



prevue<sup>TM</sup>  
individual

**JJ Inc.**

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**John Johnson**

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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](http://www.prevuehr.com)

# Part 1 - Understanding this Report

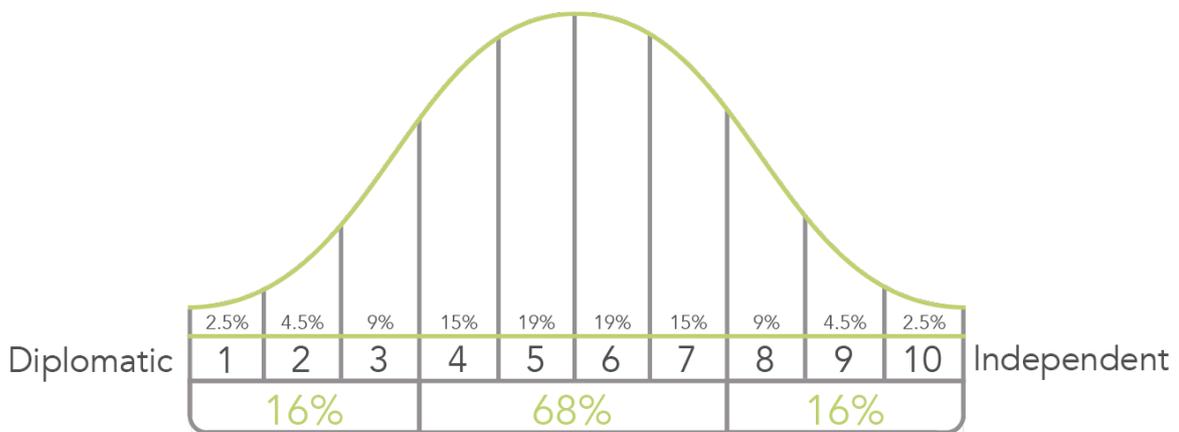
## Introduction

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



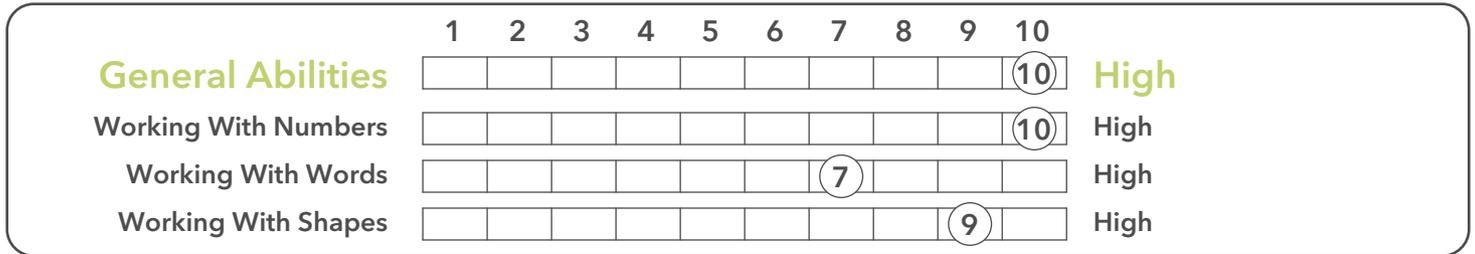
Your scores on these assessments and their related scales are shown in the Prevue Results Graph on the next page. Your score on each scale is a sten score, which indicates where your score falls on a normal bell-shaped curve representing the general working population. The above diagram shows the normal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

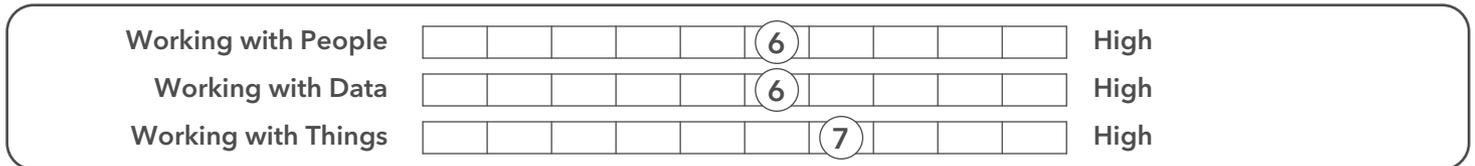
# Part 2 - Prevue Results Graph

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.

