



Prevue HR

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John Sample
Work-Fit

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Understanding This Report

This report provides information on John Sample's approach or response to a number of work-related subjects. The information is provided to assist management in gaining a better understanding of the candidate to support selection and development decisions. The Work-Fit Report will help to answer questions such as:

- Is the candidate inclined to take risks?
- Does the candidate live to work or work to live?
- Is the candidate better motivated by a fixed salary or flexible income?

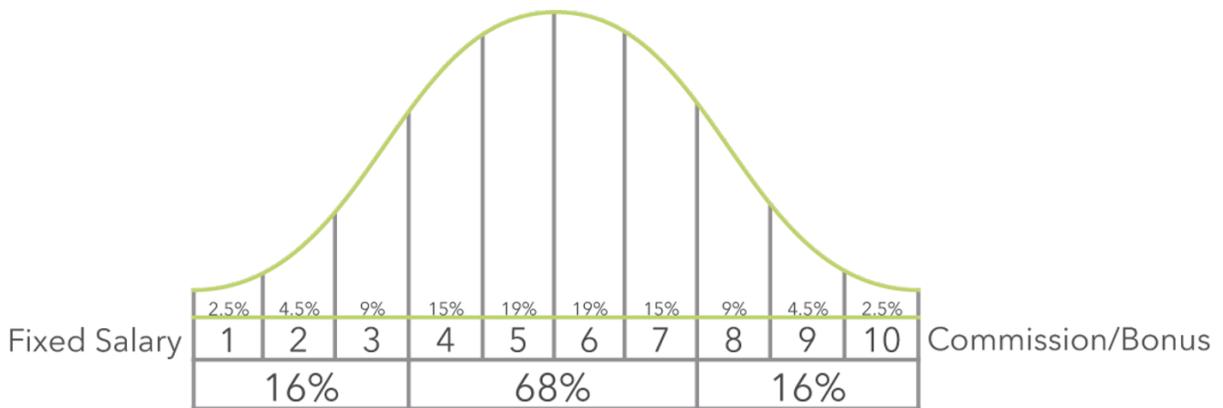
The Work-Fit scales are derived from one or a composite of the Prevue Personality scales that are addressed in the Prevue Personality Assessment.

There are in fact two types of scales included in this Work-Fit report:

1. Six of the nine scales are composite scales. Each composite scale is composed of a combination of Prevue personality trait scales that are displayed in Prevue Job-Fit and other Prevue reports. One might say therefore that a composite scale is a recipe compromised of portions of personality traits.
2. The other three scales in Work-Fit are referred to as "Aspects of Assertiveness" as they are all derived from the Submissive vs. Assertive personality scale that is exhibited in Prevue Job-Fit and other Prevue reports.

The Prevue major and minor personality scales that are considered in Prevue Job-Fit and other Prevue reports are trait scales that describe a candidate's personality traits or characteristics from which we infer certain behaviors. Composite scales, on the other hand, are a combination of personality traits that examine particular work subjects or situations which are significant to effective performance in most jobs.

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.

Example: A score of 9 in the Compensation Preference scale shown above would indicate that the candidate was more inclined to be paid by way of commission than 93% (the sum of the percentages for sten 1 to 8) of the general working population.

Work-Fit

This section of the report identifies John Sample's scores on each of the Work-Fit Scales followed by an explanation of the significance of each score.

You may occasionally observe what appear to be conflicts between the description of a score on a trait scale in the Prevue Job-Fit or other reports and the description of a candidate's score on an Work-Fit composite scale. This apparent conflict arises out of the fact that there are several Prevue trait scales being considered in each composite scale and that the scale descriptions for the more significant components of the composite scale can appear to conflict with the description of the score on the composite scale.

Generally, scores and descriptive text for the composite scales should take precedence where there is an apparent conflict with the description of a score on a trait scale, because composite scales are examining very specific aspects of job performance and are able to take relationships between scales into account. Also, composite scales usually have higher coefficients of reliability than individual trait scales.

For more information on the Work-Fit scales and their relationship to the personality trait scales utilized in Prevue Job-Fit and other Prevue reports, please see Understanding Work-Fit Scales.



