



## Prevue Hiring Account

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**Assessment Taken**  
03/14/2023

**Report Generated**  
03/28/2023

**John Sample**  
**Candidate Snapshot**  
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# Understanding This Report

## Introduction

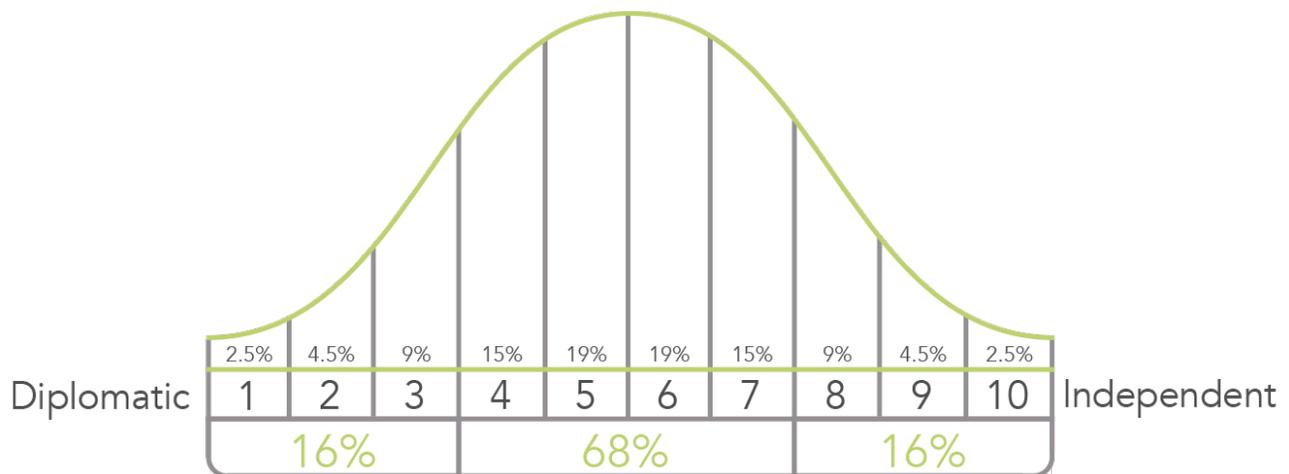
The Candidate Snapshot Report provides work related information that will assist management in understanding John Sample's unique work profile. It is designed to assist in conducting an effective interview, making a knowledgeable hiring decision and onboarding the candidate. The report provides insight into the candidate's cognitive ability, occupational interests and personality profile.

To learn more about the science behind the assessment, EEOC compliance, as well as best practice information, please visit: <https://help.prevuehr.com/best-practice-information>

## Prevue Assessments

The Prevue Results Graph of this report shows John Sample's 'sten' score on each of the Prevue Assessments scales considered in the report. A sten score is a candidate's score on a normal bell-shaped curve representing the general working population. The diagram below shows the normal bell curve divided into standard tenths ('standard tenths' 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 in each sten.

## Prevue Scoring



The assessment results collected from a very large sample of the general working population, when graphed, produces a bell shaped curve shown in the above diagram. The bell curve is divided into standard tenths ('stens') and the percentage of the population that will score on each sten is shown in the diagram.

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.

# Prevue Results Graph

John Sample's scores are shown in the circled numbers on each of the Prevue Scales presented below. The Total Person Description and the Individual Characteristics section of this report provide information on the significance of each of the scores.



## Total Person Description



Curious what your candidate may be like objectively? After analyzing the results, this is what the Prevue AI thinks the candidate may be like in a work environment.

### Aptitude

John Sample has average ability to work with numbers and shapes but lower than average verbal skills. This means that John will be competent for many numeric assignments and spatial tasks, but will find any work requiring skill with words very challenging. John will be able to do simple arithmetic and to work with routine spreadsheets and data tables. Because the candidate can mentally manipulate shapes and objects reasonably well, they will be able to follow ordinary diagrams, arrange displays, and estimate space requirements. For any written work, they will require more instruction and more time. Similarly, when faced with major changes in the workplace, John will need additional time to adapt.

### Motivations

John Sample is interested in people and will probably be most happy in a job that involves contact with others. John has little interest in abstract information, but is well motivated to work with tools or machinery. Although the candidate can work with technology, they will perform best where they can take advantage of their preference for interpersonal activity. In a computer context, this individual will do best in direct communication with others via social media, e-mail, and word processing.

### Personality

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

John Sample prefers to work with proven procedures and practices, and is reluctant to change unless there is a compelling reason to do so. 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. The candidate works best in situations that allow for reasonable scheduling and planning, although they can deal with unexpected changes that might disrupt their plans. John may be frustrated in chaotic work conditions or situations that have little or no structure.

