



prevueTM
work-fit

Prevue HR Systems

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John Sample
Work-Fit



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?

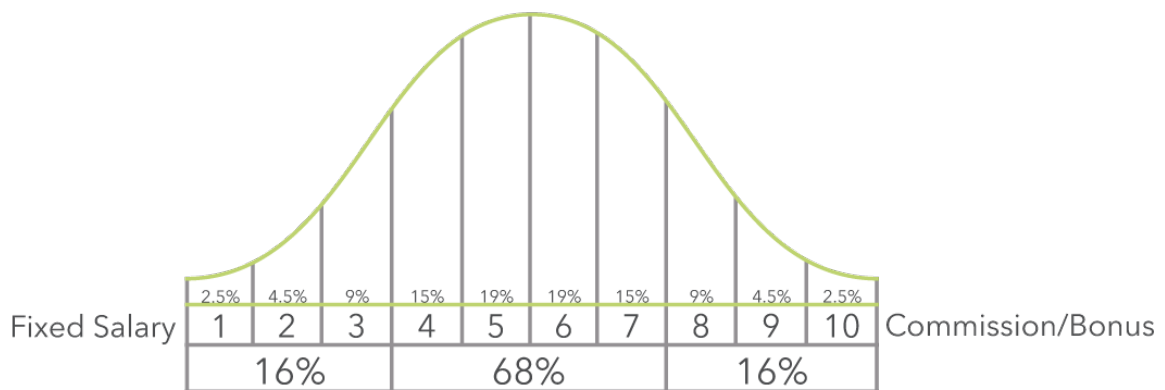
The Work-Fit scales are derived from one or a composite of the Prevue Personality scales that are addressed in the Prevue Personality Assessment.

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 comprised 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 REMOTE (1) vs. MORE EFFECTIVE IN THE OFFICE (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 best in a work-from-home situation. Their strong preference to work remotely may stem from several reasons, but it is likely that they enjoy the solitude of being away from a busy office environment. If required for John to work in the office, ensure that they are given sufficient control over their work schedule and setting, so they can achieve the same level of work engagement as they will at home.

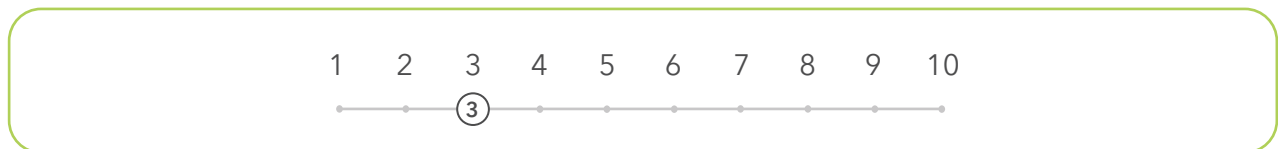


Worker Reliability

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

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

John Sample may question standard procedures and guidelines. A steady workload of routine tasks may lead to frustration because the candidate tends to improvise occasionally, use intuition, or take chances by bending rules. Rather than strictly adhering to established methods, if given a choice, John may prefer to work in a new or personal way. Some disruptive behavior worth noting, such as taking longer breaks than allowed and arriving late to work, could be a response to long hours or job stress.

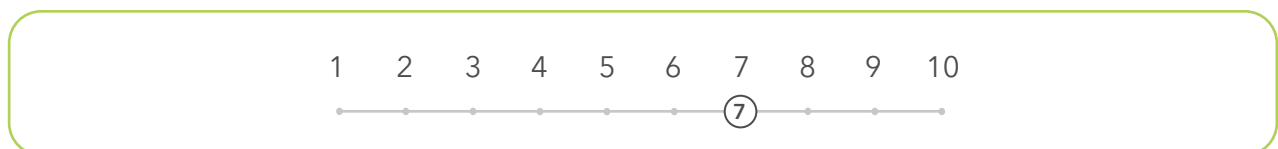


Entrepreneurism

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.

