of your fellow employees in the ability to work with information derived from numbers.



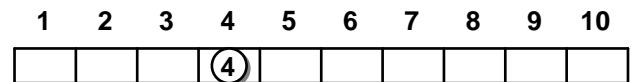
Working With Words

A score of three indicates a lower than average capacity in working with written language. You may feel it necessary to spend more time than others when working with written information.



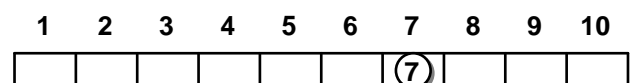
Working With Shapes

Your score places you at the lower end of the mid-range of scores in spatial ability. You have a normal level of speed and accuracy when reasoning with information that involves thinking about manipulating shapes and objects.



Working With People

You show an above average level of interest in work that involves dealing with people. You are likely to prefer jobs that involve a reasonable degree of contact with others and would not be happy working on your own for extended periods of time.



Individual Traits

John Sample

Working With Data

You indicate you are a person who has a lower than average level of interest in working with data. Such people usually avoid jobs where they spend time analyzing or compiling and computing figures, symbols, statistics and accounts.

1	2	3	4	5	6	7	8	9	10
		3							

Working With Things

You express an above average level of interest in work that deals with inanimate objects such as machinery, tools and equipment.

1	2	3	4	5	6	7	8	9	10
						7			

Diplomatic / Independent

Such people are generally likable, diplomatic and good-natured. You are considerate and cooperative, capable of pulling people together. You get their way by encouraging and persuading others, rather than by forcefully asserting your own views. You may skirt important issues to avoid conflict.

1	2	3	4	5	6	7	8	9	10
		3							

Cooperative / Competitive

You describe yourself as a person who is both competitive and team-minded. You can motivate yourself while building team spirit and cooperation. You combine your need to achieve with the need to maintain relationships.

1	2	3	4	5	6	7	8	9	10
				5					

Submissive / Assertive

You are a non-confrontational person. You are likely to be valued for your service-orientated approach.

1	2	3	4	5	6	7	8	9	10
	2								

Spontaneous / Conscientious

You have a strong moral code plus an adherence to traditional methods and values, thus, you are careful to obey rules. A person of this type is very dependable, and often meticulous in their attention to detail. Preferring to be well prepared and systematic, you are likely to be a good adapter, rather than an innovator.

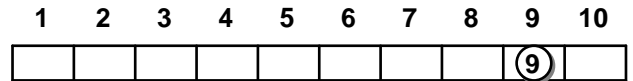
1	2	3	4	5	6	7	8	9	10
							8		

Individual Traits

John Sample

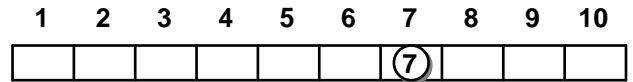
Innovative / Conventional

You conduct yourself in an extremely conventional manner. On occasion you may find adapting to change somewhat difficult. You will be at your best working in a structured environment with clearly defined rules and guidelines.



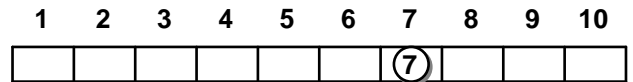
Reactive / Organized

Although you usually regard yourself as organized and able to work in a controlled manner, these qualities can be altered in some unexpected situations. You are reliable and work best in a planned environment.



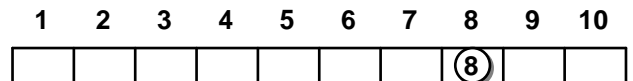
Introvert / Extrovert

As an extrovert, you will seek out others rather than be alone. However, this is unlikely to be behavior that is extreme, as you will seek out the stimulation and excitement you require. You are considered as moderately high-spirited, talkative, lively, and at times, impulsive.



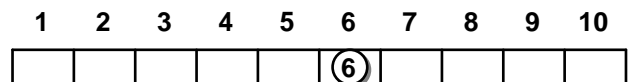
Self-Sufficient / Group-Oriented

You are a sociable person who prefers to be with others in a lively environment. A quiet time alone, to reflect and recover, is the exception rather than the rule. You are also happiest in work situations where you have considerable contact with others.



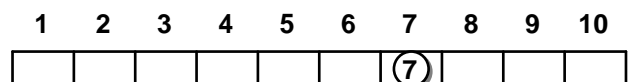
Reserved / Outgoing

This score indicates that you can be talkative and outgoing. You also would prefer some variety in your work. You choose the situations in which you will take center stage, as you are comfortable in the company of others, but you do not seek constant attention.



Emotional / Stable

A person with this result will be relaxed, easygoing, and able to face most setbacks with calmness and ease. You rarely get irritable or upset, as you are fairly secure in yourself, and self-assured even under normal stress.



Individual Traits

John Sample

Restless / Poised

You are fairly calm and unruffled. You will remain objective in all but the most difficult situations.

1	2	3	4	5	6	7	8	9	10
						7			

Excitable / Relaxed

You are a relaxed, easygoing individual who copes well with most of life's pressures. You are likely to be accepting of people and to be generally trusting. For the most part, people like you are able to keep their troubles in proportion and not worry unduly.

1	2	3	4	5	6	7	8	9	10
							8		

Social Desirability

Given this level of score, you have presented a frank picture of yourself on the other scales.

1	2	3	4	5	6	7	8	9	10
						7			

Validity

John Sample

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. You had a 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 that you chose in the course of completing the Prevue Assessment Questionnaire, including questions that were not answered, was 8.
- 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.

The use of the Prevue Assessment will help to ensure that you 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.