

Your Company

## Prevue Report

- Selection  
Personal Development  
Individual  
Succession Planning  
Working Characteristics

on

**Mr. Tom Sample**

regarding the position of

**NY Taxi Driver**

Friday, June 02, 2006

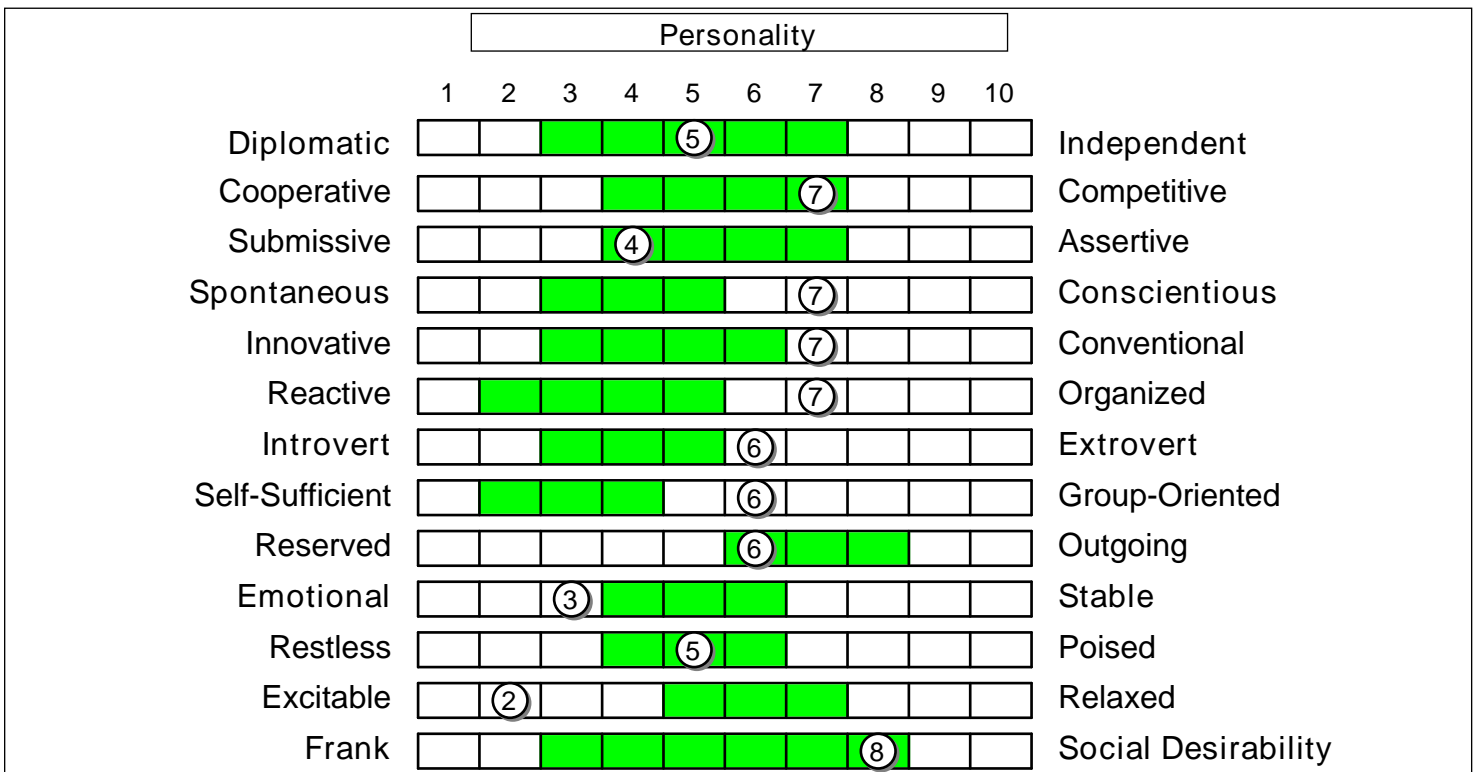
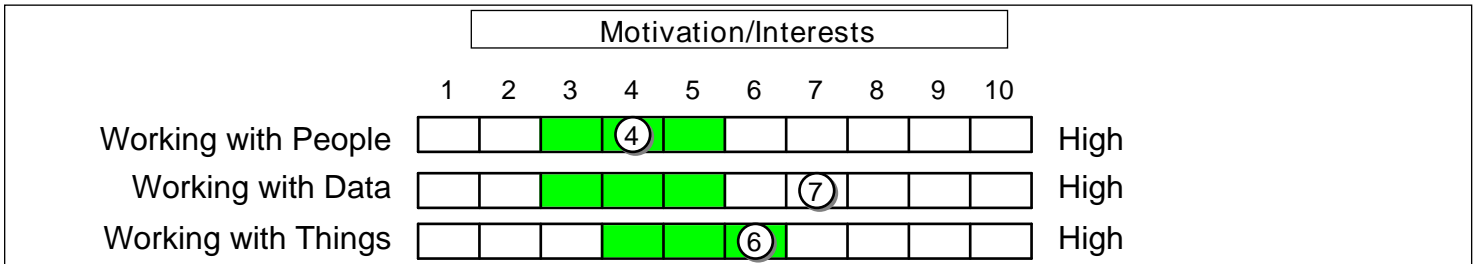
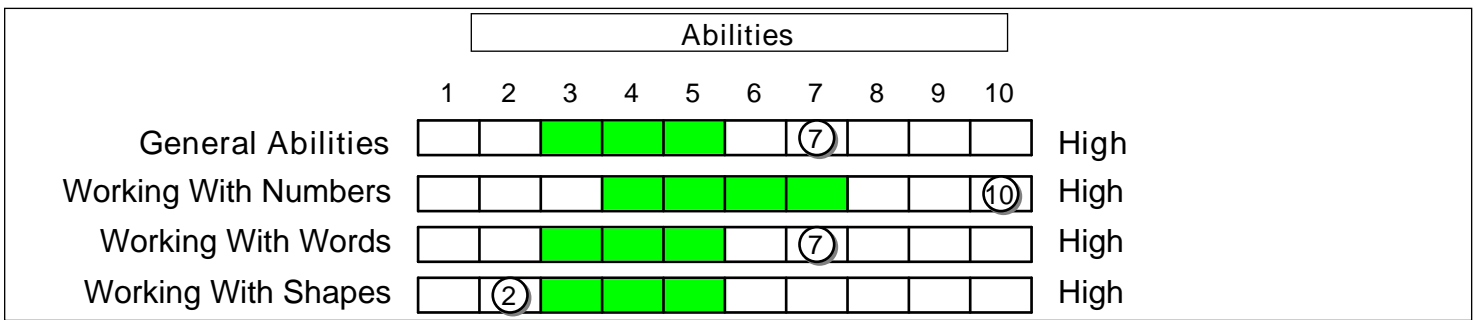
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# Prevue Benchmark