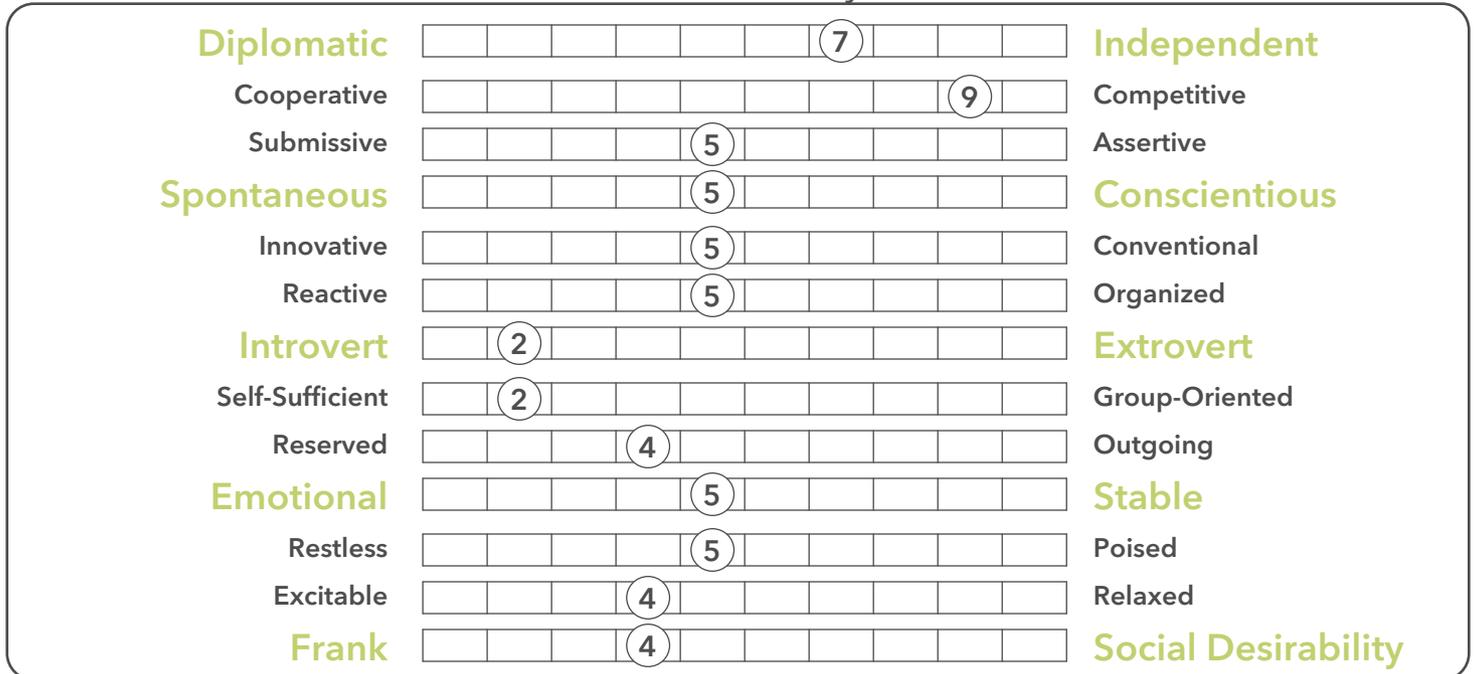
## Abilities



## 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 numerical and spatial skills, combined with above average verbal skills. You are well equipped to do challenging numerical assignments such as creating complex spreadsheets and advanced data tables. You are equally competent for advanced assignments that require mental manipulation of shapes or objects. You will have no difficulty doing any 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. In addition, above average ability with words means that moderately difficult paperwork, general office duties, and most writing assignments are well within your scope.

