



CONFIDENTIAL REPORT

(CANDIDATE'S COPY)

for

Mr. Tom Sample

Friday, June 02, 2006

REQUESTED BY:

Susan Sample

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UNDERSTANDING THIS REPORT

The Purpose of This Report

The Prevue Corporate Coach Report provides information that will assist your Coach in understanding your unique profile. It can also provide you with a better understanding of yourself. The report provides insight into your personality profile and important work related characteristics. It is intended to assist the coach-client relationship by providing a starting point for meaningful discussion about your values, needs and objectives.

Further, the report should assist the Coach to ask pertinent questions and provide relative feedback and ideas that are tailored for you.

Where Does The Information in This Report Come From?

The information in this report is derived from your responses to the Prevue Corporate Coach Assessment. The Prevue Corporate Coach Assessment is comprised of the personality and interests inventories from the valid and reliable ICES Plus Assessment, a psychometric test battery developed in the early 1990's by View Assessments International Inc. under the direction of Dr. David Bartram, one of the world's leading psychometricians. The ICES Plus Assessment is the cornerstone of a number of established and respected employment and vocational assessment products including the Prevue Assessment System. Those products have been used to assess more than one million people in North America alone. For more information about the ICES Plus Assessment, or other View products, see www.prevuesystem.com.

Recommendation

We ask that you review this Assessment carefully, particularly the Total Person Description. We even recommend that you show this Assessment to your spouse or a personal friend. We have found that people are frequently surprised to find the Assessment presents such an accurate profile.

Total Person Description

Tom Sample

You have strong, balanced interests relating to data and things. You are well motivated to collect, collate, and analyze information. You see this as a primary approach to solving most problems. You also have a marked preference for working directly with tools or machinery. Regarding computer tasks, you would be best suited to data management. You have some interest in interacting with other people. This means that, while you can enjoy teamwork, if required you could work well alone.

You are moderately competitive and assertive. While you may be a strong team player, you still enjoy individual recognition. Your leadership style leans toward persuasion and encouragement, with emphasis on cooperation. In non-threatening situations and with people you know well, you can be quite outspoken and will vigorously promote your own ideas. On the whole, you prefer to avoid rather than confront conflict, choosing tact and diplomacy to maintain harmony in the workplace. You are equally comfortable being either a team member or a decision-maker.

You prefer to work with proven procedures and practices. You are reluctant to change unless there is a compelling reason. This is a strong score for many businesses, as it combines the consistency necessary for smooth operations with the flexibility to meet sudden changes in the marketplace. You work best in situations that allow for reasonable scheduling and planning, although you can deal with unexpected changes that might disrupt your plans. You may be frustrated in chaotic work conditions or situations that have little or no structure.

You enjoy the company of other people and could be troubled by extended periods of solitude. Most people will find you to be friendly and personable. You are quick to talk to others and enjoy their attention. While you can listen effectively when concentrating, your instinct is to be the one doing the talking. Your enthusiasm is a tremendous advantage when presenting ideas. Though conversational 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 also comfortable as a quiet observer.

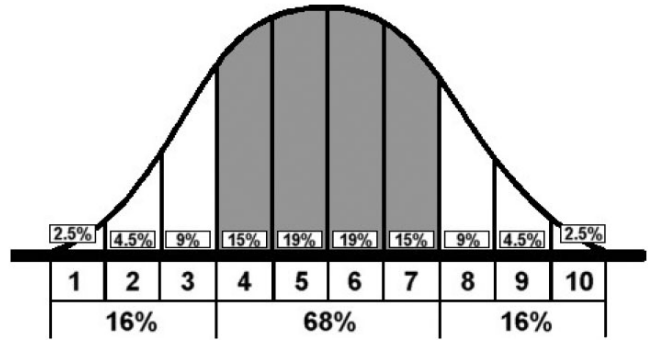
Usually calm and unruffled, you will be upset by prolonged stress or exceedingly demanding tasks. In these conditions, you will be irritable, although you will strive to regain your composure. Because you find it difficult to trust others, you are easily embarrassed. You are particularly sensitive to anyone trying to take advantage of you. You may take setbacks personally. Because of these attitudes, you may not be objective and rational if involved in a personal dispute. You will likely worry about the demands of a high-pressure job. You will be tense when stressed and may find it hard to unwind after the workday ends.

