

The Purpose of This Report

The Prevue Corporate Coach Report provides information that will assist a Coach in understanding Tom Sample's unique profile. It can also provide Mr. Sample with a better understanding of himself. The report provides insight into Tom Sample's personality profile and important work related characteristics. It is intended to assist the coaching or mentoring relationship by providing a starting point for meaningful discussion about Mr. Sample's personality profile and important work related characteristics. It is intended to assist the coaching or mentoring relationship by providing a starting point for meaningful discussion about Mr. Sample's values, needs and objectives. Further, the report should assist the Coach to ask pertinent questions and provide relative feedback and ideas that are tailored for Tom Sample.

The Prevue Corporate Coach Assessment is specifically designed to provide general work related information that will initiate a positive and effective coaching or mentoring experience. It is not intended for use in screening, selection, succession planning or other human resource management functions. The Prevue Assessment System, with its sophisticated job benchmarking features, would be the appropriate assessment product to address such human resource functions. For more information on the Prevue Assessment System, see www.prevuesystem.com.

Where Does The Information in This Report Come From?

The information in this report is derived from Tom Sample's responses to the Prevue Corporate Coach Assessment. The Prevue Corporate Coach Assessment is comprised of the personality and interests inventories from the valid and reliable ICES Plus Assessment, a psychometric test battery developed in the early 1990's by View Assessments International Inc. under the direction of Dr. David Bartram, one of the world's leading psychometricians. The ICES Plus Assessment is the cornerstone of a number of established and respected employment and vocational assessment products including the Prevue Assessment System, the TotalView Assessment System and the Career Mapper Assessment. Those products have been used to assess more than one million people in North America alone. For more information about the ICES Plus Assessment, the Prevue Corporate Coach Assessment or the Prevue Assessment System, see www.prevuesystem.com.

Recommendation

Both the Coach and the Coaching Candidate should read their copies of this Assessment carefully. We generally recommend the Candidate be encouraged to have her Assessment reviewed by a spouse or personal friend. Candidates are sometimes surprised to find the Assessment presents such an accurate profile.

Total Person Description

Tom Sample

Mr. Sample has strong, balanced interests in data and things. He is well motivated to collect, collate, and analyze information. He sees this as a primary approach to solving most problems. He also has a marked preference for working directly with tools or machinery. Regarding computer tasks, he would be best suited to data management. He has some interest in interacting with other people. This means that, while he can enjoy teamwork, he also can work well alone.

Mr. Sample is competitive and moderately assertive. While he may be a strong team player, he still enjoys individual recognition. His leadership style is marked by persuasion and encouragement, with emphasis on cooperation. In non-threatening situations and with people he knows well, Tom Sample can be quite outspoken and will vigorously promote his own ideas. On the whole, he prefers to avoid rather than confront conflict, choosing tact and diplomacy to maintain harmony in the workplace. He is equally comfortable being either a team member or a decision-maker.

Tom Sample prefers to work with proven procedures and practices. He is reluctant to change unless there is a compelling reason. This is a strong score for many businesses, as it combines the consistency necessary for smooth operations with the flexibility to meet sudden changes in the marketplace. He works best in situations that allow for reasonable scheduling and planning, although he can deal with unexpected changes that might disrupt his plans. He may be frustrated in chaotic work conditions or situations that have little or no structure.

Tom Sample enjoys the company of other people and could be troubled by extended periods of solitude. Most people will find him to be friendly and personable. He is quick to talk to others and enjoys their attention. While he can listen effectively when concentrating, his instinct is to be the one doing the talking. His enthusiasm is a tremendous advantage when presenting ideas. Though conversational and outgoing, Mr. Sample is also self-reliant and does not require constant social interaction. In a group setting, he will occasionally command attention but he is also comfortable as a quiet observer.

