



prevueTM
individual

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Report Design Options Selected for this Report

Report Family: Screening & Selection
 Type: Individual Development Report
 Scope: Abilities, Interests & Personality (WNSIP)
 Format: Comprehensive (from choice of Comprehensive, Summary, or Graph)

Prevue Assessments presented in this report:

- Prevue Abilities Assessments that examine four cognitive Abilities scales
- Prevue Interests Assessment that examines three scales of occupational Interests/Motivations
- Prevue Personality Assessment that provides information on thirteen Personality scales

For more information about Prevue Assessments and design options for Prevue reports see www.prevuehr.com

Part 1 - Understanding this Report

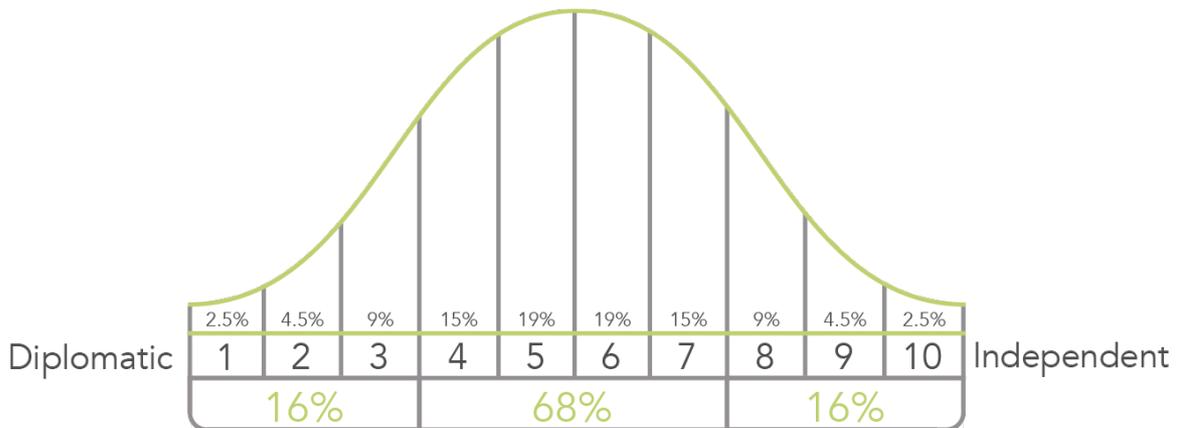
Introduction

This Individual Report describes your scores on the Prevue abilities, occupational interests and personality scales. The information comes from the results of the Prevue Assessments that you have completed. These results are presented graphically on the Prevue Results Graph in Part 2 and described in Parts 3 and 4 of this report.

For this report, you completed the following Prevue Assessments:

- ▶ Prevue Abilities Assessment - Four cognitive ability scales;
- ▶ Prevue Interests Assessment - Three motivation / interests scales;
- ▶ Prevue Personality Assessment - Thirteen personality scales.

Prevue Scoring



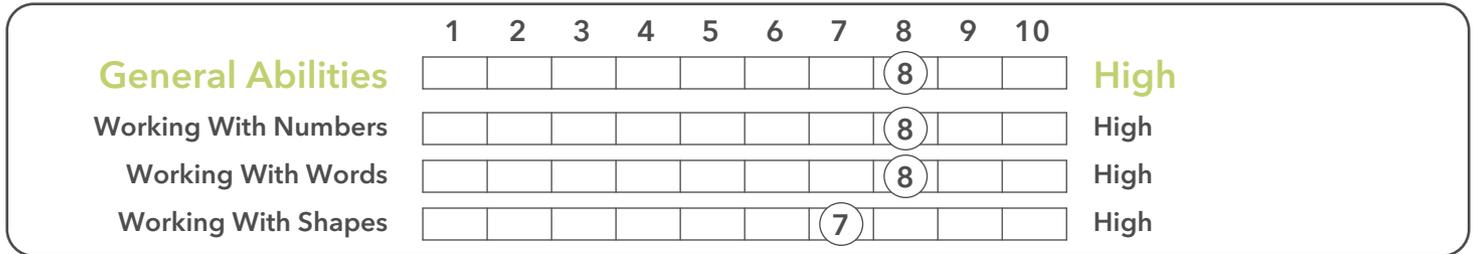
Your scores on these assessments and their related scales are shown in the Prevue Results Graph on the next page. Your score on each scale is a sten score, which indicates where your score falls on a normal bell-shaped curve representing the general working population. The above diagram shows the normal bell curve divided into standard tenths ('standard tenth' is shortened to 'sten') for the Diplomatic vs. Independent personality scale. The diagram also shows the percentage of the general working population that will typically score on each sten.