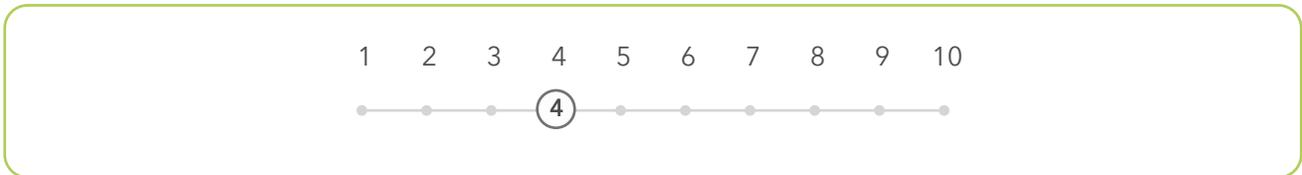
* See Aspects of Assertiveness

Remote Worker Effectiveness

MORE EFFECTIVE IN THE OFFICE (1) vs. MORE EFFECTIVE REMOTE (10)

The Remote Worker Effectiveness scale identifies whether John Sample is more satisfied and productive working in the office or working from home.

John Sample will typically thrive well working in the office. It is likely that they prefer to work in the office, as they enjoy the social aspect of an office environment. If required for John to work remotely from home, ensure that they have sufficient communication within their teams to create a socially similar environment, so they can feel connected and achieve the same level of work engagement as they will at the office.

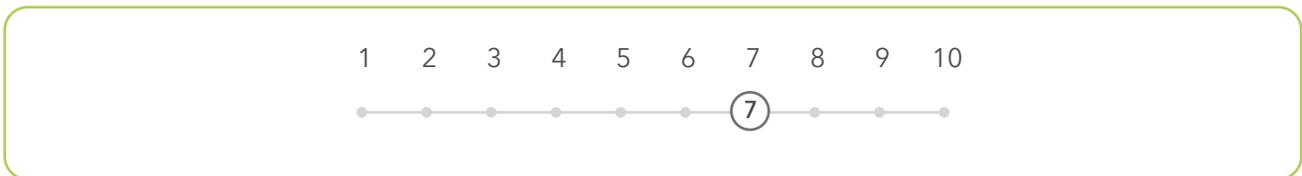


Worker Reliability

LESS RELIABLE (1) vs. HIGHLY RELIABLE (10)

The Worker Reliability Scale identifies whether John Sample is more likely to question rules and authority or tend to follow and adhere to guidelines in a reliable, steady manner.

John Sample is inclined to follow rules fairly closely. They will typically work well with either moderately rigid or more fluid policies. John values job security, often strives for high standards, and only occasionally takes chances that require bending rules or adjusting procedures. This careful candidate will likely respond appropriately to both explicit directives and indirect cues for workplace behavior, but may be less enthused when work must be done "on the fly" or using completely new methods. While prolonged or extreme job stress may cause tension, John is very likely to follow protocol for dealing with difficult situations.



Entrepreneurism

CAUTIOUS (1) vs. RISK TAKER (10)

The Entrepreneurism scale distinguishes those who approach new endeavors with caution from those who take more risks when approaching new ventures.

Tending to focus on possible flaws rather than potential success, John Sample may be hesitant to join in new ventures. To assess risk, John prefers hard, objective data. Although believing in their own opinions, the candidate may be less comfortable about telling others they're more negative or unpopular views. Despite an occasionally worried outlook, John likely strives to be sociable and is usually at ease in the business world.



Focus On Work

WORKS TO LIVE (1) vs. LIVES TO WORK (10)

The Focus on Work scale provides information on what John Sample prioritizes regarding work and personal life balance.

Some see work as a means to an end, while others define themselves by their work. Work is very important to John, but likely not at the expense of home or family. If conflicts arise between home and work, the candidate's personal life will sometimes take priority. Long or irregular working hours could be inconvenient for the candidate. Leading a full social and business life, John may sometimes be overextended.



Compensation Preference

FIXED SALARY (1) vs. COMMISSION/BONUS (10)

The Compensation Preference scale identifies whether John Sample is more motivated to work by a secure salary or by performance-based remuneration.

John Sample typically prefers a secure income over the excitement of striving for greater but less certain rewards. The candidate is likely reluctant to rely on bonus or commission-based pay due to the uncertainty of performance-based earnings. If required to accept a blended package of compensation combining both salary and commission, John will likely need some support to see the benefits of this.



