

Prevue Assessment™

Learning & Reasoning Report

John Doe

regarding the position of

Process Technician

at **ABC Manufacturing Ltd.**

Tuesday, January 9, 2008

Authorized Prevue Representative

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Understanding this Report

What is the Prevue Learning & Reasoning Assessment?

The Prevue Learning & Reasoning Assessment provides important information about an individual's capacity to learn and use information, develop skills, solve problems, and understand instructions. This assessment examines four cognitive dimensions: General Mental Ability, Working with Numbers, Working with Words, and Working with Shapes. The Prevue Learning and Reasoning Assessment is part of the Prevue Assessment, the cornerstone of all Prevue products.

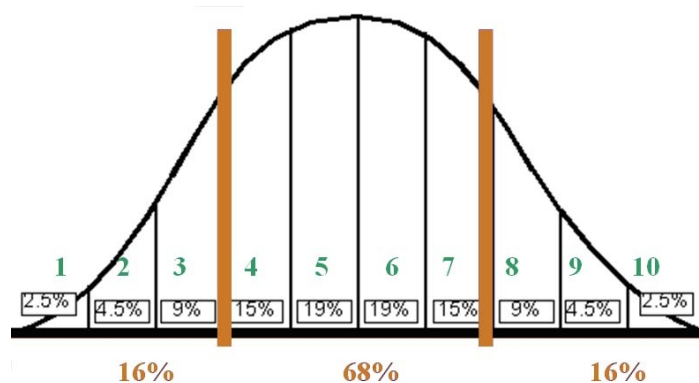
For more information the Prevue Assessment and Prevue solutions for hiring, retention, promotion, coaching, training, and succession planning, visit www.prevueassessments.com.

What is the Prevue Learning & Reasoning Benchmark?

The Prevue Learning and Reasoning Benchmark is a profile of preferred mental abilities for the Process Technician position at ABC Manufacturing Ltd. This Benchmark has been scientifically designed with Prevue Assessment tools and customized by ABC Manufacturing Ltd management. The Benchmark shows a preferred range of scores on four scales of learning and reasoning: General Mental Ability, Working with Numbers, Working with Words, and Working with Shapes.

What do Prevue scores mean?

Prevue results for thousands of people have been graphed to form a bell-shaped curve. The area under this curve is divided into 10 standard areas called stens. This creates a 1 to 10 scoring system. Few people will score either very low or very high (in the tails of the curve). Most people will score in the mid-range (where the curve is highest). Approximately 16% of the working population will score 1 to 3 (low). The 68% majority will score 4 to 7. The remaining 16% will score 8 to 10 (high).



Using this report

1. Candidate's Learning and Reasoning Profile — information on John Doe's:
 - Overall learning and reasoning abilities
 - Match to the Benchmark for the Process Technician position
 - Learning & Reasoning Benchmark Suitability score
 - Scores on four dimensions of learning and reasoning
2. Interview Questions and Suggestions — plan the interview and develop questions to explore areas where the candidate does not match the Benchmark for the Process Technician position.
3. Candidate's Strengths — know where the candidate matches the Benchmark to capitalize on the candidate's strengths.
4. Best Practice Recommendations and Validity — ensure validity of the assessment results.

"General Mental Ability is the best single predictor of performance, job competence and flexibility" (David Bartram 1998)