The components of this Total Person Description are graphically displayed on the next page.

Total Person Description

Tom Sample

The assessment scores collected from a large sample of the population, when graphed, produce a bell shaped curve as shown in the diagram to the right. The bell curve can be divided into ten equally wide dimensions called standard tenths or stens. The 1 to 10 scoring scale is used throughout the revueCorporateCoachAssessment**. Approximately 16% of the population will have sten scores in the 1-3 ranges and 16% in the 8-10 ranges. The other 68% will score in the middle ranges 4-7.



Motivation/Interests

	1	2	3	4	5	6	7	8	9	10	
Working with People				④							High
Working with Data							⑦				High
Working with Things						⑥					High

Personality

	1	2	3	4	5	6	7	8	9	10	
Diplomatic					⑤						Independent
Cooperative							⑦				Competitive
Submissive				④							Assertive
Spontaneous							⑦				Conscientious
Innovative							⑦				Conventional
Reactive							⑦				Organized
Introvert						⑥					Extrovert
Self-Sufficient						⑥					Group-Oriented
Reserved						⑥					Outgoing
Emotional			③								Stable
Restless					⑤						Poised
Excitable		②									Relaxed
Frank										⑧	Social Desirability

Each of the personality and interest dimensions displayed above are examined in more detail in the next section of the report that describes your Individual Characteristics.

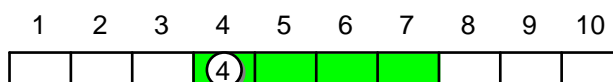
Individual Characteristics

Tom Sample

This section of the report provides more detailed information on each of the interests and personality dimensions shown on the preceding graph. First is a review of your responses to three recognized interest scales, working with people, working with data and working with things. This is followed by an examination of twelve personality dimensions which are based on four established major personality scales, independence, conscientiousness, extroversion and stability (ICES). These major scales provide a measure of the overall structure of personality. Each of the major scales is supported by two related minor scales that provide a richer description of personality. The examination of the personality scales is followed by a social desirability scale which checks for consistency in the responses to the questions in the personality section. For more information on the origin and development of the interests and personality scales, see www.prevue.com.

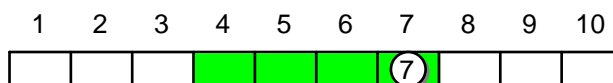
Working With People

Your score indicates that you are well motivated to work with occasional interaction with people. Although you can function efficiently on a team or in a social setting, you do not need continual direct contact with others. In fact, you will probably be most productive if you have some time and space to work alone. Regarding communication, you will more often prefer telephone calls, e-mail, teleconferencing, or virtual gatherings rather than face-to-face meetings.



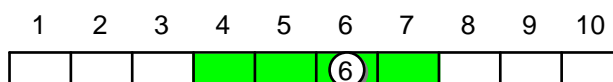
Working With Data

Are you enthusiastic about facts and figures? You are probably aware that you usually have a ready grasp of information in any form: numbers, words or symbols. As you may have expected, your assessment reveals that you have an above average interest in working with data. Considering your positive motivation, you will likely put extra effort into information-based tasks such as scheduling, data analysis, paperwork, and maintaining records.



Working With Things

Tools, equipment and machinery are moderately appealing for you. Your results show a better than average interest in working with things. More often than not, you will take a hands-on approach to designing, managing or working with things. Because you slightly prefer mechanized tasks, you should easily adopt new technology.