Preference For Change

LIKES ROUTINE (1) vs. LIKES CHANGE (10)

The Preference for Change scale indicates the level of change that supports optimal performance for John Sample. Some candidates prefer a steady workplace that is slower paced while others thrive in a fast-paced environment.

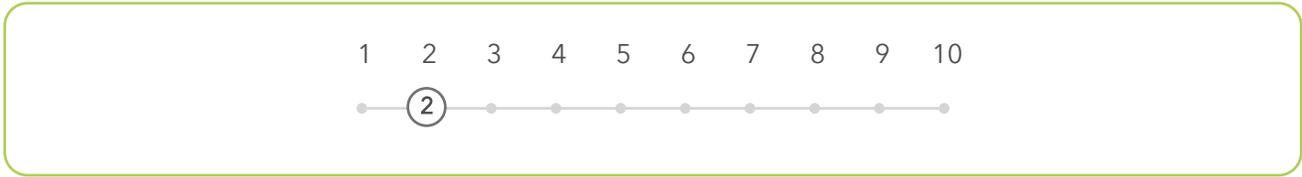
An orderly workplace with mainly familiar tasks will encourage John to perform well. The candidate likely prefers to modify current procedures to meet new demands but will occasionally try to find a fresh approach. John is inclined to respond gradually to unexpected developments such as personnel replacements, reorganization, downsizing, or expansion. The candidate will generally work better when change occurs in stages.



Aspects Of Assertiveness

SUBMISSIVE (1) vs. ASSERTIVE (10)

This personality scale influences a person's response to the following important work situations or circumstances:



LEADERSHIP STYLE - COMFORTING (1) vs. STERN (10)

The Leadership Style scale distinguishes those who lead in a more nurturing way from those who are naturally inclined to a more vigorous leadership style.

John Sample tends to lead with a nurturing and caring approach. This approach is typically very productive when the team has shared and predictable goals. In situations where their team requires a gentle touch, the candidate's supportive and pliant style will be highly successful. Most businesses, however, experience some transition, even crisis, and these situations demand more hard-edged leadership. Although it could be a stretch for the candidate, in an emergency, John may need to take command.

COMMUNICATION STYLE - LISTENING (1) vs. TALKING (10)

The Communication Style scale looks at how candidates communicate during conversations. Some candidates take a back seat approach, making a strong effort to listen closely to what their conversation partner is saying while others tend to dominate the conversation and express themselves candidly.

John Sample usually provides a sympathetic ear and encourages others to open up but may be too passive. To be a good listener requires active involvement, questioning, paraphrasing, and probing for complete understanding. By frequently accepting other points of view with little debate, John may not be able to deal with difficult issues without maneuvering others into discussing them. Given John's passive nature, they may have challenges dealing with controversy and could benefit from further developing their active listening skills.

CONFLICT MANAGEMENT - ACCOMMODATING (1) vs. FORCEFUL (10)

The Conflict Management scale distinguishes those who avoid conflict by being accommodating from those who are stern in their approach to conflict.

For the most part, John Sample will likely strive to avoid conflict. Reflecting the candidate's excellent soft skills, John's approach will tend to be accommodating. In some instances, a harder, more vigorous approach would get faster, more lasting results. John may have trouble with implementing a strong approach to managing conflicts.

Best Practice Information

Assessment Administration: Best Human Resources practice 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 a candidate completes the assessments without supervision the accuracy of the results cannot be guaranteed. In such circumstances you may wish to have the candidate retake the Prevue Assessments in a controlled environment at the time they attend your offices for an interview. For more information on the administration of the Prevue Assessment, please see "Administering the Prevue Assessments" in the Prevue How To Guides posted at www.prevuehub.com.

Assessment Weighting: The weight given to the Prevue Assessments in any human resource selection or other high stakes decision should not exceed one-third of the total decision making process. The remainder of the process, including the candidate's work history, interview, background checks, etc., should be considered together with the results of this report.

Ensuring Fairness: When properly administered, the use of the Prevue Assessments will help to ensure that job applicants are treated fairly without regard to race, colour, religion, sex or national origin. The Prevue Assessments have been designed and developed to conform to the human rights legislative and best practice requirements prevailing in the various countries where the Prevue Assessments are distributed. This includes the EEOC Guidelines, the Americans With Disabilities Act, and the standards for test development published by the American Psychological Association, the British Psychological Society, and the Association of Test Publishers.