

**Crozer Chester Medical
Center**

Prevue Report

Selection
- Personal Development
Individual
Succession Planning
Working Characteristics

on

Mr. John Sample

regarding the position of

Nurse Anesthetist P40040428

Friday, October 21, 2011

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www.prevuehr.com

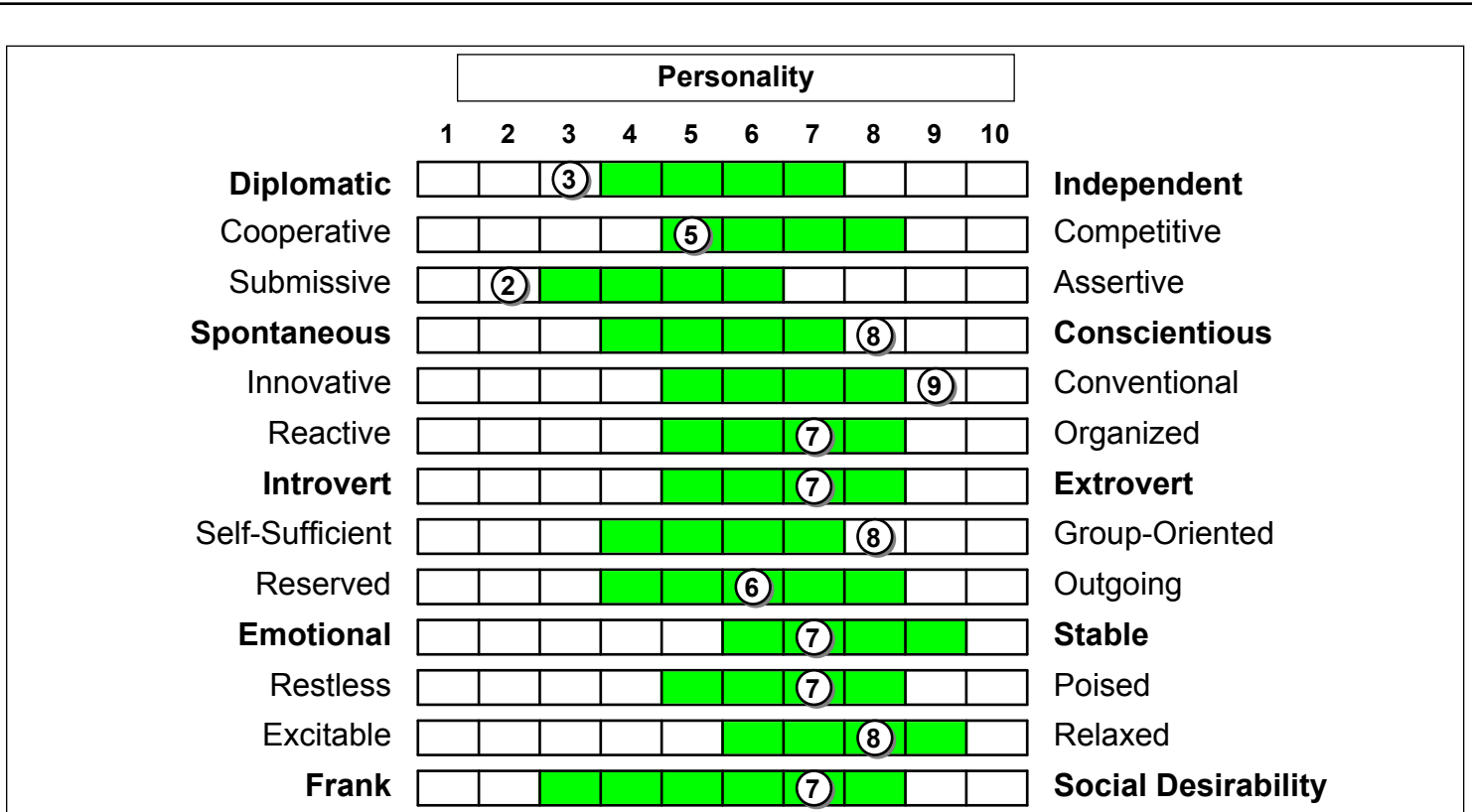
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Prevue Benchmark

John Sample

Nurse Anesthetist P40040428



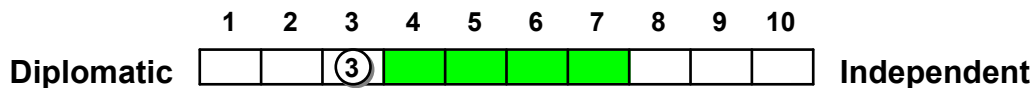
A Prevue benchmark illustrates the required characteristics of various jobs as decided by management. The shadowed areas above graphically represent the benchmark for this Nurse Anesthetist P40040428 position. The number on each scale is John Sample's actual score.