Tom Sample

NY Taxi Driver



A Prevue benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this NY Taxi Driver position. The number on each scale is Tom Sample's actual score. The following percentage reflects the degree of suitability of his scores when compared to this benchmark.

### Prevue Job Suitability

The Prevue benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.

Benchmark Suitability

64%

## Planning the Interview

Your interview should be a formal meeting with the objective of assessing Mr. Sample qualifications for this NY Taxi Driver position. Planning for the interview should begin with an examination of any areas of confusion or concern identified in the previous steps in the selection process, including your review of his resume or reference checks. This background information, in conjunction with this report, will assist you in determining this candidate's overall suitability for this position.

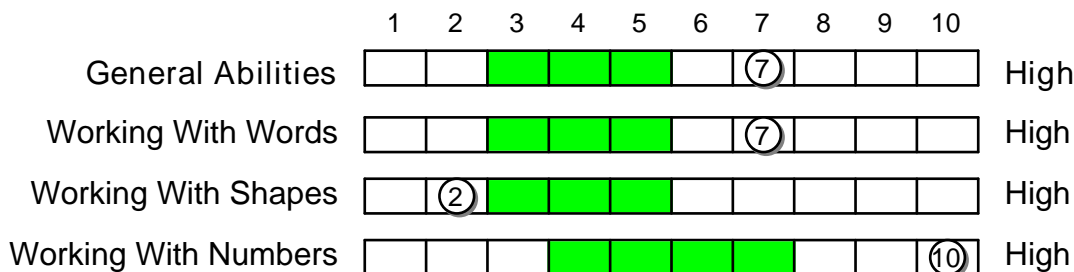
## How to Use the Assessment in the Interview Process

Good hiring and promoting practices require that the personality traits, interests and abilities of job candidates should be matched to those required for the job for which the candidate is being considered. This can be accomplished by creating a Benchmark of the characteristics that your experience has confirmed are required for the job and that are evident in people who may have prior success in the job. The more closely Mr. Sample scores match the Benchmark, the higher is his suitability for that specific job. Scores that are off the Benchmark should provoke closer scrutiny.