John Sample likely finds excitement in new ventures and the candidate generally sees the business world as having more opportunities than dangers. John tends to react quickly to problems and will try new methods to boost performance and productivity. John realizes, however, that rash actions can have negative consequences. As a result, the candidate will not adopt new practices merely because they are novel: the candidate must be persuaded that they are also timely and effective.

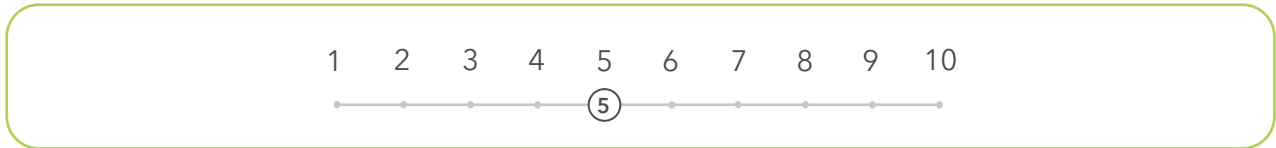


Focus on Work

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 important to John but not at the expense of home or family. If conflicts arise between home and work, the candidates' personal life may take priority. John will typically prefer to have a balance between personal and work life.

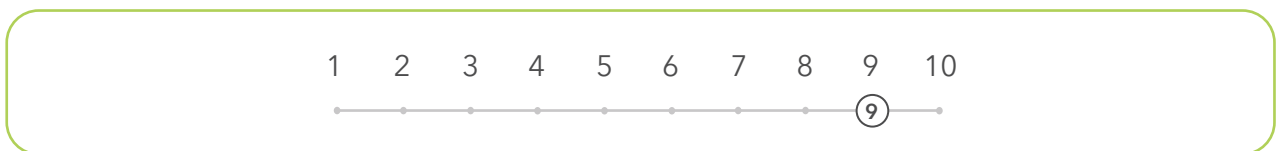


Compensation Preference

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 likely prefers striving for performance-based remuneration rather than being on salary. The candidate enjoys taking chances and likes the excitement of an incentive-based bonus. Given a compensation package that is largely or exclusively salary, John will need support to see the value in this.

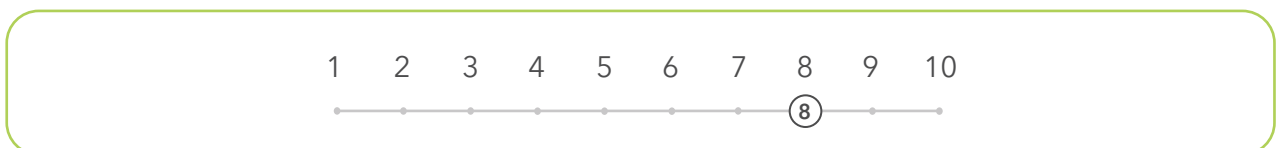


Preference For Change

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.

John is typically well suited for a flexible system with varying demands that occasionally require prompt responses. The candidate can also do many ordinary tasks, especially if there is room for creativity. Faced with personnel replacements, reorganization, downsizing, or expansion, John tends to be proactive. The candidate will usually maintain performance while working through unexpected development and will thrive in a fast-paced environment.



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 is typically a well-balanced leader with a slight inclination to be explicit and directive. In a crisis, the candidate can take command and make certain that the team knows what must be done and when. On the other hand, when a gentle approach is needed, the candidate will be able to lend a more comforting leadership approach.

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 tends to be enthusiastic about expressing their opinion and sometimes leaves little opportunity for others to express their ideas. The candidate is likely an outspoken and self-confident individual and may talk for others if they hesitate to speak. Similarly, if peers or subordinates are harsh, John may only hear the tone of their words and could miss their meaning. The candidate could be encouraged to develop active listening skills such as paraphrasing, questioning, and neutral repetition.

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.

John Sample prefers a direct, even somewhat stern approach to conflict. Likely possessing strong self-confidence, the candidate is efficient in debate and confrontation and will only occasionally be worn down by the impact of others. In highly charged, emotional situations, John should be able to switch to a more moderate, accommodating style of conflict resolution.

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.