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individual

AssessAdvantage

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Lisa 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

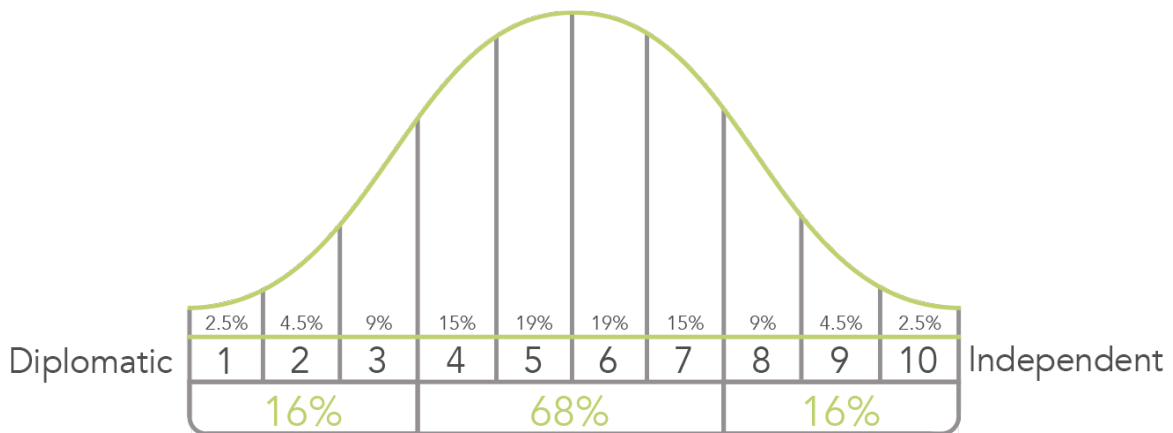
Introduction

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.

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



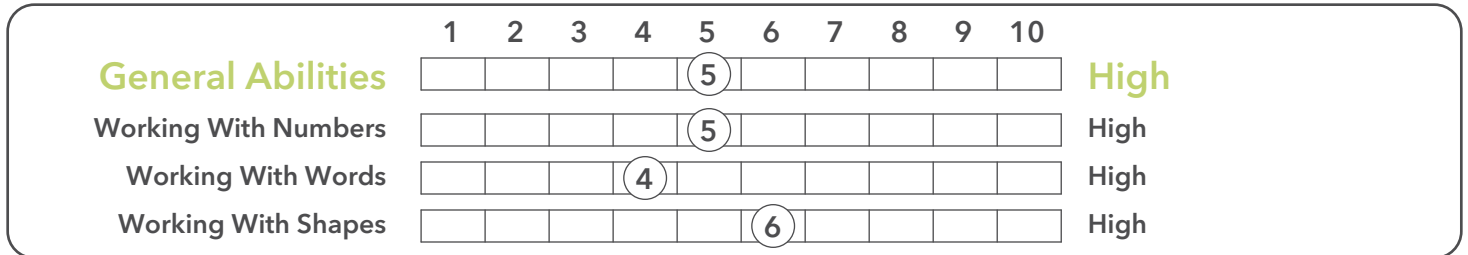
Your scores on these assessments and their related scales are shown in the Prevue Results Graph on the next page. Your score on each scale is a sten score, which indicates where your score falls on a normal bell-shaped curve representing the general working population. The above diagram shows the normal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

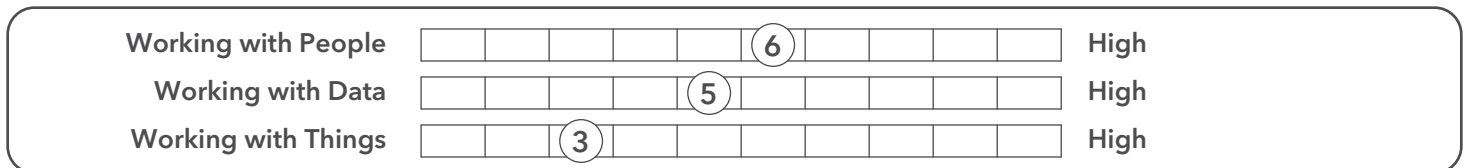
Part 2 - Prevue Results Graph

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.