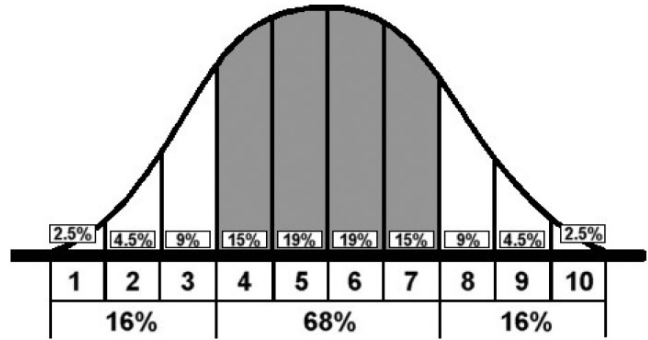
Usually calm and unruffled, Mr. Sample will be upset by prolonged stress or exceedingly demanding tasks. In these conditions, he will be irritable, although he will strive to regain his composure. Because he finds it difficult to trust others, he is easily embarrassed. He is particularly sensitive to anyone trying to take advantage of him. He may take setbacks personally. Because of these attitudes, he may not be objective and rational if involved in a personal dispute. He will likely worry about the demands of a high pressure job. He will be tense when stressed and may find it hard to unwind after the work day ends.

The components of this Total Person Description are graphically displayed on the next page.

Total Person Description

Tom Sample

The assessment scores collected from a large sample of the population, when graphed, produce a bell shaped curve as shown in the diagram to the right. The bell curve can be divided into ten equally wide dimensions called standard tenths or stens. The 1 to 10 scoring scale is used throughout the revueCorporateCoachAssessment**. Approximately 16% of the population will have sten scores in the 1-3 ranges and 16% in the 8-10 ranges. The other 68% will score in the middle ranges 4-7.



Motivation/Interests

	1	2	3	4	5	6	7	8	9	10	
Working with People				④							High
Working with Data							⑦				High
Working with Things						⑥					High

Personality

	1	2	3	4	5	6	7	8	9	10	
Diplomatic					⑤						Independent
Cooperative							⑦				Competitive
Submissive				④							Assertive
Spontaneous							⑦				Conscientious
Innovative							⑦				Conventional
Reactive							⑦				Organized
Introvert						⑥					Extrovert
Self-Sufficient						⑥					Group-Oriented
Reserved						⑥					Outgoing
Emotional			③								Stable
Restless					⑤						Poised
Excitable		②									Relaxed
Frank										⑧	Social Desirability

Each of the personality and interest dimensions displayed above are examined in more detail in the next section of the report that describes Tom Sample's Individual Characteristics.

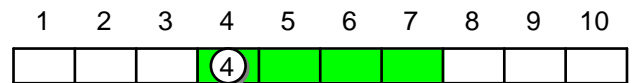
Individual Characteristics

Tom Sample

This section of the report provides more detailed information on each of the interests and personality dimensions shown on the preceding graph. First is a review of Mr. Sample's responses to three recognized interest scales, working with people, working with data and working with things. This is followed by an examination of twelve personality dimensions which are based on four established major personality scales, independence, conscientiousness, extroversion and stability (ICES). These major scales provide a measure of the overall structure of personality. Each of the major scales is supported by two related minor scales that provide a richer description of personality. The examination of the personality scales is followed by a social desirability scale which checks for consistency in the responses to the questions in the personality section. For more information on the origin and development of the interests and personality scales, see www.prevuesystem.com.

Working With People

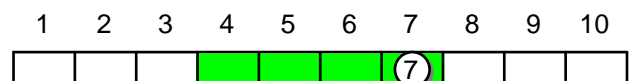
Tom Sample will prefer tasks that require less work with people. While he would not avoid contact with others, he is inclined to downplay interpersonal relations. This below-average interest in people is a positive factor for solitary work and remote social contact. If key tasks require face-to-face contact with people, developing his mild interest in others would increase his job satisfaction.



COACH'S TIP: You may want to explore how Tom Sample perceives work. He may view social contact at work as less important than solitary effort. If so, coaching might be as simple as helping him to appreciate personal contact as a vital part of his job. You may want to model social interest to encourage this in Mr. Sample. If it is necessary to promote more interest in people, Tom Sample could be advised to study group dynamics, body language, and active listening.

Working With Data

Tom Sample has an above average interest in working with data. He will likely put extra effort into scheduling tasks, managing paperwork, and maintaining records. In general, he will prefer tasks that involve symbols, statistics, or accounts.



