

HIRinc

Prevue Report

Selection
Personal Development
Individual
Succession Planning
- Working Characteristics

on

Mr. John Sample

Thursday, September 26, 2013

Serviced By:



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

How does he want to be paid?	Prefers a secure income rather than relying on performance-based earnings.
How important is work to him?	Work is important, but not at the expense of home or family.
Does he make risky decisions?	Prefers to avoid ad hoc solutions and will want to think things through.
How does he deal with change?	Prefers routine work with a well-defined schedule.
What is his perception of the world?	A well-grounded individual who is inclined to hold pessimistic views.

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

X			
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Prefers Bonus

- Mr. Sample prefers a secure income over the excitement of striving for greater but less certain rewards.
- He is reluctant to depend on bonus or commission income because he is not comfortable with the uncertainty of performance-based earnings.
- His careful, meticulous approach may cause him to miss opportunities, but it makes him "a safe pair of hands" for routine task or projects requiring calm, steady guidance.

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

	X		
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Lives to Work

- Work is important to John Sample but not at the expense of home or family.
- If conflicts arise between home and work, his personal life may take priority.
- Leading a full social and business life, he may sometimes be overextended.
- Long or irregular working hours could be a strain on this sociable person.
- The social skills he develops in his leisure activities should translate well to business.

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

- Although not given to risky behavior or quick decisions, John Sample will act appropriately in a crisis.
- He will avoid unnecessary risk, particularly if it could lead to accidents, damage or loss.
- He prefers to refrain from ad hoc solutions but, if matters are pressing, he can react swiftly, even impulsively.
- Those who value steadiness will like his typically mindful approach. Others, who want quick answers and fast actions, will find his performance satisfactory.

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

- Routine work with a well-defined system suits Mr. Sample very well.
- He is reserved and likes to do things "by the book".
- He will likely find change difficult to manage.
- He may have difficulty coping with personnel changes, reorganization, and downsizing or expansion.
- He will probably adapt old methods to new demands rather than devise new procedures.

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

- John Sample is a well-grounded individual who is inclined to hold pessimistic views.
- He sees the world as containing some dangers but not as a hostile place.
- He might be anxious about expressing negative opinions, but he would not hide his concerns.
- He will proceed cautiously with new and potentially risky ventures.