Individual Characteristics

Tom Sample

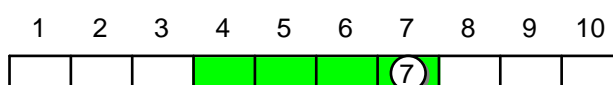
Diplomatic / Independent

To achieve a goal, you can occasionally be an individual competitor, even slightly argumentative. In other situations, you may be more concerned with maintaining team spirit and coordinating team effort. This means that you are good at getting things done while taking into account the needs of others. Also, because you generally avoid controversy, you might adhere rigorously to company policy. Your co-workers probably recognize that you have a good blend of ambition and diplomacy.



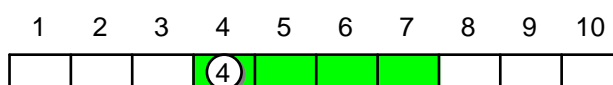
Cooperative / Competitive

Your score implies that you are a competitive person who plays hard to win. For the most part, you can accept compromise between your own achievements and the need to maintain helpful relationships with others. Although you are ambitious and you may prefer to be a front runner, your will-to-win only rarely interferes with corporate goals.



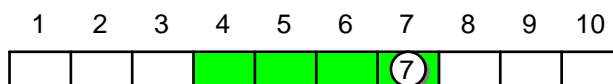
Submissive / Assertive

You tend to be tactful and willing to compromise. While you are not likely to over-promote yourself or your ideas, you can be mildly assertive when necessary. Your usual tact and helpfulness make you well able to deal with many personnel issues, but do you prefer to avoid controversy? You may have to overcome your usual concern for others' comfort when giving directions or resolving conflict.



Spontaneous / Conscientious

With a notable tendency to be conscientious and detail-oriented, you prefer orderly work habits. You are still able to adapt to unexpected changes or sudden demands, but your forte is likely to be an organized approach and meticulous follow-up. You will only occasionally react spontaneously.

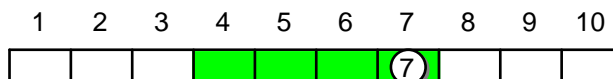


Individual Characteristics

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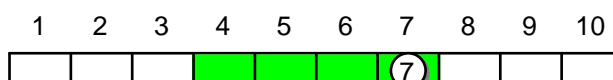
Innovative / Conventional

While favoring proven procedures and practices, you are still flexible enough to deal with change and innovation. Because you usually opt for the status quo, you may hesitate to adapt fast to delays, changes in personnel, or new lines of business. On rare occasions, you could be tempted to interpret rules loosely to meet a deadline. As you tend to be time-conscious and strategic, you probably work best with a definite plan in a structured environment.



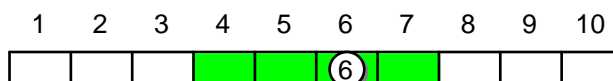
Reactive / Organized

Your assessment suggests that you are meticulous and organized. You definitely like to plan ahead yet you can tolerate most last minute changes. When unforeseen events disrupt your schedule, you are inclined to think things through before responding and you most likely prefer others to follow your diligent work habits.



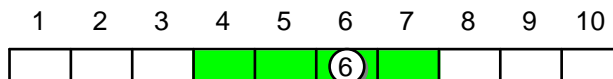
Introvert / Extrovert

Do you enjoy meeting people yet still value some time to work alone? You are probably aware that you are moderately extroverted and can contribute easily to social interaction. With your enthusiasm for being in a group, you most likely have above-average interpersonal and communication skills. For the most part, you will balance your need for companionship with the ability to work alone.



Self-Sufficient / Group-Oriented

Although you have enough self-sufficiency to work alone, you likely prefer varying tasks in a lively environment. When you set your own goals for accomplishment, you will probably be more motivated to reach corporate objectives, especially if these accomplishments are recognized by the group. Without positive feedback from the group, however, you may be less inclined to exert yourself in detailed work.

