



Assessments Online



prevueTM
individual

ASSESSMENTS ONLINE

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John Sample

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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

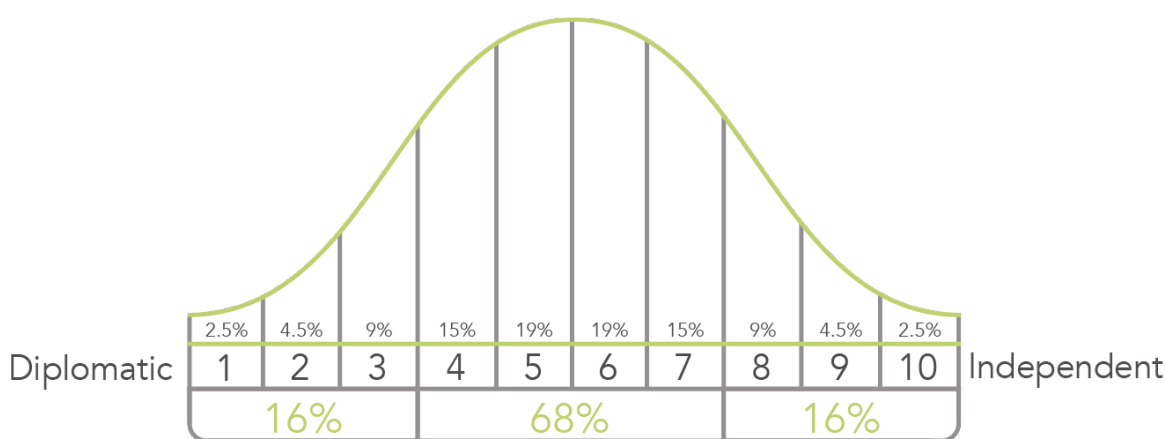
Introduction

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. Part 5 provides additional information on your natural approach to a number of work related subjects that are experienced in most types of employment.

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



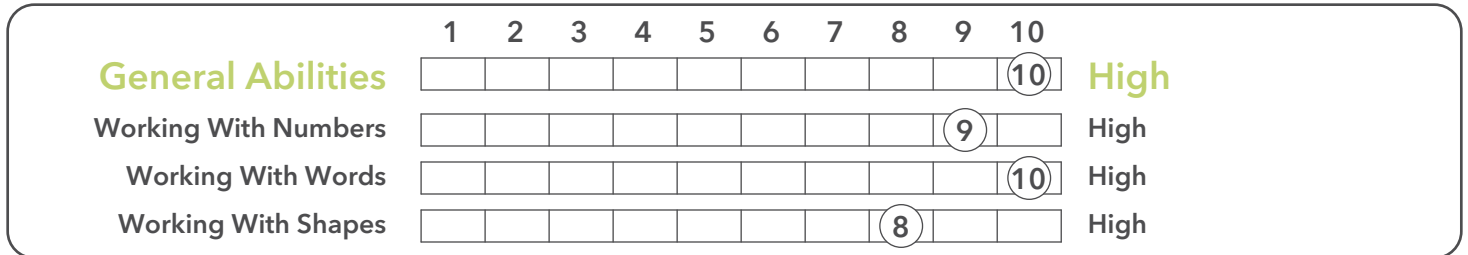
Your scores on these assessments and their related scales are shown in the Prevue Results Graph on the next page. Your score on each scale is a sten score, which indicates where your score falls on a normal bell-shaped curve representing the general working population. The above diagram shows the normal 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.