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

You are extremely interested in people, data, and things. Because of your motivation when working with all three major factors in the workplace, you should enjoy a wide range of occupations. In a computer context, you would likely exert yourself to do well in communications and/or data management.

You are highly competitive and moderately assertive. You want to win, but will prefer to do so tactfully. As a strong team player, you still want individual recognition. You can be quite outspoken and will promote your own ideas, particularly in non-threatening situations and with people you know well. On the whole, you prefer compromise over conflict and you will use diplomacy to maintain harmony in the workplace. Your leadership style is marked by persuasion and encouragement. You are equally comfortable being either a team member or a decision-maker.

You are reasonably well organized, tidy, and accountable. Although you prefer to work in a structured environment, you are flexible and can be innovative if necessary. You prefer the status quo to change for change's sake. However, you can adapt quite readily and are not an obsessive planner. As long as changes are not seen as arbitrary or radical, you can cope with new developments. You can tolerate a relatively constant flow of routine tasks and still deal well with the occasional novelty.

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.

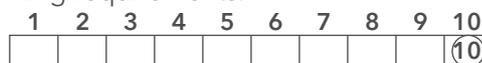
Although usually calm and not easily flustered, you can be upset by prolonged stress or exceedingly demanding tasks. In these conditions, you will be irritable, although you will strive to regain your composure as quickly as possible. While fairly trusting and open with others, you are sensitive to anyone trying to take advantage of you and you will resist such behavior. Your reactions to stress are variable but, in the main, you seem to cope well and even do some of your best work when you are stimulated by adversity.

## 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 an extremely high capacity for Numerical reasoning when compared with other employees. You are quicker and more accurate than the majority of workers when reasoning with information derived from simple numbers.



### Working With Words

You are quite talented in using language as a vehicle for reasoning and problem solving. You do well when dealing with written language.



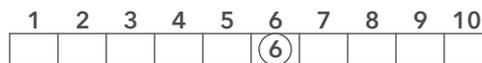
### Working With Shapes

This indicates exceptional skills in spatial ability. You have excellent ability in both 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 for extended periods of time.



### Working With Data

You have an average interest in working with data. You can handle tasks that deal with figures, symbols, statistics, accounts and language. You would be unlikely to enjoy a job that did not provide some opportunity for this type of work.

1	2	3	4	5	6	7	8	9	10
					6				

### Working With Things

You express an above 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
						7			

### Diplomatic / Independent

You are usually forthright and play hard to win. You can be outspoken and unafraid of controversy and argument. Such people strive to achieve team and individual goals.

1	2	3	4	5	6	7	8	9	10
						7			

### Cooperative / Competitive

You describe yourself as a very competitive, goal-oriented person. Although such people have a strong individual need to win, they seldom participate as part of a team.

1	2	3	4	5	6	7	8	9	10
								9	

### Submissive / Assertive

You are normally agreeable and may avoid speaking out on some issues. As such, you may refrain from promoting yourself in leadership roles. In disputes, you would be more willing to compromise.

1	2	3	4	5	6	7	8	9	10
				5					

### Spontaneous / Conscientious

You balance the need to do things well in the quickest possible way while staying within the rules. This leads to solutions that are innovative without implementing radical changes. Such people are quite dependable, adaptive and innovative.

1	2	3	4	5	6	7	8	9	10
				5					

**Innovative / Conventional**

You are balanced in your attitude toward change and innovation. While happy to be working in a traditional manner and following the rules, you can be flexible and will accept change when necessary.

1	2	3	4	5	6	7	8	9	10
				5					

**Reactive / Organized**

You are somewhat organized but can respond to spontaneous and unpredictable events. You could be described as a person who is orderly, while able to cope with the unexpected.