Candidate's Learning and Reasoning Profile

Overview

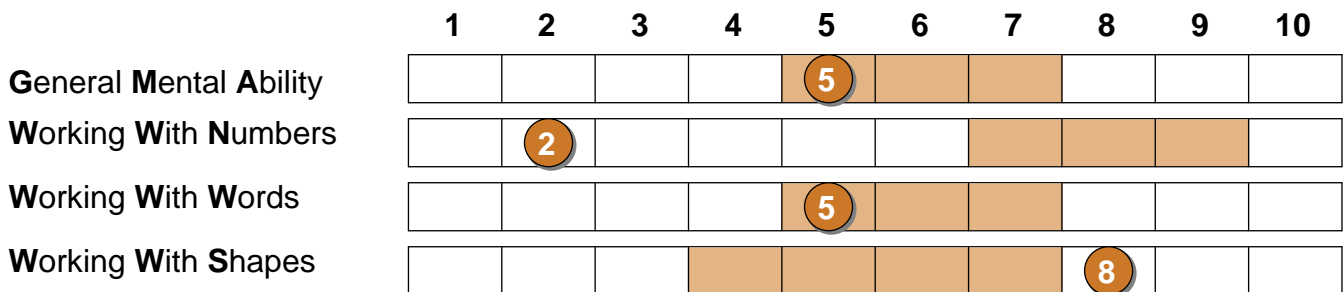
This overview compares the candidate's scores on four dimensions of learning and reasoning to the mental abilities of the general working population worldwide. This comparison puts John Doe's scores in an international context without regard to gender, race, age, nationality, or ethnic origin.

This person has superior spatial reasoning skills, average verbal skills, and lower than average ability to work with numbers. John Doe is best equipped for assignments that involve mental manipulation of shapes or objects. Tasks requiring excellent spatial ability include estimating space requirements, following complex diagrams, reading technical blueprints, interpreting graphs, and doing any work requiring visual imagery. With average ability in reading, writing, and working with text, processing ordinary paperwork and creating some written material are well within scope. Performance will be slower, however, for learning any new tasks requiring numeric skills.

Since more time is necessary for absorbing numeric information, and text will only be processed with average skill, John Doe could be at a disadvantage when working with others in a competitive environment. Frequent changes in the work routine may result in errors.

Benchmark and Scores

The Prevue Learning & Reasoning Benchmark illustrates the preferred level of abilities specifically for the Process Technician position at ABC Manufacturing Ltd. The shadowed areas graphically represent the Benchmark for the position. The circled numbers are John Doe's actual scores. The Benchmark Suitability score (shown below) is the candidate's rating based on the candidate's match to the benchmark.



Learning & Reasoning Benchmark Suitability

The Learning and Reasoning Benchmark Suitability score is relevant to determining the mental abilities aspects of Job Fit and supports the selection process. The selection decision should comprise all factors in the selection process, including job interview, candidate history, and background check. For crucial selection decisions, a full Prevue Assessment of mental abilities, work-related motivations/interests, and personality traits is recommended.

L&R Benchmark Suitability

67%

Interview Questions and Suggestions

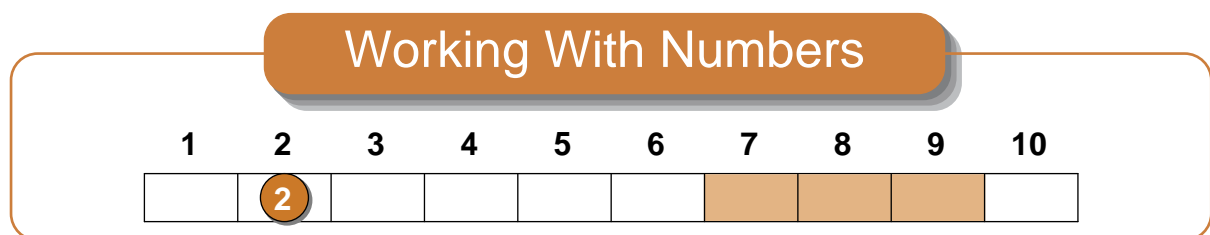
Planning the Interview

Planning the interview ideally begins with examining concerns identified in the resume review, reference checks and the candidate's scores off the Benchmark for the Process Technician position. Where the candidate's mental abilities do not match the Benchmark, this report will provide behavioral interview questions and performance-based suggestions to help you predict on-the-job learning and reasoning. Background information plus this report will help you to structure the interview and, ultimately, make the best hiring decision.