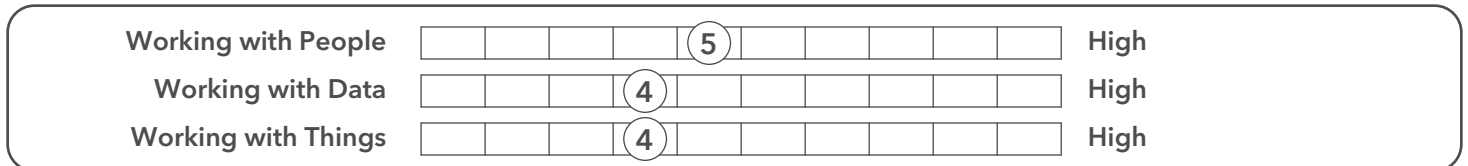
Part 2 - Prevue Results Graph

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.

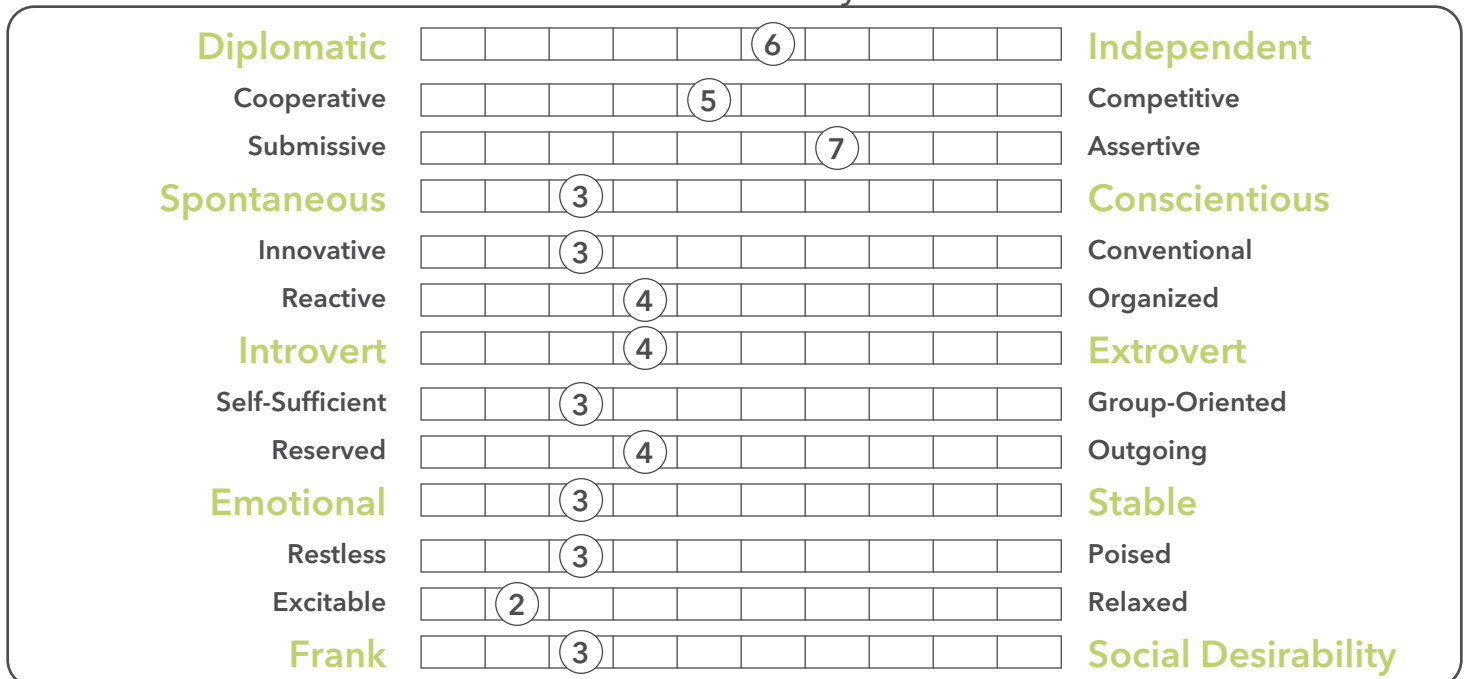
Abilities



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, numerical, and spatial skills. Assignments that involve reading and writing will be easy for you. You should excel at any kind of paperwork and written material. You are also able to do challenging numerical assignments such as creating complex spreadsheets and advanced data tables. You are equally proficient in tasks that require mental manipulation of shapes and objects. You will have no difficulty doing work requiring visual imagery. You will be quick to interpret and create multi-use graphs, to follow intricate diagrams, to read blueprints, and to estimate space requirements. These tasks will allow you to make the most of your superb spatial reasoning.