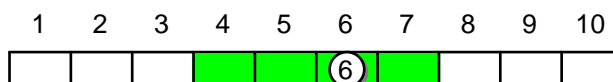
COACH'S TIP: While his interest in data is a good basis for many business tasks, you might want to work with him to do a detailed, functional analysis of his position. Your joint purpose would be to identify where his enthusiasm for working with data could be used to advantage and to identify the right priority for data management.

Individual Characteristics

Tom Sample

Working With Things

Tom Sample has a slightly above-average interest in work that involves inanimate objects such as machinery, tools, and equipment. He may prefer a hands-on approach to designing, managing or working with things. He will probably like working with electronic devices and should apply himself well when using new technology.



COACH'S TIP: If a fully-developed mechanical faculty will help Mr. Sample to achieve his business goals, you might want to reinforce his moderate inclination to work with things.

Diplomatic / Independent

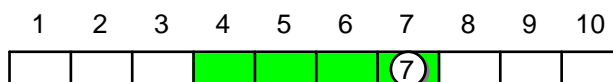
To achieve a goal, Tom Sample occasionally can be an individual competitor, even slightly argumentative. In other situations, he may be more concerned with maintaining team spirit and coordinating team effort. He is good at getting things done while taking into account the needs of others. Also, because he generally avoids controversy, he might adhere rigorously to company policy. He has a good blend of ambition and diplomacy.



COACH'S TIP: Mr. Sample will strive to achieve goals, but he prefers to avoid confrontation with both subordinates and peers. This could result in neglecting important issues. You may want to encourage him to develop his good diplomatic skills and increase his inherent tactfulness. Additionally, you may decide to recommend training in structured problem-solving because this emphasizes autonomous thought or action within a defined framework.

Cooperative / Competitive

Tom Sample describes himself as a competitive person who plays hard to win. For the most part, he can accept compromise between his own achievements and the need to maintain helpful relationships with others. Although he is ambitious and he may prefer to be a front runner, his will-to-win only rarely interferes with corporate goals.



COACH'S TIP: You might consider a detailed discussion of personality profiles to make Mr. Sample more aware of his competitive traits and how these compare with the general population and those of his team. While you may not think it is necessary in the short term, if he needs to develop the cooperative side of his nature, an Outward Bound or similar team endurance course would be recommended.

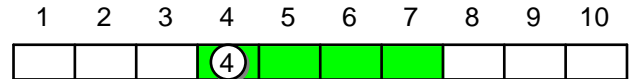
Individual Characteristics

Tom Sample

Submissive / Assertive

Tom Sample tends to be reserved and willing to compromise. While he is not likely to promote himself or his ideas too forcefully, he can be mildly assertive when necessary. His usual tact and helpfulness make him well able to deal with personnel issues, but he prefers to avoid controversy. He may have difficulty when a more determined approach is required to lead a team or resolve a dispute.

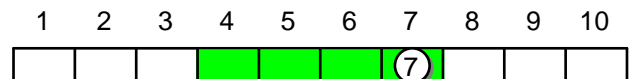
COACH'S TIP: If Mr. Sample must frequently deal with dissension or complaints, you could shape your coaching to emphasize conflict resolution and promote assertiveness. Similarly, if you observe that he hesitates to speak up and express opinions, a public speaking course would teach him to put forward his ideas without offending others.



Spontaneous / Conscientious

With a notable tendency to be conscientious and detail-oriented, Tom Sample prefers orderly work habits. He is still able to adapt to unexpected changes or sudden demands, but his forte is likely to be an organized approach and meticulous follow-up. He will only occasionally react spontaneously.

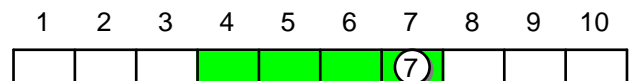
COACH'S TIP: If Mr. Sample will frequently encounter business problems requiring flexibility, lateral thinking, and quick decisions, you might consider focussing on structured problem-solving exercises, games of logic, puzzles, or role playing. These activities will further develop his modest inclination for spontaneity.