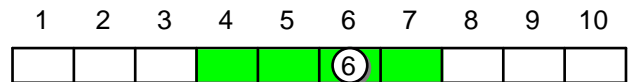


Individual Characteristics

Tom Sample

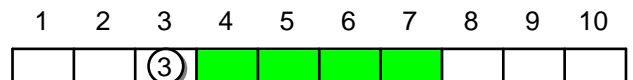
Reserved / Outgoing

Outgoing and talkative with a sociable person, you can still hold back and be quiet when dealing with co-worker who is "strictly business." While you will handle most routine tasks well, you probably prefer some variety and challenge in your assignments. Generally, you will be cautious about taking risks and will not rely exclusively on your own judgement.



Emotional / Stable

Your score implies that you are sometimes wary of new people and new situations, but your tendency toward skepticism can work to your advantage because you are not easy to fool. Unfortunately, you may also suffer more than others when faced with adversity. While you might seem to take mishaps in stride, you could be hiding your sensitivity.



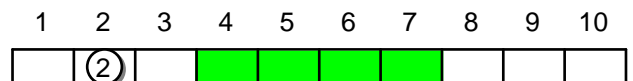
Restless / Poised

Do you find that, while generally composed, you can be upset by prolonged stress or exceedingly demanding tasks? Your assessment suggests that, while your poise may be threatened, you usually maintain a business-like attitude. Even when involved in a personal dispute, you will strive to remain objective. This is exemplary behavior in most situations.



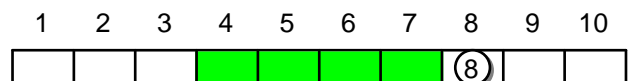
Excitable / Relaxed

In stressful situations, you might be somewhat anxious and excitable. If others do not share your sense of urgency, you could become suspicious and agitated but you will strive to keep a business-like attitude. Given these characteristics, you will probably enjoy more job satisfaction if you are not exposed to long periods of high pressure.



Social Desirability

You typically present a positive image of yourself and conform to social expectations. Without deliberately intending to inflate your profile, you may have endeavoured to give socially acceptable responses to the assessment questions. Alternatively, your responses may be completely honest and you may truly be as proper as your results imply.



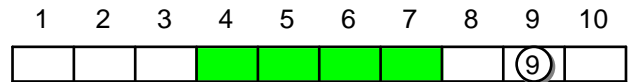
Approach To Work

Tom Sample

This section of the Prevue Corporate Coach Report provides information on your responses 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 personality scales reviewed in the Total Person and Individual Characteristics sections of this 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.

Focus On Work

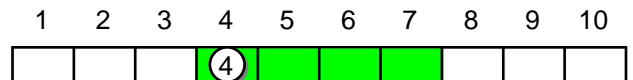
WORKS TO LIVE (1) vs. LIVES TO WORK (10):- The Focus on Work scale provides information on the importance of work to you. Some see work as a means to an end while others define themselves by their work.



You probably define yourself almost completely by your job: you greatly value work and being employed. You put such positive emphasis on professional accountability that even your leisure and social activities are likely to be related to your career. Unless they have truly urgent priority, domestic arrangements will usually be changed in preference to altering your work schedule.

Approach to New Ventures

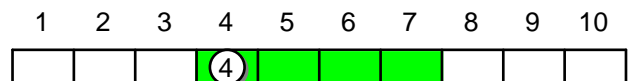
CAUTIOUS (1) vs. OPTIMISTIC (10):- This scale distinguishes those who approach new ventures or issues with caution from those who approach new ventures with optimism.



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.

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.



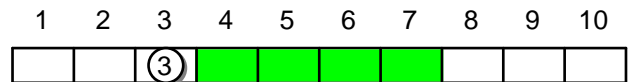
You have a nearly balanced approach to leadership with a moderate inclination to be the "guide on the side." When gentle direction is needed, you will function as a democratic leader. On the other hand, in a crisis, you can take command, get out in front, and exhort the team to do the right things in the right way at the right time.