How to Use the Prevue Assessment in the Coaching / Training Process

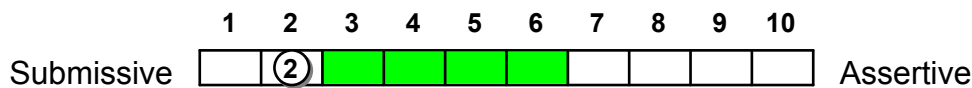
One of the challenges management faces in coaching and training individuals is the process of correctly identifying developmental needs. The Prevue Personal Training Report provides specific coaching and training information by simply matching Mr. Sample's assessment to this Nurse Anesthetist P40040428 benchmark. For each particular requirement in the benchmark the manager or training professional is provided with a starting point that identifies the appropriate skills or competencies required for the Nurse Anesthetist P40040428 position.

Coaching Areas Off the Benchmark

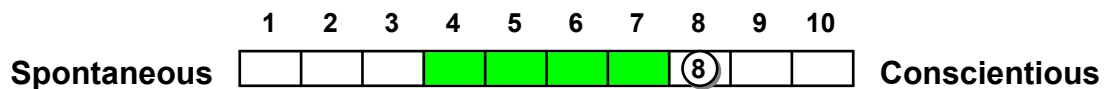
The following are areas where Mr. Sample did not match this benchmark. A brief explanation of the benchmark and score result is followed by suggestions and statements which may assist you in coaching his future performance as a Nurse Anesthetist P40040428.



Mr. Sample tends to be considerate and helpful, but he may be evasive about important issues if these could generate conflict. His diplomatic approach might be impractical when dealing with customer complaints or adhering to company policy. Mr. Sample would benefit from assertiveness training. Also, if he is leading a team, training in conflict resolution would increase his effectiveness.



Mr. Sample is particularly tactful and compliant. While these are excellent qualities for getting along with co-workers and clients, a Nurse Anesthetist P40040428 should be able to assert himself when necessary. Consequently, assertiveness training is recommended. Similarly, if Mr. Sample has trouble expressing his opinions, a public speaking course would teach him to put forward his ideas without detracting from his natural diplomacy.



Conscientious and detail-oriented, John Sample likes an orderly environment with clear guidelines. This steadiness is an excellent attribute for a Nurse Anesthetist P40040428. However, Mr. Sample may be less able to adapt to unexpected changes or sudden demands. Success in any professional business often requires flexibility and quick decisions, so coaching for Mr. Sample should focus on coping skills and decision-making.

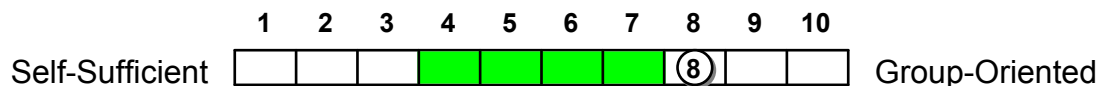
Coaching / Training

John Sample

Nurse Anesthetist P40040428



Mr. Sample is conventional and reliable, and often meticulous in his attention to details. He likes to do things "by the book" and prefers a structured work environment with a definite work plan. Accordingly, coaching for John Sample should begin with a review of his job description to identify issues which require flexibility or innovation. Because he tends to be time conscious and traditional, he may find it difficult to adapt to delays, new technology, personnel changes, or emotional upheaval in the workplace. Coaching for Mr. Sample should include a flexible time management plan so that he will have more latitude to deal with disruptions.



Being socially active, John Sample thrives in a lively environment. He needs to be part of the group but not necessarily the leader. While these traits are assets when dealing with people at any level, success in business also requires considerable self-sufficiency. Coaching for Mr. Sample should promote solitary work, attention to detail, and tolerance for repetition.

Total Person Description

John Sample

Nurse Anesthetist P40040428

Note:

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

Mr. Sample has well-balanced desires to compete and to cooperate. He will put himself forward in some situations but not so far as to compromise team spirit. He will balance his own need for achievement against the need to maintain good relations with others. Although he will usually submit to the will of the group or more assertive opponents, he will occasionally defend his ideas and promote his own ambitions, particularly if he feels secure within the group or knows the other people well. On the whole, he prefers to avoid rather than confront conflict. John Sample will use tact and diplomacy to maintain harmony in the workplace.

Mr. Sample prefers to have a well-thought-out plan before beginning any project. In an organized, structured environment, he is careful and reliable and may produce his best work. When the situation is less clear and disorderly, he will cope by imposing his own structure. Mr. Sample recognizes the value of planning, and has good time management skills. He may have some difficulty reacting to unpredictable events but with a bit of patience, he can cope with these situations.

John Sample prefers to work in the company of others. He believes that the more people involved the better the outcome. Extended periods of solitude will be frustrating for him. Often wanting to be in the spotlight, he will usually lead any discussion. He enjoys meeting new people and exploring new ideas. He often acts impulsively and long-term assignments must include variety or else he will lose interest. Mr. Sample will not tolerate a great deal of monotony and he will thrive on challenging assignments, particularly if these contain an element of risk.