Innovative / Conventional

Tom Sample likes proven procedures, but he is flexible enough to deal with change and innovation. Occasionally, he might be tempted to interpret rules loosely to meet a deadline or solve a problem with personnel. He probably works best with a definite plan in a structured environment.

COACH'S TIP: You may find that reinforcing Mr. Sample's good organizational skills is worthwhile, especially if his job requires meticulous attention to detail. On the other hand, if more innovation is called for, Mr. Sample could experiment with a flexible time management plan to give himself more leeway to deal with disruptions or he might benefit from exercises in lateral thinking.



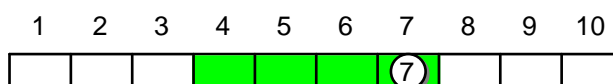
Individual Characteristics

Tom Sample

Reactive / Organized

Meticulous and well-organized, Tom Sample plans ahead but can tolerate last minute changes. He will likely prefer subordinates to follow his diligent work habits. When unforeseen events disrupt his schedule, he is inclined to think things through before responding.

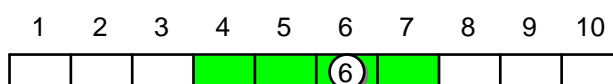
COACH'S TIP: If Mr. Sample's job warrants speedier reactions and less concern for detail, you might emphasize flexibility and help him to set priorities so that he can react quickly when necessary.



Introvert / Extrovert

Tom Sample is moderately extroverted and enthusiastic about being with people yet he also values working alone. He can contribute easily to social interaction and he most likely has above-average interpersonal and communication skills. For the most part, he will balance his need for companionship with the need to work alone.

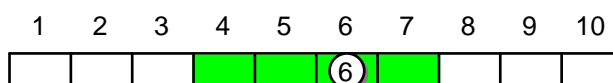
COACH'S TIP: Mr. Sample's people skills are likely to be good for most interactions but, if he will have to deal with frequent and possibly emotionally-charged meetings, you could consider a short course in facilitation. Alternatively, if he has many repetitious or mundane tasks requiring solitary effort, you could try reinforcing the importance of commonplace work and advise scheduling techniques that will allow varying the time and sequence of administrative duties.



Self-Sufficient / Group-Oriented

While Tom Sample is self-sufficient enough to work alone, he likely prefers varying tasks in a lively environment. When he sets his own goals for accomplishment, he will probably be more motivated to reach corporate objectives. Without the recognition of the group, however, he may be less inclined to exert himself in detailed work.

COACH'S TIP: If Mr. Sample has to do monotonous and/or exacting tasks in isolation, he may need your support to develop more autonomy and tolerance for repetition. However, if he usually works with others in an open plan setting, you may find that his average appreciation of teamwork can be readily increased by studying group dynamics and role recognition. Also, adding working lunches and informal meetings to his schedule could enhance his people skills.



Individual Characteristics

Tom Sample

Reserved / Outgoing

Outgoing and talkative with a sociable person, Tom Sample can still hold back and be quiet when dealing with co-worker who is "strictly business." While he will handle most routine tasks well, he probably prefers some variety and challenge in his assignments. Generally, he will be cautious about taking risks and will not rely exclusively on his own judgement.

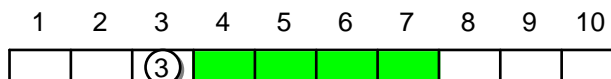
COACH'S TIP: If many of Mr. Sample's tasks require restraint and formality, you can readily build on his inclination to be reserved, but he will likely need less support for ad hoc assignments. If you think that Mr. Sample should develop a more forceful leadership style with greater tolerance for risk, you might want to advise an Outward Bound type of endurance course.



Emotional / Stable

Sometimes wary of new people and new situations, Tom Sample's latent skepticism can work to his advantage because he is hard to fool. Unfortunately, he may suffer more than others when faced with adversity. While he might seem to take mishaps in stride, he could be hiding his sensitivity.

COACH'S TIP: Mr. Sample may cope well with most on-the-job problems but if he appears to be having difficulty with job stress, you might consider auto-suggestion to build confidence, stress management, and physical exercise to ease tension.