Approach To Work

Tom Sample

Preference for Change

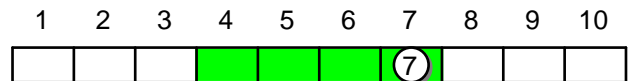
LIKES ROUTINE (1) vs. LIKES CHANGE (10):- This scale identifies where you fit in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.



Routine work with a tested system suits you fairly well. You tend to be a little formal and usually like to do things "by the book." Frequent change will be mildly disagreeable for you and you may have some difficulty coping with personnel replacements, reorganization, downsizing, or expansion. You will probably adapt old methods to new demands rather than devise new procedures.

Approach to Conflict

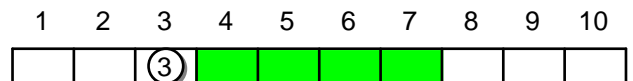
FORCEFUL (1) VS. ACCOMMODATING (10):- This scale distinguishes those who are forceful in their approach to conflict from those who avoid conflict by being accommodating.



For the most part, you prefer an indirect, neutral approach to conflict and this is usually effective for all parties concerned. Your approach will tend to be accommodating and based on your very good soft skills. When pressed, however, you can take a harder, more vigorous approach and will only occasionally be worn down by the impact of others.

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.



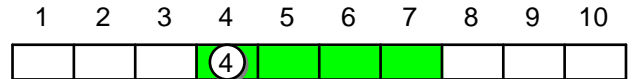
You usually prefer a secure income over the excitement of striving for greater but less certain rewards. You are reluctant to rely on profit-sharing or stock options because you are not comfortable with the uncertainty of performance-based earnings. If offered a blended package of compensation, you will likely require some support to see the benefits of this. Your careful, meticulous approach may cause you to miss some opportunities, but it makes you "a safe pair of hands" for projects requiring smooth stewardship.

Approach To Work

Tom Sample

Approach to Self Promotion

RELUCTANT (1) vs. ASSURED (10):- People who score 1 on this scale are reluctant to put themselves forward while those who score 10 are extremely assured.



When you are comfortable with your audience, you are good at putting yourself forward. In some instances, however, you truly believe in yourself but others might see you as vaguely tentative or unsure. You are probably more at ease when you can do a "faceless" presentation via teleconferencing or e-mail, but thorough preparation for live encounters will build your confidence and allow you to do your best work.

Approach to Risk Taking

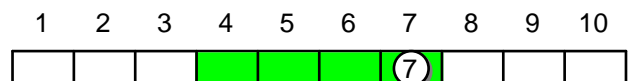
CAREFUL (1) vs. DARING (10):- This Approach to Risk scale is measured from 1 for avoidance of risky behavior to 10 for willingness to engage in risk.



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.

Approach to Listening

CONTROLLING (1) VS. SYMPATHETIC (10):- The Approach to Listening scale is measured from 1 for a person who tends to dominate a conversation to 10 for a person who is an exceptionally sympathetic listener.



You often provide a sympathetic ear and encourage others to open up. While you tend to be a more passive listener, you will occasionally stimulate debate. Good listening requires active involvement, questioning, paraphrasing, probing for complete understanding--and you may sometimes hesitate to be so assertive. Unless you can manoeuvre others into discussing difficult issues, you may not be able to deal effectively with controversy. Further development of your active listening skills may be beneficial.

Validity

Tom Sample

The rules for identifying patterns of responses in the Personality Section of the Prevue Corporate Coach Assessment which might be "invalid" include systematic, but non-meaningful response patterns, omissions and excessive use of the "B" answer option. Systematic, but non-meaningful response patterns occur when the distribution of the responses differ from the norm and are considered unusual. The omission rule occurs if more than three responses are omitted in a given scale, making the results appear more average than they are. The "B" answer rule is affected by the total number of "B" responses selected. The candidate had the choice of an "A", "B", or "C" for every question in the Personality Section of the Prevue Corporate Coach Assessment. The second option, the "B" choice, is always an unsure or in-between answer.

The total number of "B" responses chosen for this report was: 0