

Your Company

Prevue Report  
Individual  
on  
Mr. Tom Sample

Friday, June 02, 2006

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# Prevue Benchmark

Tom Sample

## Abilities

	1	2	3	4	5	6	7	8	9	10	
General Abilities							7				High
Working With Numbers										10	High
Working With Words							7				High
Working With Shapes		2									High

## 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

# Total Person Description

Tom Sample

## Note:

The Total Person is a combination of all the elements you completed in your Prevue Assessment.

You have superior numerical skills, good verbal skills, and lower than average spatial skills. You are well equipped to do challenging numerical assignments such as creating complex spreadsheets and advanced data tables. Above average ability with words means that moderately difficult paperwork and most written materials are well within your scope. You will be slower, however, to learn new tasks requiring spatial reasoning and you may have difficulty following diagrams, estimating space requirements, or interpreting graphs.

Overall, you have mixed abilities. When doing numerical or verbal tasks, you will learn quickly and your job performance should be good to excellent. While you are highly proficient with numbers and words, you will need more time and instruction to achieve confidence and competence at any task requiring spatial reasoning. For most assignments, you will perform best when the environment and work practices change slowly.

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.

# Total Person Description

Tom Sample

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.

# Individual Traits

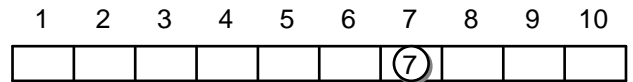
Tom Sample

## NOTE:

The individual traits on the following pages are descriptions of your characteristics as determined by the Prevue Assessment. The 1 - 10 scoring scale used throughout the Prevue Assessment is called a sten scale. Sten simply means the standard tenth of a normal bell curve. Approximately 16% of the population would have sten scores in the 1 - 3, and 16% in the 8 - 10 ranges. The other 68% of the population will score in the middle ranges 4 - 7.

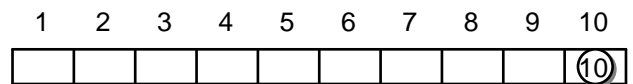
### General Abilities

You scored in the high average range of General Ability. You are at a level of speed and accuracy typical of the top third of your fellow workers when handling information, reasoning and solving problems. Your learning faculty is reasonably quick and you will absorb new information with little difficulty. Changing job requirements should not affect your ability to perform.



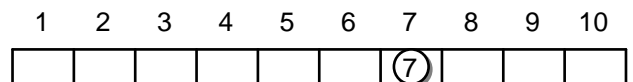
### Working With Numbers

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.



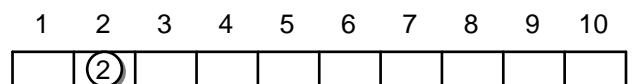
### Working With Words

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 score indicates a lower than average skill in spatial ability. You may have to spend more time when reasoning with information that involves thinking about manipulating shapes and objects.

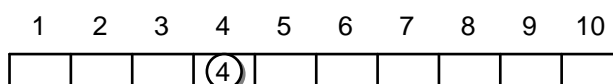


# Individual Traits

Tom Sample

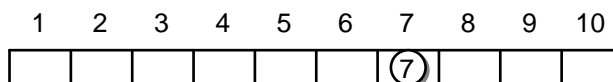
## Working With People

You will be quite content to work in a job in which there is moderate contact with people. While you would not necessarily avoid contact with other people, you would not want interpersonal relations to form a key function of your responsibility.



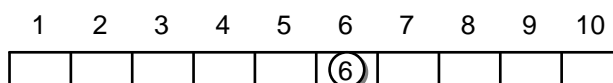
## Working With Data

You have an above 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.



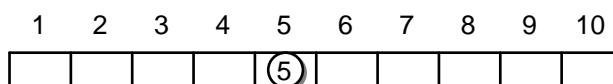
## Working With Things

You express an average level of interest in work that deals with inanimate objects such as machinery, tools and equipment.