Approximately 16% of the population will have sten scores of 1-3 and 16% will have scores in the 8 to 10 range. The remaining 68% of the population will score in the 4 to 7 range.

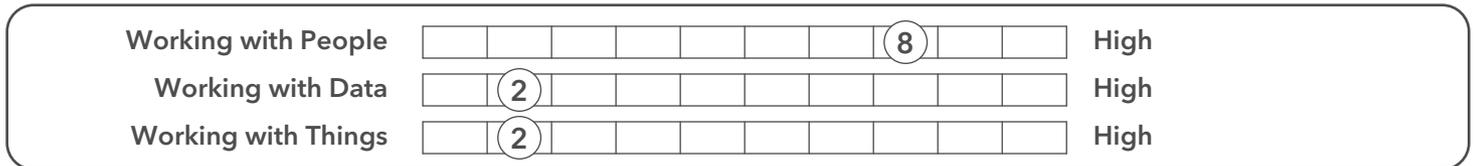
Part 2 - Prevue Results Graph

The Prevue Results Graph shows your scores (circled numbers) on each of the scales of the Prevue Assessments you completed for this report. The total Person and Individual Traits descriptions in Parts 3 and 4 of this report provide details of the significance of these scores.

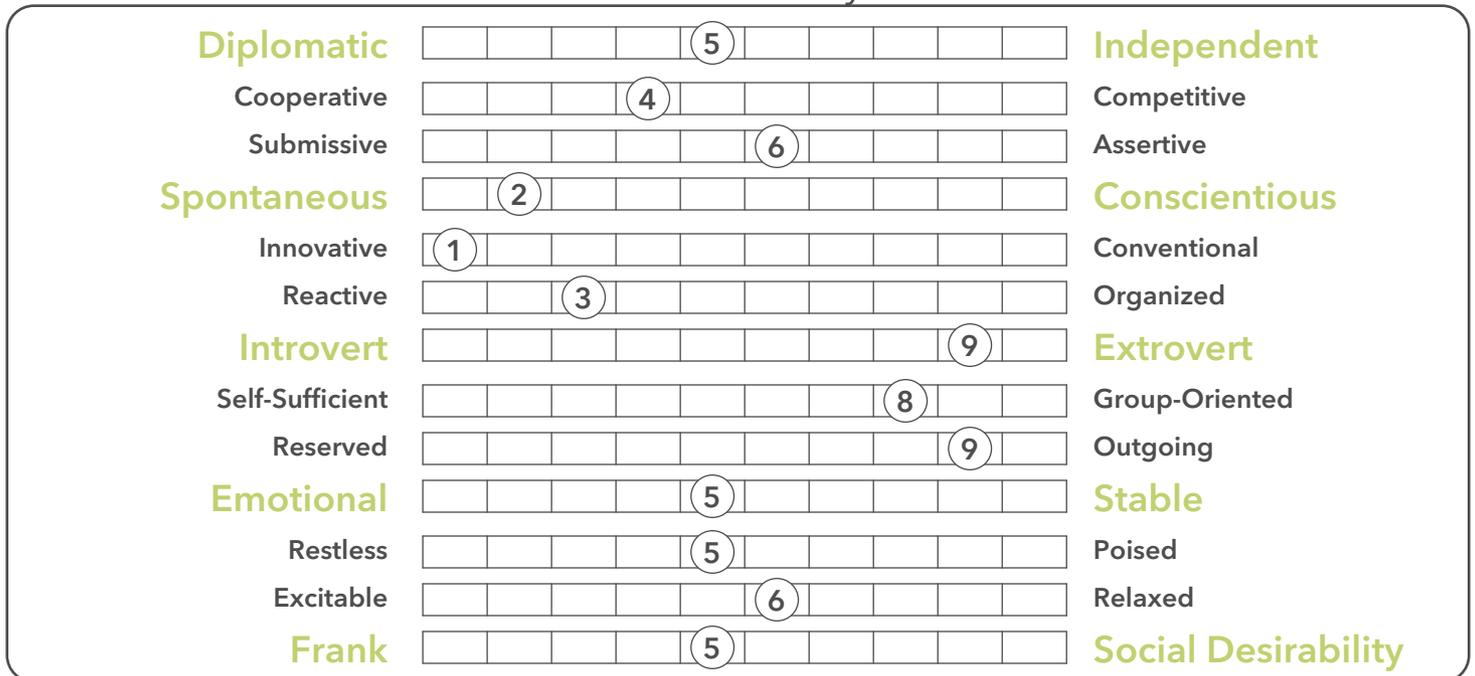
Abilities



Motivation/Interests



Personality



Part 3 - Total Person Description

The Total Person Description provides an overview of you compared to the general working population. This profile is derived from the scores shown on the Prevue Results Graph.

You have superior verbal and numerical skills, combined with above average spatial skills. Assignments that involve reading and writing will be easy for you. You should excel at any kind of paperwork and creating written material. You are also able to do challenging numerical assignments such as designing complex spreadsheets and advanced data tables. You are almost as proficient in tasks that require mental manipulation of shapes and objects. These could include reading blueprints, interpreting graphs, and following moderately difficult diagrams.

Overall, you have superior, versatile skills. You should learn quickly and perform well at almost any task in the workplace.

You are powerfully motivated to work with people but not at all interested in data or things. You are, therefore, happiest doing tasks that call for social interaction. You are not easily engaged by either manual or highly academic tasks that have nothing to do with people. Any equipment you operate should be relatively simple and reliable, as you are not mechanically inclined.

You are a good team player, assertive yet still considerate of others. Relationships are important to you, and you see mutually cooperative efforts as being the most effective. You will put yourself forward in some situations but not so far as to compromise team spirit. With appropriate encouragement, you can assume the role of group leader. You can deal with confrontation except in the most extreme cases. You will often be outspoken but, in very competitive situations with new acquaintances, you are more likely to defer to others.