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

You have balanced, average interests in working with people, data, and things. You are equally comfortable interacting with other people, collecting and processing information, or working directly with material objects such as tools or machinery. None of your motivations are intense. Consequently, you can function well with or without social contact, and while using either abstract thought or material objects.

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 an original and innovative thinker. As far as you are concerned, the rules are subject to interpretation, and unforeseen developments are more likely to stimulate than intimidate. You will often seek new ways to solve problems rather than follow established methods. Although preferring to act spontaneously, you are reasonably well organized and tidy. You can make plans and work in a controlled manner, but you are not upset if you have to abandon those plans to cope with unexpected events. New developments and a changing work environment stimulate you.

While you can work with others, you generally prefer to work alone. For highest productivity, you should work in an orderly fashion in a quiet environment. You are not bored by routine tasks but you prefer some variety. In a group situation, you will work unobtrusively, without drawing attention to yourself. With familiar people, you will be conversational and outgoing, but you will rarely seek to be the center of attention.

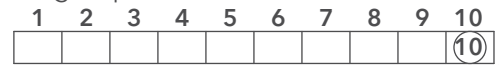
Stress or unusually difficult tasks will upset you. In these conditions, you will be irritable, but you will soon strive to regain your composure. You may take setbacks personally and criticism of your work must be judicious or else it will be perceived as a personal affront. You will usually be tense under pressure and may find it hard to unwind after the workday ends. Work pressures and demands will worry you and you will not cope well with a demanding, high-pressure job.

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.

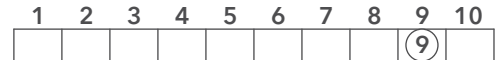
General Abilities

This score is the highest level of General Ability. You are quicker and more accurate in reasoning skills than most people. 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.



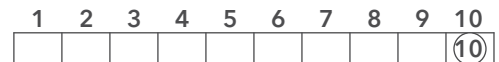
Working With Numbers

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.



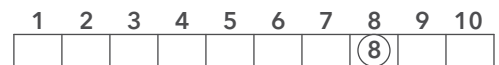
Working With Words

This indicates the highest level of ability to use language as a vehicle for reasoning and problem solving. You are in the top percentile of the general working population in your use of written language.



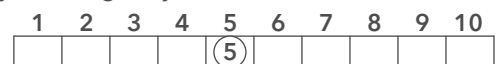
Working With Shapes

This indicates exceptional skills 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 show an average level of interest in work that involves dealing with people. You are likely to prefer jobs requiring a reasonable degree of contact with others and would not be happy working on your own.



Working With Data

You have a below average level of interest in working with data. You would not necessarily feel the need to work with data to form the major part of your job.

1	2	3	4	5	6	7	8	9	10
			4						

Working With Things

You express an 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
			4						

Diplomatic / Independent

People like you show a balance between a desire to compete and win, and a wish to coordinate team goals. You may occasionally be controversial when advancing your own point of view, but in other circumstances you will be more concerned with maintaining the team spirit and team effort. Such people are good at getting things done while respecting the needs of those around them.

1	2	3	4	5	6	7	8	9	10
					6				

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

Depending on the situation, individuals with this score can be assertive and outspoken. In groups, they are likely to promote themselves as the leader or spokesperson. In disputes, they will tend to affirm their position.

1	2	3	4	5	6	7	8	9	10
						7			

Spontaneous / Conscientious

You are a spontaneous and innovative individual, who works well in changing situations. You are flexible and responsive to circumstances as they arise, and will produce creative and unorthodox solutions.