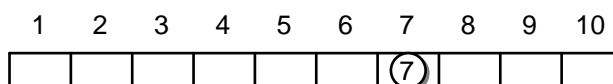
## Diplomatic / Independent

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.



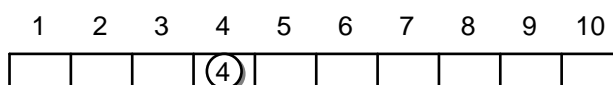
## Cooperative / Competitive

You describe yourself as a competitive person who plays hard to win. You can accept compromise between your own achievements, and the need to maintain relationships with others.



## Submissive / Assertive

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

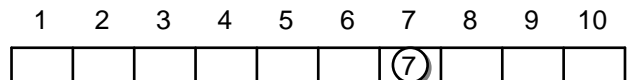


# Individual Traits

Tom Sample

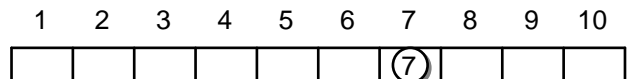
## Spontaneous / Conscientious

It is your nature to be conscious of detail, dependable and well prepared. As a reliable individual, you will follow rules and established procedures within a traditional setting. You will probably be better at adapting to situations rather than innovating.



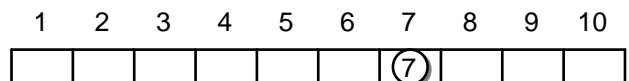
## Innovative / Conventional

You see yourself as an individual who is somewhat conventional. You can cope with change when necessary. Overall, you will prefer the status quo to change.



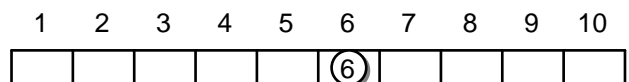
## Reactive / Organized

Although you usually regard yourself as organized and able to work in a controlled manner, these qualities can be altered in some unexpected situations. You are reliable and work best in a planned environment.



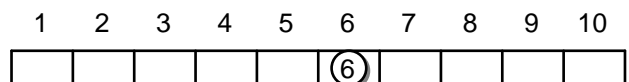
## Introvert / Extrovert

You show moderate levels of enthusiasm and liveliness, contributing to social interaction without drawing undue attention to yourself.



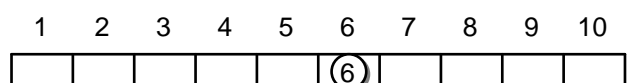
## Self-Sufficient / Group-Oriented

You are an employee who usually enjoys the company of others and a stimulating environment, but who also needs time to be alone. These needs are fairly evenly balanced. You are happiest working in situations where there is a moderate amount of contact with other people.



## Reserved / Outgoing

This score indicates that you can be talkative and outgoing. You also would prefer some variety in your work. You choose the situations in which you will take center stage, as you are comfortable in the company of others, but you do not seek constant attention.



# Individual Traits

Tom Sample

## 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 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 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

You typically present a positive image that conforms to social expectations.

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

# Validity

Tom Sample

## VALIDITY INTRODUCTION:

- The rules for identifying patterns of responses in the Personality Section of the Prevue 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. You had a choice of an "A", "B", or "C" for every question in the Personality Section of the Prevue Assessment. The second option, the "B" choice, is always an unsure or in-between answer.

## VALIDITY COMMENTARY:

- The total number of "B" responses that you chose in the course of completing the Prevue Assessment Questionnaire, including questions that were not answered, was 0.
- This number of "B" choices is within acceptable levels and the results of the Personality section of this report had meaningful response patterns. Therefore the data presented in this Prevue Assessment can be considered accurate and reliable.

The use of the Prevue Assessment will help to ensure that you are treated fairly without regard to race, colour, religion, sex or national origin. The Prevue Assessment was designed and developed to conform with the human rights legislative and best practice requirements prevailing in the various countries where the Prevue Assessment is distributed. This includes the EEOC Guidelines, the Americans for Disabilities Act and the standards for test development and administration published by the American Psychological Association, the British Psychological Society and the Association of Test Publishers.