You are innovative and flexible, believing that rules can be interpreted loosely. You often seek new ways to solve problems rather than following traditional methods. Being creative and spontaneous, you prefer to react to situations as they develop rather than to make detailed plans. You see the overall picture rather than focusing on the details, and you are more concerned with getting the job done than how you do it. Your workspace is likely to be cluttered and untidy, and would have to go against your own nature to do well in a structured organization with many rules, tight deadlines, and strict codes of behavior. You enjoy change and a shifting and unpredictable environment.

You require continual social stimulation and only rarely do you feel a need to be by yourself. Extended periods of solitude will be frustrating for you. Often wanting to be in the spotlight, you will usually lead any discussion but you are not inclined to take the role of leader all the time in every activity. 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 sensitive to the emotions of others and yourself, but this is kept in perspective. Certainly, inappropriate criticism can upset your equilibrium, but you are not bothered by the normal give and take of human relations. You are generally calm and, while aware of stress, you do not let it stop you from achieving your goals. You exemplify an effective combination of emotional awareness without excessive vulnerability. You tolerate stress without being indifferent to it. Whether you are required to give a fast response to a crisis or methodical attention to a routine task, you will work well under most pressures.

Part 4 - Individual Characteristics

This section of the report provides more detailed information about your scores on each of the scales of the Prevue Assessments that you completed. For each scale there is an explanation of your score compared to those of the general working population.

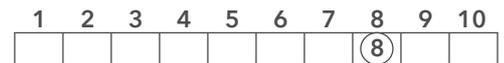
General Abilities

You are quicker and more accurate in reasoning skills than the majority of the employed population. Your associates would describe you as generally quick to learn and able to absorb new information easily. You are likely to be very efficient and able to deal well with change in your working requirements.



Working With Numbers

You show a very high capacity for Numerical reasoning when compared with other adults in the general working population. You are quicker and more accurate than most people when reasoning with information derived from simple numbers.