1	2	3	4	5	6	7	8	9	10
		3							

Innovative / Conventional

You see yourself as innovative and flexible. You are likely to seek new ways to solve problems rather than follow traditional methods. You enjoy change and operate best in a fast moving and unpredictable work environment.

1	2	3	4	5	6	7	8	9	10
		3							

Reactive / Organized

This is the score of a person who prefers to focus on the overall picture rather than deal with the fine details. You do some degree of planning, yet remain capable of responding to spontaneous events.

1	2	3	4	5	6	7	8	9	10
			4						

Introvert / Extrovert

You are often content to work alone. You would rather be in the company of a few close friends, than part of a large social gathering. You prefer to behave in a quiet and reserved manner.

1	2	3	4	5	6	7	8	9	10
			4						

Self-Sufficient / Group-Oriented

Such people are happy to work on their own and in quiet places, and tend to avoid noisy situations and group activities. They prefer their own company to that of others.

1	2	3	4	5	6	7	8	9	10
		3							

Reserved / Outgoing

Although you are comfortable in the company of others, you do not seek their attention. You can be somewhat talkative and outgoing in limited situations.

1	2	3	4	5	6	7	8	9	10
			4						

Emotional / Stable

You are likely to be someone who is not easily misled. You tend to be wary of new situations, and prefer to avoid pressure. Others would describe you as sensitive and feeling.

1	2	3	4	5	6	7	8	9	10
		3							

Restless / Poised

You have a high degree of sensitivity to feelings and emotions. Occasionally you may be sensitive in situations where you are personally involved.

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

Excitable / Relaxed

You are a somewhat excitable person, who is cautious of others. Such people may find it difficult to cope with high levels of pressure without becoming uneasy. It is best that you avoid work situations in which there are likely to be prolonged periods of high pressure.

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

Social Desirability

Such people are fairly accepting of their own mistakes, and tend not to feel the need to deny them. Given this level of score, there is reason to believe that you have presented a reasonably frank picture of yourself on the other scales.