Interview questions directed to specific on-the-job conduct will improve the selection process. In most cases you should customize these questions for this particular NY Taxi Driver position. Mr. Sample responses should be clarified with further behavioral questions until you are comfortable you can make a proper decision on his overall job suitability.

## Areas Off the Benchmark

The following are areas where Mr. Sample did not match this NY Taxi Driver benchmark. A brief explanation of the score result and Benchmark is followed by suggested behavioral interview questions.



It will be evident that Mr. Sample does not fall within the Benchmarks for all of the dimensions of Abilities for this NY Taxi Driver position.

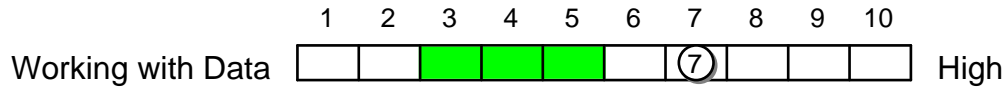
A score above any of the Abilities Benchmarks will not generally be detrimental to overall performance. However, consideration should be given to whether the position will provide sufficient challenge, stimulation and opportunity for Mr. Sample.

A score below any of the Abilities Benchmarks could be significant. Such results suggest Mr. Sample may have difficulty in quickly and effectively addressing and completing those aspects of the job where he is below the Benchmark.

# The Interview

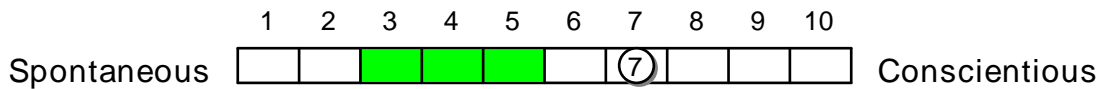
Tom Sample

NY Taxi Driver



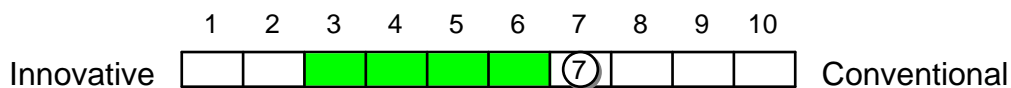
Mr. Sample indicates he has an above average level of interest in working with data.

1. Please describe what aspects of working with data are most interesting to you. What is your interest in statistics or research?
2. What system do you use to manage your time?
3. What computer software do you use? How many hours a day do you usually work with computers?



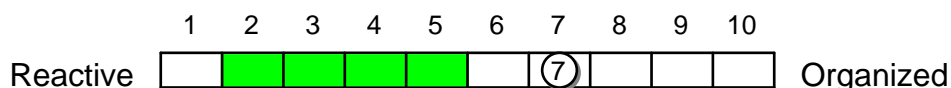
Mr. Sample can be conscious of detail and able to work with tried and tested methods.

1. Can you recall a situation where the unexpected upset your schedule, and how you dealt with that situation?
2. Describe previous situations that called for a radical change in direction. What characteristics do you have to meet that challenge?
3. Describe a recent occasion when you did something at work in a meticulous, time-consuming way, and another when you reached a solution in the quickest possible way. Which situation did you prefer and why?



Mr. Sample sees himself as someone who is conscientious, with some understanding of change and innovation.

1. When do you feel a degree of flexibility is necessary in servicing your customers?
2. Describe how you react when work situations change somewhat unpredictably from day to day.
3. Expand on the changes to customer service that you felt were necessary in your last position.



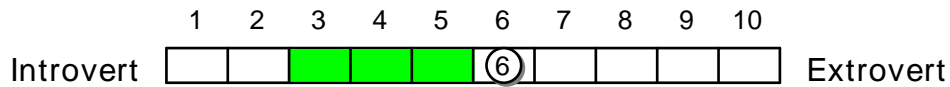
Mr. Sample regards himself as being reasonably well-organized, tidy, and able to work in a controlled manner.

1. Describe how you reacted when a work situation did not go as you had planned.
2. Explain your system for prioritizing your activities.
3. Describe how you insure things do not get missed during a busy workday.