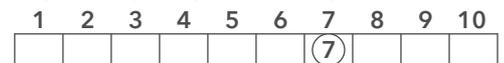
Working With Words

This indicates a well above average level of ability to use language as a vehicle for reasoning and problem solving. You are extremely quick and accurate in your language skills.



Working With Shapes

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



Working With People

You are likely to be very interested in work that involves considerable contact with people. This may be at a complex level rather than just making contact. Scores in this range indicate you are unlikely to feel satisfied in jobs in which interaction with people does not play a significant role.



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
	(2)								

Working With Things

You express a low level of interest in work that involves inanimate objects such as machinery, tools and equipment.

1	2	3	4	5	6	7	8	9	10
	(2)								

Diplomatic / Independent

To achieve your point of view, you can be an individual competitor. In other situations, you can also be concerned with maintaining the team spirit and coordinating the team effort. This score indicates a person who is good at getting things done while taking into account the needs of others.

1	2	3	4	5	6	7	8	9	10
				(5)					

Cooperative / Competitive

You can be described as an individual within the team environment. You are somewhat competitive, and will work for the good of the team. You may compromise your own achievement to instill the cooperative spirit.

1	2	3	4	5	6	7	8	9	10
			(4)						

Submissive / Assertive

Depending on the situation or the people involved, you can be assertive and outspoken. In some groups you may promote yourself as the leader.

1	2	3	4	5	6	7	8	9	10
					(6)				

Spontaneous / Conscientious

You are a spontaneous and innovative individual, who works well in changing situations. You are adaptable and responsive to circumstances as they arise, while producing creative and sometimes radical solutions.

1	2	3	4	5	6	7	8	9	10
	(2)								

Innovative / Conventional

Such people are likely to see new ways to solve problems and are not bound by traditional methods. An unconcerned approach allows you to be very flexible when reaching solutions. You are innovative and enjoy change.

1	2	3	4	5	6	7	8	9	10
①									

Reactive / Organized

You regard yourself as a spontaneous person who prefers to react to situations as they arise, rather than to plan everything in advance. You like to focus on the overall picture rather than deal with the fine details, and are more concerned with getting things done.

1	2	3	4	5	6	7	8	9	10
		③							

Introvert / Extrovert

You are a sociable and talkative individual, who seeks out others for stimulation and company. In fact, you may be happiest when the center of attention. You are generally energetic while enjoying a lively environment. Others tend to see you as high-spirited and impulsive.

1	2	3	4	5	6	7	8	9	10
								⑨	

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.

1	2	3	4	5	6	7	8	9	10
							⑧		

Reserved / Outgoing

You are someone who is outgoing and enjoys being the center of attention. You like meeting people and doing exciting, stimulating things. Routine work will often become boring for you.

1	2	3	4	5	6	7	8	9	10
								⑨	

Emotional / Stable

You are stable and calm under normal situations. You are generally accepting of people, but with a degree of caution. Such people are usually stable and able to cope with moderate stress.

1	2	3	4	5	6	7	8	9	10
				⑤					

Restless / Poised

You have a degree of sensitivity toward the feelings of others. You remain calm and poised in the face of most circumstances that are unpleasant.

1	2	3	4	5	6	7	8	9	10
				5					

Excitable / Relaxed

You are a person who remains calm and relaxed in response to normal situations. For the most part, you are able to manage your problems without undue anxiety.

1	2	3	4	5	6	7	8	9	10
					6				

Social Desirability

You are aware of social rules and expectations. You have presented a fairly frank picture of yourself on the other scales.

1	2	3	4	5	6	7	8	9	10
				5					

Part 5 - Best Practice Information

Ensuring Fairness: When properly administered, the use of the Prevue Assessments will help to ensure that job applicants are treated fairly without regard to race, colour, religion, sex or national origin. The Prevue Assessments have been designed and developed to conform to the human rights legislative and best practice requirements prevailing in the various countries where the Prevue Assessments are distributed. This includes the EEOC Guidelines, the Americans With Disabilities Act, and the standards for test development published by the American Psychological Association, the British Psychological Society, and the Association of Test Publishers.