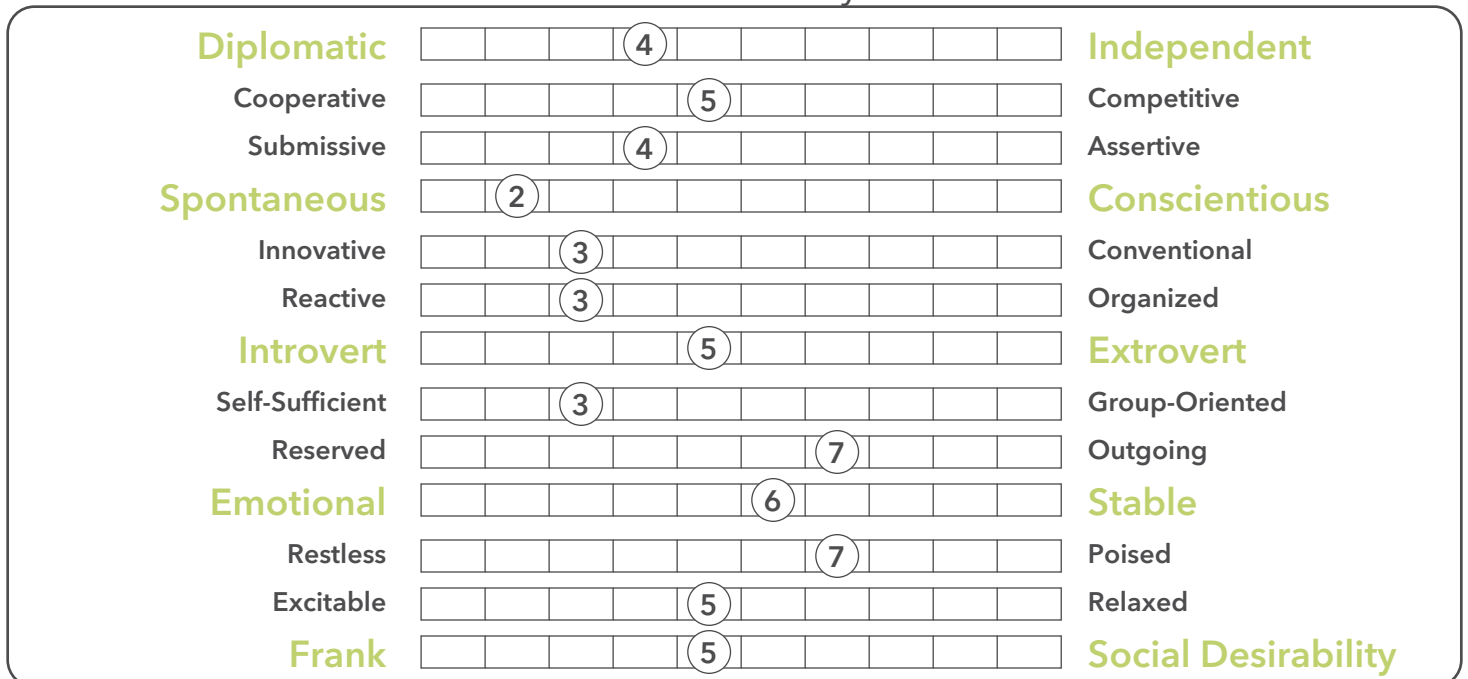
Abilities



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 good spatial skills and average verbal and numerical capabilities. You are best equipped for assignments that involve mental manipulation of shapes or objects, such as reading blueprints, interpreting graphs, following moderately difficult diagrams, and estimating space requirements. Being reasonably proficient with numbers, you are able to do simple arithmetic and to work with routine spreadsheets and data tables. A similar level of verbal capability means that routine paperwork and some writing are well within your scope. Unless the presentation is graphic, you will need an average amount of time to learn new procedures and information. Overall, you have average abilities and you will make the best use of those skills in a stable environment that changes slowly.

You are extremely interested in working with people and will be most happy in a job that involves contact with others. You are moderately motivated to work with data. This means that you can process abstract information so long as you still have opportunities for social interaction. You will perform best when you can take advantage of your preference for interpersonal activity and minimize working with things. In fact, any equipment you operate should be relatively simple and reliable, as you are not mechanically inclined.

You are moderately assertive and you also enjoy working with others. You have well-balanced desires to compete and to cooperate. You will balance your own need for achievement against the need to maintain good relations with others. Your working strategy will be to strive unobtrusively for your own goals while remaining a useful member of the team. In disputes, you are able to alternate between the roles of peacemaker and decision-maker, but your reluctance to speak out on controversial issues will more often lead you to mediate.