John Sample is generally positive, rational, and calm. He takes criticism well and he strives to be objective. He is usually able to shrug off rejection and continue with his work. He is so relaxed and copes so well with pressure that some might misinterpret his lack of excitability as indifference. Less scrupulous people may attempt to exploit his easy trust and remarkable patience. Ideally, he should work on demanding, high pressure, long-term projects that require dealing with people openly and objectively. Whether he is required to give a fast response to a crisis or methodical attention to a routine task, Mr. Sample will work effectively under pressure.

Individual Traits

John Sample

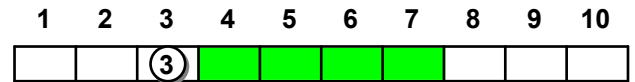
Nurse Anesthetist P40040428

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.

Diplomatic / Independent

Individuals like Mr. Sample are generally likable, diplomatic and good-natured. John Sample is a considerate and cooperative person, and is capable of pulling people together. He gets his way by encouraging and persuading others, rather than forcefully asserting his own views. He may skirt important issues to avoid conflict.



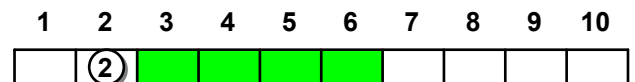
Cooperative / Competitive

He describes himself as a person who is both competitive and team-minded. He can work quite well motivating himself, while building team spirit and cooperation. He compromises his need to achieve with the need to maintain relationships.



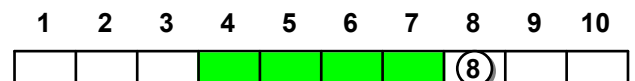
Submissive / Assertive

Mr. Sample is a submissive and non-confrontational person. He is likely to be valued for his service-orientated approach.



Spontaneous / Conscientious

This individual has a strong moral code plus an adherence to traditional methods and values. Thus, he is careful to obey rules. A Nurse Anesthetist P40040428 of this type is very dependable, and often meticulous in his attention to detail. Preferring to be well prepared, he is likely to be a good adapter, rather than an innovator.



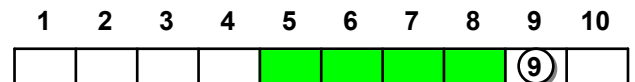
Individual Traits

John Sample

Nurse Anesthetist P40040428

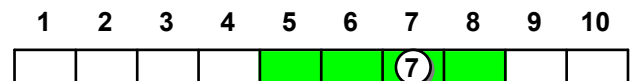
Innovative / Conventional

Enjoying the rules and structure, Mr. Sample conducts himself in a conventional manner. His rigid attitude makes adapting to change somewhat difficult. Mr. Sample will be at his best working as a Nurse Anesthetist P40040428 in a structured environment with clearly defined rules and guidelines.



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.



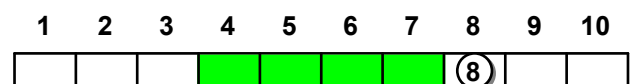
Introvert / Extrovert

As an extrovert, Mr. Sample will seek out others rather than be alone. However, this is unlikely to be behavior that is extreme, as he will seek out the stimulation and excitement he requires. Others will view him as moderately high-spirited, talkative, lively, and at times, impulsive.



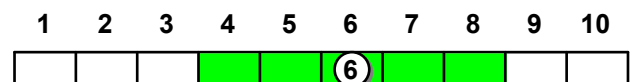
Self-Sufficient / Group-Oriented

He is a sociable person who desires to be supported by others in a lively environment. A quiet time alone to reflect and recover is the exception rather than the rule. He is also happiest in work situations where he has considerable contact with others.



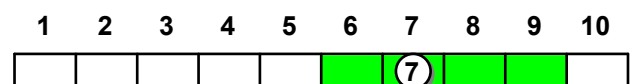
Reserved / Outgoing

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.



Emotional / Stable

As a relaxed and easygoing person, he is able to face most setbacks with calmness and ease. He rarely gets irritable or upset, as he is fairly secure in himself, and self-assured even under normal stress.



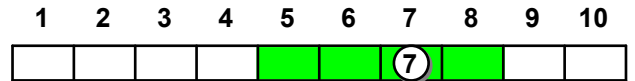
Individual Traits

John Sample

Nurse Anesthetist P40040428

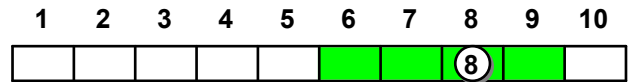
Restless / Poised

John Sample is fairly calm and unruffled. A Nurse Anesthetist P40040428 like this will remain objective in all but the most difficult work related situations.



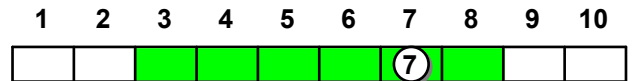
Excitable / Relaxed

He is a relaxed, easygoing individual who copes well with most work related pressures. He is likely to be accepting of most people and to be generally trusting. For the most part, people like Mr. Sample are able to keep their troubles in proportion and not worry unduly.



Social Desirability

This level of score, suggests that John Sample has presented a moderately frank picture of himself on the other scales.



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 8.
- 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 [wcgservices](#).

- **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.