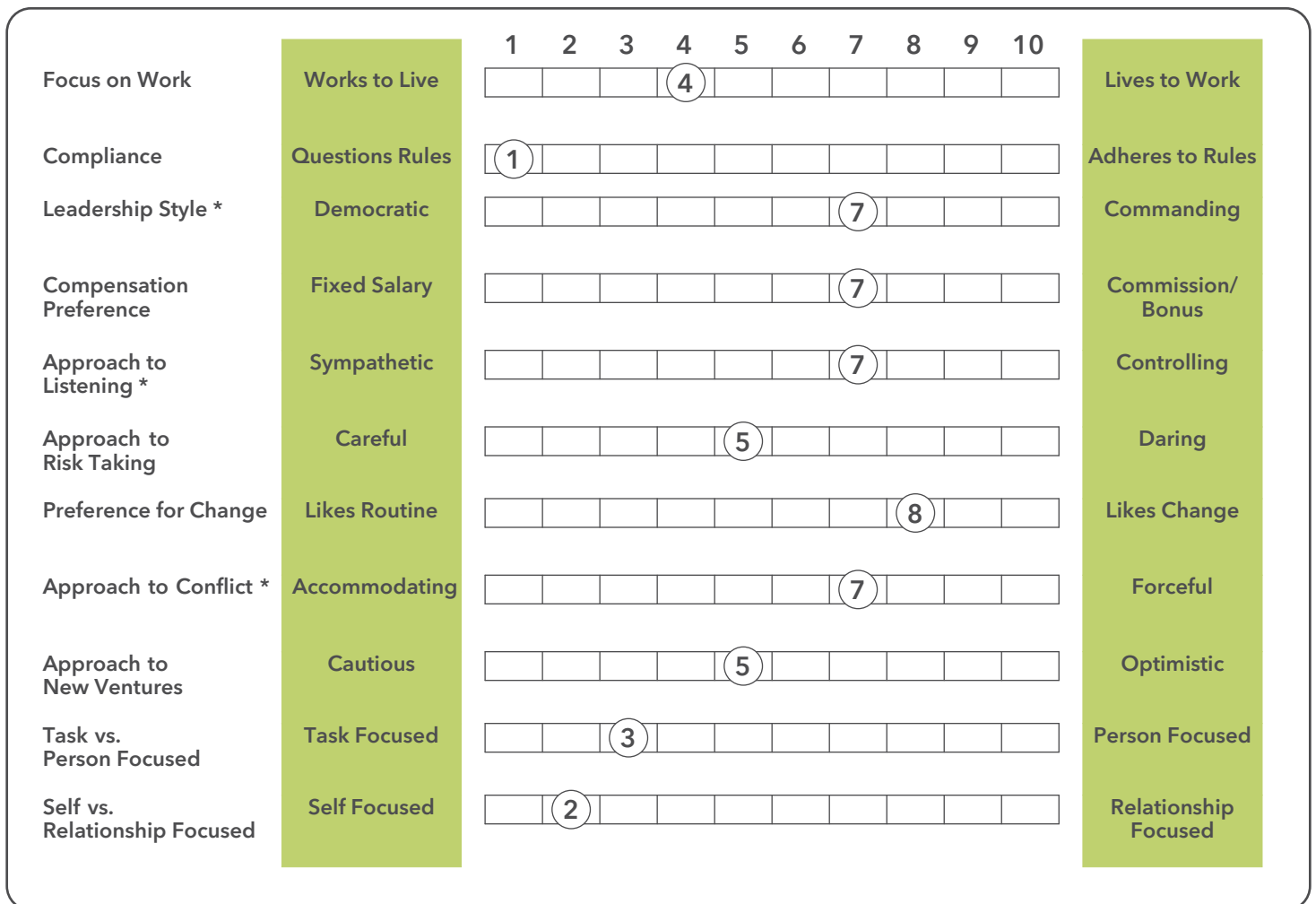
1	2	3	4	5	6	7	8	9	10
		(3)							

Part 5 - Approach to Work

Introduction

This section of the 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 Prevue Personality Scales reviewed in the Total Person and Individual Traits sections of the 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.



* See Aspects of Assertiveness

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 you. Some see work as a means to an end while others define themselves by their work.

Your career is a means to an end, not a defining characteristic of your life. If there is a conflict between home and work, your personal life will often take priority. Home, family and leisure activities are important to you and probably help you to deal with a greater variety of business problems.

1	2	3	4	5	6	7	8	9	10
			4						

Compliance

QUESTIONS RULES (1) vs. ADHERES TO RULES (10):

The Compliance scale identifies an individual's inclination to adhere to rules set by an employer and resist the temptation of intentionally engaging in behaviors that are considered to be detrimental to an organization's productivity or workforce attitudes.

You like variety and challenge, and often prefer a minimally structured work environment. If rules and procedures seem to hinder expediency, you may question or even disregard some guidelines to achieve goals. You seek new experiences and most often will tackle work in your own way rather than following a set protocol or established practice. Completing routine or repetitive tasks frequently may prove frustrating for you. You will likely tend to improvise, and take some risks on the job. You may resent long working hours and might react negatively to heavy pressure. This could include moodiness or disruptive behavior such as finding fault in others. Although inclined to be imaginative you could become less attentive and less motivated to follow the rules than other more compliant employees.

1	2	3	4	5	6	7	8	9	10
1									

Compensation Preference

FIXED SALARY (1) vs. COMMISSION/BONUS (10):

The Compensation Preference scale identifies whether you are more motivated to work for a secure salary or performance based remuneration.