Restless / Poised

Although Tom Sample may be upset by prolonged stress or exceedingly demanding tasks, he is generally composed. If involved in a personal dispute, he will strive to remain objective. While this is exemplary behavior in most situations, there are times when Mr. Sample's lack of belligerence could work against him.

COACH'S TIP: If Mr. Sample seeks your assistance, you might encourage him to be more alert to other's motives. However, if he needs an even higher degree of self-control, you might want to advocate stress and anger management courses.

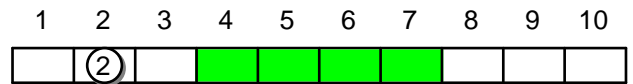


Individual Characteristics

Tom Sample

Excitable / Relaxed

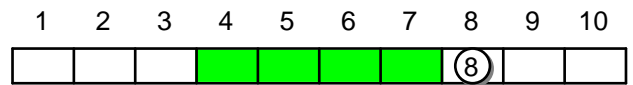
In stressful situations, Tom Sample can be anxious and excitable. If others do not share his sense of urgency, he could become suspicious and agitated, but he will strive to keep a business-like attitude. He will work better if he is not exposed to long periods of high pressure.



COACH'S TIP: If Mr. Sample asks for your help with controlling anxiety, you might recommend relaxation techniques, stress management, and trust exercises.

Social Desirability

Mr. Sample typically presents a positive image of himself and conforms to social expectations. Without deliberately intending to inflate his profile, he may have endeavoured to give socially acceptable responses to the assessment questions. Alternatively, Mr. Sample's responses to the assessment questions may be very honest and he may truly be a genuinely 'good' person.



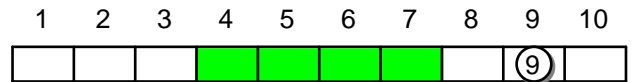
Approach To Work

Tom Sample

This section of the Prevue Corporate Coach Report provides information on your response to a number of work related subjects or situations. Each of the Approach to Work scales is derived from one or a composite of the personality scales reviewed in the Total Person and Individual Characteristics sections of this report. The information in this section should provide a better understanding of your natural approach to several significant work situations or requirements that are experienced in various types of employment.

Focus On Work

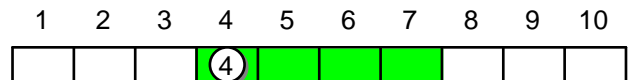
WORKS TO LIVE (1) VS. LIVES TO WORK (10):- The Focus on Work scale provides information on the importance of work to Mr. Sample.



Some see work as a means to an end while others define themselves by their work. Tom Sample probably defines himself almost completely by his job: he greatly values work and being employed. He puts such positive emphasis on professional accountability that even his leisure and social activities are likely to be related to his career. Unless they have truly urgent priority, domestic arrangements will usually be changed in preference to altering his work schedule.

Approach to New Ventures

CAUTIOUS (1) VS. OPTIMISTIC (10):- This scale distinguishes those who approach new ventures or issues with caution from those who approach new ventures with optimism.



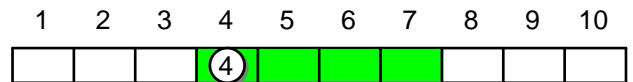
Tom Sample is a well-grounded individual who is somewhat given to pessimism. Although he might be uneasy about voicing negative opinion, he would not keep silent about his concerns and will encourage the team to proceed cautiously with new and potentially risky ventures. He recognizes that there are dangers in the business world but it is largely an exciting, rather than hostile, place for him.

Approach To Work

Tom Sample

Leadership Style

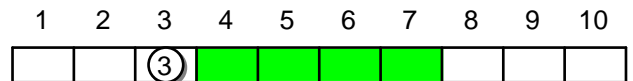
DEMOCRATIC (1) VS. COMMANDING (10):- Leadership Style is measured from 1 for those who prefer a nurturing style of leadership to 10 for those who are naturally inclined to a more demanding Leadership Style.



Tom Sample has a nearly balanced approach to leadership with a moderate inclination to be the "guide on the side." When gentle direction is needed, he will function as a democratic leader. On the other hand, in a crisis, he can take command, get out in front, and exhort the team to do the right things in the right way at the right time.