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

The candidate is sensitive to the emotions of both themselves and others, but this is kept in perspective. Certainly, inappropriate criticism can upset John Sample's equilibrium, but John is not bothered by the normal give and take of human relations. This individual is generally calm, and while aware of stress, does not let it stop them from achieving their goals. John exemplifies an effective combination of emotional awareness without excessive vulnerability. The candidate tolerates stress without being indifferent to it. Whether required to give a fast response to a crisis or methodical attention to a routine task, John will work well under most pressures.

## Individual Characteristics



This section of the report provides more detailed information about John Sample's scores on each of the four Abilities, three Motivations, and thirteen Personality scales in the Prevue Assessments that were completed by John. For each scale there is a review of each score compared to those of the general working population, followed by a Management Tip that speaks to the significance of the score in a working environment.

### General Abilities

Their capacity to learn and solve problems using numbers, words and shapes.



This score indicates that John is reasonably competent but slower to learn than the average person. The candidate may find assimilating new information challenging at times and may have difficulty coping with time pressures. John's efficiency will increase when given ample opportunity to develop suitable skills and understand procedures. The candidate may have difficulty with major changes in their working requirements.

### Working With Words

Their ability to use written language for reasoning and problem-solving.



A sten score of three is below the average range of many workers. With this limited capacity, John is likely to be somewhat lacking in many written language skills. This could affect the candidate's learning speed. When under time pressure, John is more likely to make mistakes in tasks requiring reasoning with expression or presentation of written communication.

### Working With Numbers

Their ability to interpret and reason with numbers.



John is in the low-average range for Numerical Reasoning. This indicates that the candidate's speed and accuracy is typical of the lower third of their fellow employees in the ability to work with information derived from simple numbers.

### Working With Shapes

Their ability to perform tasks that require mental manipulation of shapes and patterns.



John is likely to be reasonably competent in mentally manipulating or visualizing shapes, but may need more time while working in this medium. When under time pressure, the candidate is likely to make more mistakes than the average person.

### Working With People

Their interest in social interaction at a workplace.



John shows an average level of interest in work that involves dealing with people. The candidate is likely to prefer employment that involves contact with others and would not be happy working on their own.

### Working With Data

Their interest in analyzing information and dealing with facts and figures.



John indicates having a below-average level of interest in working with data. Individuals like the candidate usually avoid jobs where they spend time analyzing or compiling and computing figures, symbols, statistics, and accounts.

### Working With Things

Their interest in working with objects and tools.



John 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

Their willingness to collaborate versus their desire to compete.



The candidate's diplomatic nature is to encourage or persuade rather than to forcefully assert their own views. Individuals like John are likable, considerate, and cooperative. Being good-natured, the candidate has a talent for pulling people together. However, such people may avoid important issues.

### Cooperative / Competitive

Their eagerness to win as a team versus as an individual.



John can be described as an individual within the team environment. The candidate is somewhat competitive and will play hard to win for the good of the team. Such people may downplay their own achievement to instill the cooperative spirit.

### Submissive / Assertive

Their willingness to express their views.



John is a submissive and non-confrontational person. The candidate is likely to be valued for their service-orientated approach.

### Spontaneous / Conscientious

Their preference to plan versus to try new things on the spot.



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

### Innovative / Conventional

Their likelihood of creative thinking when it comes to problem-solving.



The candidate sees himself as somewhat conventional. John can cope with change when necessary, but overall will prefer the status quo to change.

### Reactive / Organized

Their preference for structure and order at a workplace.



Although the candidate 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, John will be reliable, working best in a planned environment.

### Introvert / Extrovert

Their natural behavior when interacting with others.



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

### Self-Sufficient / Group-Oriented

Their need for social contact with others.



John is happiest working in situations where there is a reasonable amount of contact with others. The candidate enjoys company and a group environment, but occasionally requires time for quiet reflection.

### Reserved / Outgoing

Their preference for being around people.



John can be talkative and outgoing, and prefers some variety in work. The candidate likes to choose the situations in which they will take center stage, as they are comfortable in the company of others. However, they do not seek constant attention from others.

### Emotional / Stable

Their emotional reaction to their surroundings.



John is stable and calm under normal situations, but may become apprehensive and emotional when conditions become unsettled. The candidate is generally accepting of people, but with a degree of caution. Such people are usually stable under moderate stress.

### Restless / Poised

How they respond to difficulties and criticism.



John has a tendency to get upset and irritated in difficult situations. Occasionally it is difficult for the candidate to be objective and rational about situations in which they are personally involved.

### Excitable / Relaxed

How they feel about stressful situations.



This is a person who remains calm and relaxed in response to normal situations. For the most part, such people are able to manage their problems without undue anxiety. Occasionally, they will not assume the best of other people and will feel the need to check their motives. However, any level of suspicion or stress is likely to be moderate.

### Social Desirability

Their desire to present a good impression in front of others.



This level of score suggests that the candidate has presented a moderately frank picture of themselves on the other scales.