Scores off the Benchmark

John Doe's scores were off the Benchmark for the Process Technician position with ABC Manufacturing Ltd. in the following areas:

- Working with Numbers - Below the Benchmark
- Working with Shapes - Above the Benchmark



Working with Numbers measures a candidate's speed and accuracy in dealing with information derived from simple numbers.

John Doe's Score - This candidate is below the given bench mark and appears to have limited ability for Working with Numbers. This may be evident as slower number recognition when finding or recording a price, address, or other numerical data. Mental arithmetic may also be challenging.

1. INTERVIEW QUESTION: If a customer asks for an estimate that requires a quick computation, how would you deal with this? What would you do if you couldn't use a calculator?

SUGGESTION: John Doe may have developed coping strategies such as using a calculator or a spreadsheet, or writing down numbers and figuring calculations on paper. These strategies might compensate for lower numerical ability.

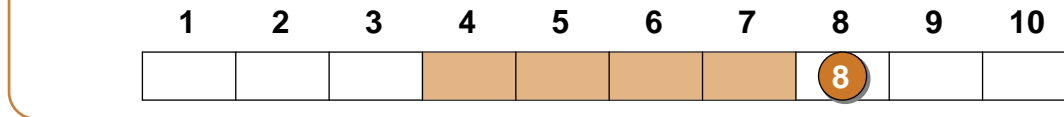
2. INTERVIEW QUESTION: When writing dates, do you use a particular format such as DD/MM/YY? Why do you use this format? How would you remind yourself to use a different format if a customer or supervisor required this?

SUGGESTION: This candidate should use a standard format with a solid explanation for that format. To remember a new format, writing the sequence in words may be necessary.

3. INTERVIEW QUESTION: Describe what you do if your calculator or spreadsheet gives you a result that seems far too large.

SUGGESTION: A person with low numerical ability may rely too much on computing devices and may also make errors when keying in numbers. Readily accepting potential errors increases risk exposure. A good coping strategy is to have a rough estimate and double-check unusual results with another source.

Working With Shapes



Working with Shapes measures a person's ability to imagine or project how something will work when organized or rearranged. These spatial visualization skills are important for activities such as interpreting and responding to diagrams, graphs and charts or in arranging objects for display or storage.

John Doe's Score - This candidate is above the given benchmark and shows above-average ability for Working with Shapes. This frequently means fast and accurate shape recognition in tasks such as visualizing objects or relating symbols or diagrams to operations. Efficient arrangement of physical objects may also be expected. Spatial challenges such as using or creating complex diagrams might require training and support.

1. INTERVIEW QUESTION: The Process Technician position currently offers limited application for your good spatial ability. Will this affect your job satisfaction? How will you deal with limited opportunities to work with shapes on the job?

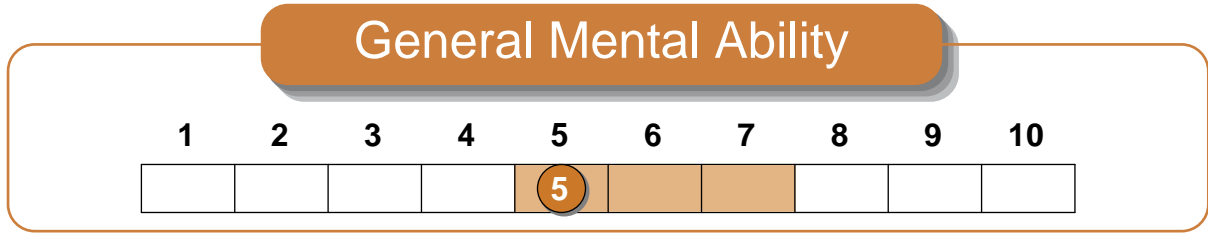
SUGGESTION: Look for willingness to use ability in other areas, to enhance performance on required tasks, and to add value with good ability for Working with Shapes.