1	2	3	4	5	6	7	8	9	10
				5					

**Introvert / Extrovert**

You are a solitary person, who prefers working alone in a quiet, calm environment. Such people prefer the company of a few close friends. You are seen by others as reserved and serious.

1	2	3	4	5	6	7	8	9	10
	2								

**Self-Sufficient / Group-Oriented**

As a self-sufficient individual, you will not feel the need for a great deal of contact with others in the workplace. You are happy to work on your own and in quiet places, and you tend to avoid noisy situations and group activities.

1	2	3	4	5	6	7	8	9	10
	2								

**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 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 occasionally excitable and anxious. Any stress you may feel under pressure is likely to be moderate. Such people may find it hard to cope with extremely demanding high-pressure jobs.

1	2	3	4	5	6	7	8	9	10
			4						

### Social Desirability

Given this level of score, there is every reason to believe that you have presented a reasonably frank picture of yourself on the other scales.

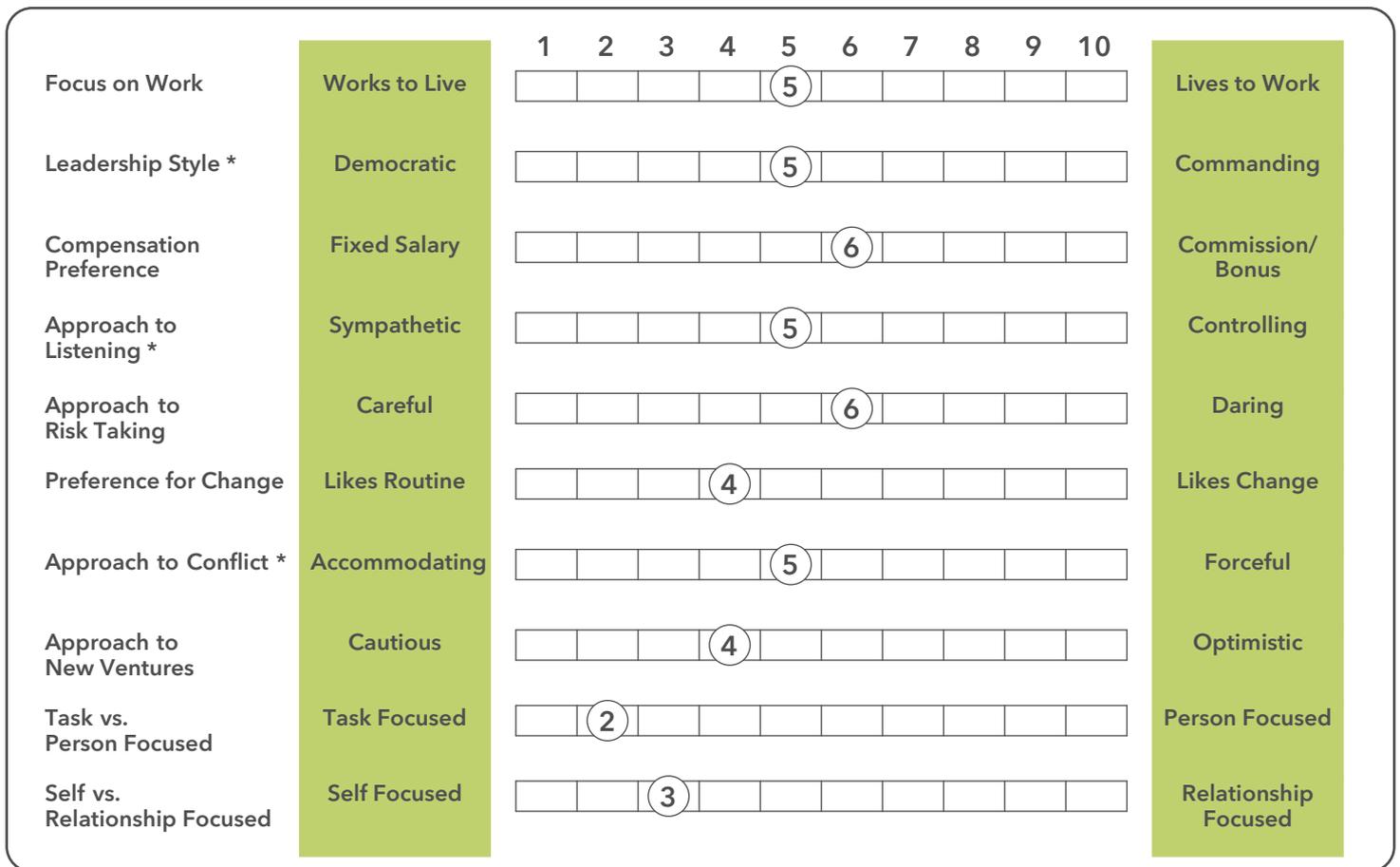
1	2	3	4	5	6	7	8	9	10
			4						

# 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.

Work is important to you but not at the expense of home or family. If conflicts arise between home and work, your personal life may take priority. Long or irregular working hours could be inconvenient for you. Leading a full social and business life, you may sometimes be overextended but the social skills you develop in your leisure activities should translate well to business.

1	2	3	4	5	6	7	8	9	10
				5					

### 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 slightly prefer bonus or commission over a fixed salary, but you will readily agree to a blended package of compensation. If a sizable portion of your compensation is steady income rather than the excitement of profit-sharing or performance-based earnings, you may need some support to accept this. However, 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
					6				

### 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, you will act appropriately in most situations and expediently in a crisis. You will 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 appreciate your competent performance.

1	2	3	4	5	6	7	8	9	10
					6				

### 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.

While you prefer tried and tested methods, you recognize change is sometimes required. You like a well-defined schedule in a structured environment, but usually react well to rational shifts in personnel or corporate structure. You are inclined to be insular and prefer to avoid confrontations or strident requests. You typically adapt standard policy for a new agenda rather than invent new policy. In short, you will not seek change for change's sake, or because it is exciting, but rather because it provides a better solution.