You enjoy gambling on performance goals, but you also want some regular income. A modest salary with a good bonus or commission plan should suit you well. If most of your compensation is steady income rather than profit-sharing or performance-based earnings, you will need some support to accept this. While enjoying the excitement of incentive-based earnings, you will not risk things of real importance. You like the challenge of new ventures as long as you can think things through and be ready for potential problems.

1	2	3	4	5	6	7	8	9	10
						7			

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

1	2	3	4	5	6	7	8	9	10
				5					

Preference for Change

LIKES ROUTINE (1) vs. LIKES CHANGE (10):

This scale identifies where you fit in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.

You usually enjoy change and value innovation. Given mundane tasks, you will look for new ways to deal with routine work. You prefer to take control of events and will react proactively to new trends. You may tend to seek change for its inherent excitement, rather than because it is strictly necessary.

1	2	3	4	5	6	7	8	9	10
							8		

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.

1	2	3	4	5	6	7	8	9	10
				5					

Task vs. Person Focused

TASK FOCUSED (1) vs. PERSON FOCUSED (10):

This team characteristic scale distinguishes those who focus on the needs of the task or project in hand from those who are focused on their own and their team members' needs.

With more focus on the task in hand than on people, you are inclined to stay in the background at work. You enjoy moderate contact with others and need some variety, but getting the job done is your primary concern. Although social interaction may be difficult with new acquaintances and particularly discussing personal topics, you are acceptably communicative and will strive to be objective. Your best asset for a team is your focus on completing tasks.

1	2	3	4	5	6	7	8	9	10
		3							

Self vs. Relationship Focused

SELF FOCUSED (1) vs. RELATIONSHIP FOCUSED (10):

This team characteristic scale distinguishes those who are self focused from those who are inclined to focus on others on the team.

Driven to succeed, you are apt to focus on yourself and your own plans rather than others' views and relationships. You will likely develop a personal agenda and make it a high priority. Persons with your Level of self-focus can be edgy, and sometimes untidy in their work habits, but they are also creative and can provide strong leadership. You will often think ahead and ask questions such as "Where will I get the resources?" or "When I reach this goal, what is my next move?" Your decisions are usually pragmatic, based on evidence and performance. Your preferred job roles will offer personal latitude and reward individual achievement.

1	2	3	4	5	6	7	8	9	10
	2								

Aspects of Assertiveness

SUBMISSIVE (1) vs. ASSERTIVE (10):

This personality scale influences a person's response to the following important work situations or circumstances:

1	2	3	4	5	6	7	8	9	10
						7			

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 style.

You have a nearly balanced approach to leadership with a moderate inclination to be explicit and directive. In a crisis, you can take command and make certain that the team knows what must be done and when. On the other hand, when a gentle approach is needed, you will function as the "guide on the side" with a more democratic style.

APPROACH TO LISTENING - SYMPATHETIC (1) vs. CONTROLLING (10):

The Approach to Listening scale is measured from 1 for a person who is an exceptionally sympathetic listener to 10 for a person who tends to dominate a conversation.

You tend to be enthusiastic about your own ideas and sometimes leave little opportunity for others to express theirs. Being outspoken and self-confident, you may well talk for others if they hesitate to speak. Similarly, if peers or subordinates are strident, you may only hear the tone of their words and could miss their meaning. You could be encouraged to develop your active listening skills such as paraphrasing, questioning, and neutral repetition. Setting specific goals to promote more dialogue would increase the involvement and contributions of others.

APPROACH TO CONFLICT - ACCOMMODATING (1) vs. FORCEFUL (10):

This scale distinguishes those who avoid conflict by being accommodating from those who are forceful in their approach to conflict.

While you do not lack soft skills, you prefer a direct, even somewhat forceful, approach to conflict. Because you are sure of yourself, you are efficient in debate and confrontation and will only occasionally be worn down by the impact of others. In highly-charged, emotional situations, you should be able to switch to a more moderate, accommodating style of conflict resolution.

Part 6 - 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.