2. INTERVIEW QUESTION: If work with shapes is infrequent or not challenging, how will you apply your above average spatial ability?

SUGGESTION: Candidate might suggest charting activities, graphing performance, or arranging equipment for the Process Technician position. Hobbies or pastimes such as sketching or handicrafts could have potential job application.

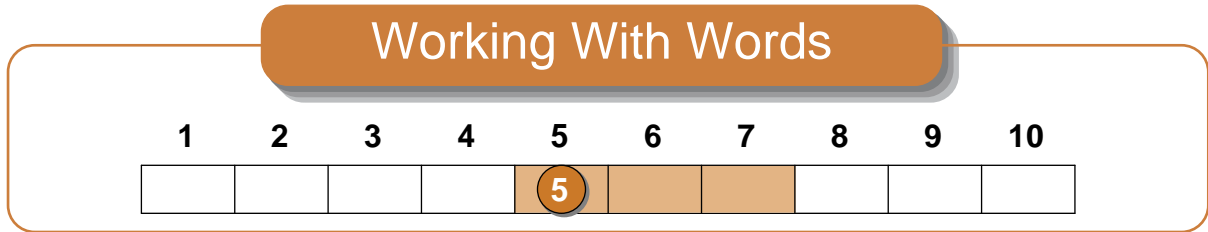
Candidate's Strengths

John Doe has matched the benchmark for the following dimensions of learning and reasoning. This candidate can build on these strengths to improve overall job performance.



General Mental Ability is an overall indicator of how people work and learn. It is the single most effective predictor of future job performance for a wide range of occupations.

John Doe's Score - John Doe's score is average and is on the given benchmark for General Ability. This score implies a moderately efficient learning pace with adequate reaction to changing service issues and satisfactory processing for customer information. Service work requiring initial training and upkeep of skills is suggested. Work with very high stress levels or information overload may necessitate assistance and support training.



Working with Words measures the ability to use written language for reasoning and problem-solving.

John Doe's Score - This candidate matches the given benchmark and has average ability for Working with Words. Usually, this means dependable performance on word recognition tasks such as finding and recording customer information. Reasonable proficiency is also expected with common spelling and standard grammar. More advanced tasks, such as handling complicated paperwork, require initial training and occasional support.

Best Practice Recommendations and Validity

Administration

Best practice protocol recommends that assessments be administered in a controlled environment. The accuracy of reports based on unsupervised assessments cannot be guaranteed. For high stakes decisions, consider having candidates take the Prevue Assessment in a controlled environment.

The Prevue Cognitive Reasoning Assessment limits the amount of time the candidate has to answer the questions in the Working with Numbers, Working with Words, and Working with Shapes sections of the assessment. If the candidate does not read the instructions or misunderstands this time restriction, the candidate could score lower than expected.

The online administration of the assessment will terminate if the candidate:

- Uses the keyboard to answer questions contrary to the written instructions.
- Uses the refresh or backspace keys while taking the assessment contrary to the written instructions.
- Voluntarily elects to exit the assessment

In any of these events, an unsupervised candidate can log back into the section of the assessment where the administration of the assessment was interrupted but only with the approval of the person who issued the invitation to the candidate. If the candidate previously reviewed that section, the candidate may therefore have an opportunity to improve his or her score in that section.

For more information on the administration of the Prevue Assessment, please see "Administering the Prevue Assessment" in the Prevue User Guide posted at www.prevueassessments.com.

Assessment Weighting

The weight given to the Prevue Assessment in any human resource selection or other high stakes decision should not exceed one-third of the total process. The remainder of the process, including the candidate's work history, interview, background checks, etc., should be considered in association with the results of this report.

Ensure Fairness

When properly administered, the use of the Prevue Assessment will help to ensure that applicants are treated fairly without regard to race, color, religion, gender, or national origin. The Prevue Assessment was designed and developed to conform to 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.