# The Interview

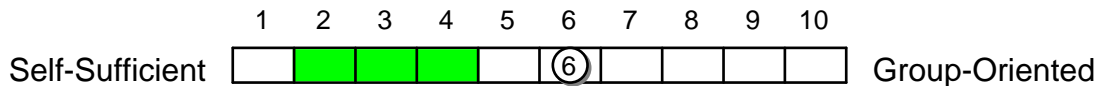
Tom Sample

NY Taxi Driver



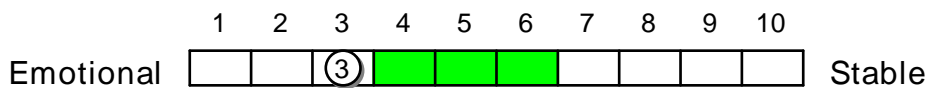
Mr. Sample is usually stimulated by people.

1. Describe a work-related situation where you felt you had to induce people to work together. How did you accomplish that?
2. Describe the social characteristics of this NY Taxi Driver position that appeal to you.
3. What kind of work situations do you prefer?



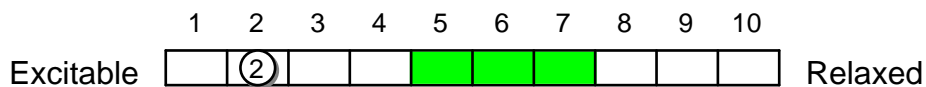
Mr. Sample is someone who usually enjoys company and a stimulating environment.

1. Describe the work-related leadership roles you have held as part of the job.
2. Describe the methods you have used to get away from a bustling, animated work day.
3. Recount the last situation where you felt that the active participation of your peers was not important.



Mr. Sample is likely to be someone who is hard to fool and consequently somewhat suspicious of new people and new situations.

1. Describe how you feel about dealing with new on-the-job situations.
2. Everybody experiences adversity or setbacks on the job. Explain how you reacted to the most recent example of this.
3. How do you know when to trust someone?



On the whole Mr. Sample sees himself as a rather emotional, often anxious person.

1. When you feel the effects of a stressful meeting with your supervisor, how do you relieve the pressure?
2. Describe the coworker behavior or complaints that cause you to become anxious.
3. What was your favorite work environment? Why?

# Total Person Description

Tom Sample

NY Taxi Driver

## Note:

The Total Person is a combination of all the elements Mr. Tom Sample completed in his Prevue Assessment.

Mr. Tom Sample has superior ability to work with numbers, good verbal skills, and lower than average spatial skills. He is well equipped to do challenging numeric assignments such as creating complex spreadsheets and advanced data tables. His above average ability with words means that moderately difficult paperwork and most written material are well within his scope. He will be slower, however, to learn new tasks requiring spatial reasoning and may have difficulty following diagrams, estimating space requirements, or interpreting graphs.

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

Mr. Sample has strong, balanced interests in data and things. He is well motivated to collect, collate, and analyze information. He sees this as a primary approach to solving most problems. He also has a marked preference for working directly with tools or machinery. Regarding computer tasks, he would be best suited to data management. He has some interest in interacting with other people. This means that, while he can enjoy teamwork, he also can work well alone.

Mr. Sample is competitive and moderately assertive. While he may be a strong team player, he still enjoys individual recognition. His leadership style is marked by persuasion and encouragement, with emphasis on cooperation. In non-threatening situations and with people he knows well, Tom Sample can be quite outspoken and will vigorously promote his own ideas. On the whole, he prefers to avoid rather than confront conflict, choosing tact and diplomacy to maintain harmony in the workplace. He is equally comfortable being either a team member or a decision-maker.

Tom Sample prefers to work with proven procedures and practices. He is 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. He works best in situations that allow for reasonable scheduling and planning, although he can deal with unexpected changes that might disrupt his plans. He may be frustrated in chaotic work conditions or situations that have little or no structure.

Tom Sample enjoys the company of other people and could be troubled by extended periods of solitude. Most people will find him to be friendly and personable. He is quick to talk to others and enjoys their attention. While he can listen effectively when concentrating, his instinct is to be the one doing the talking. His enthusiasm is a tremendous advantage when presenting ideas. Though conversational and outgoing, Mr. Sample is also self-reliant and does not require constant social interaction. In a group setting, he will occasionally command attention but he is also comfortable as a quiet observer.