1	2	3	4	5	6	7	8	9	10
			4						

### 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.

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

1	2	3	4	5	6	7	8	9	10
			4						

### 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.

In the workplace, you tend to be quiet, discreet, and fully focused on the task in hand. You are attentive to detail but getting the job done is more important than the niceties of social communication. Social interaction may sometimes be awkward and you likely avoid personal topics. People with high task focus like yours often describe themselves and others by what they do ("I sell air time; she does the accounts.") rather than discussing who they are. Your best asset for a team is your exceptional focus on completing tasks.

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

### 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.

You will focus more on yourself and your own plans rather than others' views and relationships. You are likely to have a personal agenda but you will compromise to maintain collaboration and team spirit. Although you may sometimes be edgy you can also be creative and provide leadership. You will prefer roles that offer personal latitude, with some opportunity to work with others, and recognition for individual achievement.

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

### 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
				(5)					

**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 are a well-balanced leader with a slight inclination to be the "guide on the side" rather than out in front exhorting the team to follow. When a gentle approach is needed, you will excel as a democratic leader. On the other hand, in a crisis, you can take command and be explicit about what must be done and when.

**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 but you still encourage others to express theirs. Careful to allow for all points of view, you will invite debate and probe for complete understanding. In short, you are a good listener who may only require some skill enhancement to be really effective at obtaining and analyzing other people's ideas. You could be encouraged to ask more questions. This active listening skill is usually perceived as interest and most people are flattered to be asked about their ideas.

**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.

You balance accommodation and soft skills with a direct approach to conflict. Because you are fairly sure of yourself, you are usually efficient in debate and confrontation and will only occasionally be worn down by the impact of others. In highly-charged, emotional situations, you can switch easily to a 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.