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 you 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.

Though talkative and outgoing, you are also self-reliant and do not require constant social interaction. In a group setting, you will occasionally command attention, but you are just as comfortable to be an observer rather than a participant. As a member of a team, you will often work unobtrusively without drawing attention to yourself or your efforts. While you can work well with others, you generally prefer to work alone. You perform routine tasks effectively, but you prefer some variety. For highest productivity, you should work in an orderly fashion in a quiet environment.

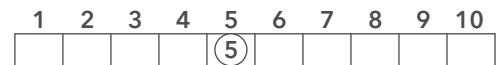
You have a good combination of emotional awareness in yourself and others and moderate sensitivity to stress. Although usually calm and not easily flustered, you can be upset by prolonged stress or exceedingly demanding tasks. In these conditions, you will strive to regain your composure as quickly as possible, and your sense of urgency will be in proportion to what needs to be done. 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 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 you completed. For each scale there is an explanation of your score compared to those of the general working population.

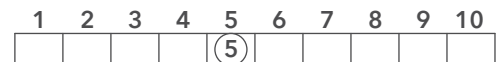
General Abilities

You have a level of speed and accuracy in reasoning and problem solving that indicates that you are as able as most other adult workers. You can learn and absorb new information without too much difficulty, and you are efficient when working in a reasonably demanding environment.



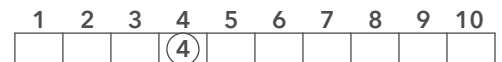
Working With Numbers

You are in the average range for Numerical Reasoning. This is typical of employees who have the skill and competency to reason with information derived from simple numbers.



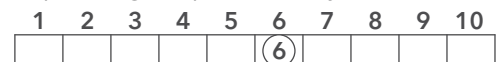
Working With Words

This score is at the lower end of the mid-range of scores for working with written language. You have capable speed and accuracy when using written material.



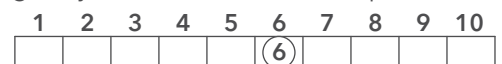
Working With Shapes

Your score places you at the higher end of the mid-range of scores in spatial ability. You have a normal 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 for extended periods of time.



Working With Data

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

1	2	3	4	5	6	7	8	9	10
				5					

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
		3							

Diplomatic / Independent

You are a diplomat who will seek to further personal relationships within a team. You are capable of getting your own way, although you are typically a considerate and cooperative person.

1	2	3	4	5	6	7	8	9	10
			4						

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

You are usually agreeable and will avoid speaking out on some issues. You seldom seek the leadership role, and you lean more towards compromise in disputes.

1	2	3	4	5	6	7	8	9	10
			4						

Spontaneous / Conscientious

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

1	2	3	4	5	6	7	8	9	10
	2								

Innovative / Conventional

You see yourself as innovative and flexible, and 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

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 you are more concerned with getting things done.

1	2	3	4	5	6	7	8	9	10
		3							

Introvert / Extrovert

You will compensate for solitary activity by seeking to operate within a group. Presenting moderate levels of enthusiasm and liveliness, you can contribute to social interaction without drawing undue attention to yourself. You will balance your need for companionship with the need to be alone.

1	2	3	4	5	6	7	8	9	10
				5					

Self-Sufficient / Group-Oriented

You are happy to work on your own and in quiet places, and tend to avoid noisy situations and group activities. You prefer your own company to that of others.

1	2	3	4	5	6	7	8	9	10
		3							

Reserved / Outgoing

Although you like to be the center of attention, there will be times when you may avoid the spotlight. You are happy with a moderately exciting life. You prefer variety in your work, and can be a risk taker at times.

1	2	3	4	5	6	7	8	9	10
						7			

Emotional / Stable

In most situations, you accept people in a calm and stable manner. In general, you are secure in yourself, remaining quite relaxed under moderate stress.

1	2	3	4	5	6	7	8	9	10
					6				

Restless / Poised

You are fairly calm and unruffled. You will remain objective in all but the most difficult situations.

1	2	3	4	5	6	7	8	9	10
						7			

Excitable / Relaxed

In response to most circumstances, individuals such as you will remain calm and relaxed. You usually will not worry or become anxious when things do not go well. Stress under pressure is likely to be moderate.

1	2	3	4	5	6	7	8	9	10
				5					

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.