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

# Individual Traits

Tom Sample

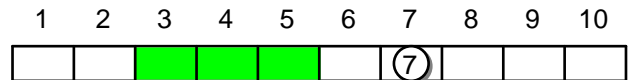
NY Taxi Driver

## NOTE:

The individual traits on the following pages are descriptions of Mr. Sample's 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.

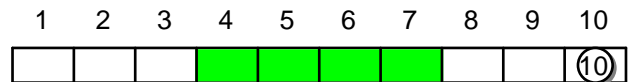
### General Abilities

As Mr. Sample scored in the high average range, his learning faculty is reasonably quick and he will absorb new information with little difficulty. Changing job requirements should not affect his ability to perform.



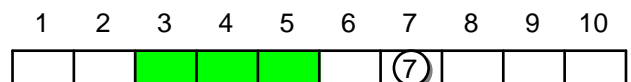
### Working With Numbers

Mr. Sample shows an extremely high capacity for numerical reasoning. He is quicker and more accurate than most employees in his capacity to reason with information derived from simple numbers.



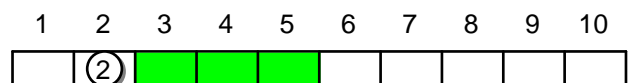
### Working With Words

Mr. Sample is talented in using language as a vehicle for reasoning and problem solving. He demonstrates a good level of speed and accuracy when dealing with written language.



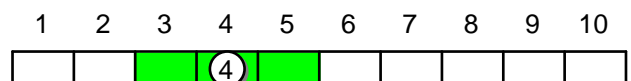
### Working With Shapes

This indicates a limited capacity for working with spatial information, particularly under conditions where there is a degree of time pressure. Although individuals with this score are likely to be reasonably competent in manipulating shapes, they may be rather slow.



### Working With People

Mr. Sample shows an average level of interest in work that involves dealing with people. He is likely to prefer employment that involves a degree of contact with others. However, he is unlikely to want interaction with other people to be the major function of his work.



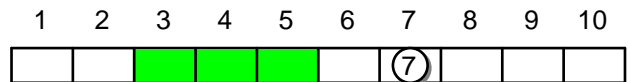
# Individual Traits

Tom Sample

NY Taxi Driver

## Working With Data

Mr. Sample has an above average interest in working with data. Such a person may relate this interest in data to its application in working with people and/or machinery and equipment. They would be unlikely to enjoy a position that did not provide an opportunity for this type of work.



## Working With Things

Tom Sample expresses an average level of interest in work that deals with inanimate objects such as machinery, tools or equipment. Such people are likely to be comfortable in handling goods or equipment, but would not see that interest being central to their work.



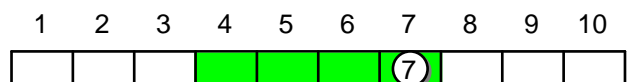
## Diplomatic / Independent

To achieve his point of view, Tom Sample occasionally can be an individual competitor, both controversial and argumentative. In other situations, Mr. Sample can also be concerned with maintaining the team spirit and coordinating the team effort. This score indicates an employee who is good at getting things done while taking into account the needs of others.



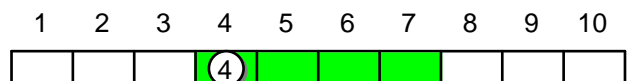
## Cooperative / Competitive

He describes himself as a competitive person who plays hard to win. Such individuals can accept compromise between their own achievements, and the need to maintain relationships with others.



## Submissive / Assertive

Tom Sample may be submissive, and avoids speaking out on issues. He seldom seeks leadership roles. In disputes, he will be willing to compromise.



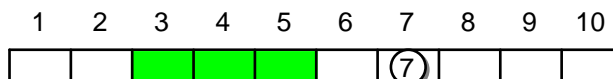
# Individual Traits

Tom Sample

NY Taxi Driver

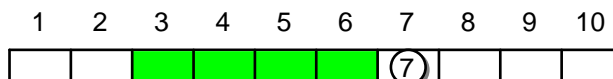
## Spontaneous / Conscientious

It is his nature to be conscious of detail, dependable and well prepared. As a reliable individual, he will follow rules and established procedures within a traditional setting. He will probably prefer the status quo to change.