Preference for Change

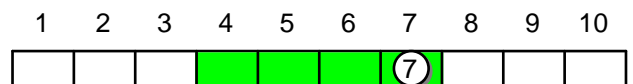
LIKES ROUTINE (1) VS. LIKES CHANGE (10):- This scale identifies where Mr. Sample fits in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.



Routine work with a tested system suits Tom Sample fairly well. He tends to be a little formal and usually likes to do things "by the book." Frequent change will be mildly disagreeable for him and he may have some difficulty coping with personnel replacements, reorganization, downsizing, or expansion. He will probably adapt old methods to new demands rather than devise new procedures.

Approach to Conflict

FORCEFUL (1) VS. ACCOMMODATING (10):- This scale distinguishes those who are forceful in their approach to conflict from those who avoid conflict by being accommodating.



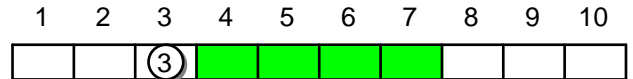
For the most part, Tom Sample prefers an indirect, neutral approach to conflict and this is usually effective for all parties concerned. His approach will tend to be accommodating and based on his very good soft skills. When pressed, however, he can take a harder, more vigorous approach and will only occasionally be worn down by the impact of others.

Approach To Work

Tom Sample

Compensation Preference

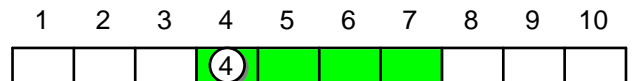
FIXED SALARY (1) VS. COMMISSION/BONUS (10):- The Compensation Preference scale identifies whether Tom Sample is more motivated to work by a secure salary or by performance based remuneration.



Tom Sample usually prefers a secure income over the excitement of striving for greater but less certain rewards. He is reluctant to rely on profit-sharing or stock options because he is not comfortable with the uncertainty of performance-based earnings. If he must accept a blended package of compensation, he will likely require some support to see the benefits of this. His careful, meticulous approach may cause him to miss some opportunities, but it makes him "a safe pair of hands" for projects requiring smooth stewardship.

Approach to Self Promotion

RELUCTANT (1) vs. ASSURED (10):- People who score 1 on this scale are reluctant to put themselves forward while those who score 10 are extremely assured.



When he is comfortable with his audience, Tom Sample is pretty good at putting himself forward. In some instances, however, he truly believes in himself but others might see him as vaguely tentative or unsure. He is probably more at ease if he can do a "faceless" presentation via teleconferencing or e-mail, but thorough preparation for live encounters will build his confidence and allow him to do his best work.

Approach to Risk Taking

CAREFUL (1) vs. DARING (10):- This Approach to Risk scale is measured from 1 for avoidance of risky behavior to 10 for willingness to engage in risk.



Although sometimes tempted by chancy behavior or quick decisions, Tom Sample will act appropriately in most situations and expediently 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 appreciate his competent performance.

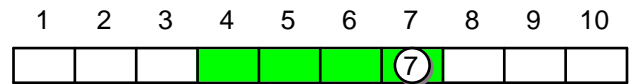
Approach To Work

Tom Sample

Approach to Listening

CONTROLLING (1) VS. SYMPATHETIC (10):- The Approach to Listening scale is measured from 1 for a person who tends to dominate a conversation to 10 for a person who is an exceptionally sympathetic listener.

Tom Sample often provides a sympathetic ear and encourages others to open up. While he tends to be a more passive listener, he will occasionally stimulate debate. Good listening requires active involvement, questioning, paraphrasing, probing for complete understanding and Tom Sample may sometimes hesitate to be so assertive. Unless he can manoeuvre others into discussing difficult issues, he may not be able to deal effectively with controversy. Further development of his active listening skills may be beneficial.



Validity

Tom Sample

The rules for identifying patterns of responses in the Personality Section of the Prevue Corporate Coach 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. The candidate had the choice of an "A", "B", or "C" for every question in the Personality Section of the Prevue Corporate Coach Assessment. The second option, the "B" choice, is always an unsure or in-between answer.

The total number of "B" responses chosen for this report was: 0