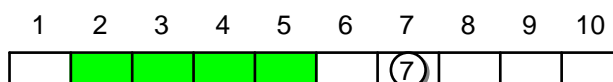
## Innovative / Conventional

Mr. Sample sees himself as a NY Taxi Driver who is somewhat conventional. He can cope with change when necessary. Overall, Mr. Sample will prefer the status quo to change.



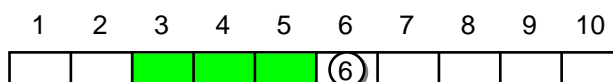
## Reactive / Organized

Although he usually regards himself as organized and able to work in a controlled manner, these qualities can be altered in some situations. For the most part, he will be reliable, working best in a planned environment.



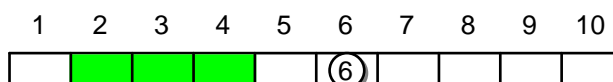
## Introvert / Extrovert

Individuals like Mr. Sample show moderate levels of enthusiasm and liveliness, contributing to social interaction without drawing undue attention to themselves.



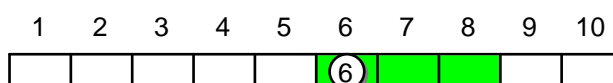
## Self-Sufficient / Group-Oriented

He is a NY Taxi Driver who enjoys the company of others, but who also needs time to be alone. These needs are fairly evenly balanced. He is happiest working in situations where there is a moderate amount of contact with other people.



## Reserved / Outgoing

He can be talkative and outgoing. He would prefer some variety in his work. These people like to choose the situations in which they will take center stage, as they are comfortable in the company of others, but they do not seek constant attention from others.



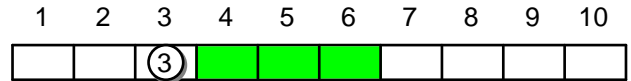
# Individual Traits

Tom Sample

NY Taxi Driver

## Emotional / Stable

This individual is likely to be someone who is not easily misled. He tends to be suspicious of new people and wary of new situations. He may not easily accept adversity and setbacks. When under pressure, he can become anxious, sometimes reacting with irritation.



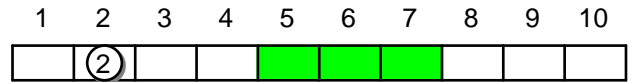
## Restless / Poised

Such people can remain calm and poised in the face of unpleasant circumstances, yet at times have a tendency to become upset and take things personally.



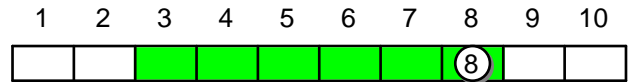
## Excitable / Relaxed

Mr. Sample is a rather excitable and anxious person, who is wary and cautious of others. Such people find it difficult to cope with high levels of pressure without becoming tense and anxious. It is best that Mr. Sample avoid work situations in which there are likely to be prolonged periods of high pressure.



## Social Desirability

Tom Sample typically presents a positive image and conforms to social expectations. If this high score is the result of a need to present a socially acceptable, rather than an open picture, then scores on some of the other scales may have been influenced.



## 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. The candidate had the 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 chosen by the candidate 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.

## BEST PRACTICE RECOMMENDATIONS:

- **Assessment Administration:** Best practice protocol recommends that assessments be administered to candidates in a controlled environment under the supervision of a proctor to ensure that:
  - The person who completes the Assessment is in fact the candidate;
  - A candidate's responses to the Assessment questions are not affected by collusion with others or by other actions that would invalidate the Assessment;
  - The supervisor is able to address unexpected conditions or problems affecting a candidate and to provide reasonable accommodation for candidates where required;

Where an Assessment is administered without the recommended supervision, the accuracy of the report cannot be guaranteed. If the report is a significant consideration in any final selection or other high stakes decision, you might wish to have the candidate retake the Prevue Assessment in a controlled environment;

For more information on the administration of the Prevue Assessment, please see "Administering the Prevue Assessment" in the Prevue User Guide posted at [www.prevuesystem.com](http://www.prevuesystem.com).

- **Assessment Weighting:** The weight given to the Prevue Assessment in any human resource selection or other high stakes decision should not exceed one-third of the total process. The remainder of the process, including the candidate's work history, interview, background checks, etc., should be considered in association with the results of this report.
- **Ensure Fairness:** When properly administered, the use of the Prevue Assessment will help to ensure that applicants 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.