



prevueTM

CONFIDENTIAL REPORT

(COACH'S COPY)

for

Mr. John Johnson

Monday, January 30, 2017

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UNDERSTANDING THIS REPORT

The Purpose of This Report

The Prevue Corporate Coach Report provides information that will assist a Coach in understanding John Johnson's unique profile. It can also provide Mr. Johnson with a better understanding of himself. The report provides insight into John Johnson's personality profile and important work related characteristics. It is intended to assist the coaching or mentoring relationship by providing a starting point for meaningful discussion about Mr. Johnson's values, needs and objectives. Further, the report should assist the Coach to ask pertinent questions and provide relative feedback and ideas that are tailored for John Johnson.

Where Does The Information in This Report Come From?

The information in this report is derived from John Johnson's responses to the Prevue Assessment. The Prevue Assessment is a psychometric test battery developed in the early 1990's by Prevue HR Systems Inc. under the direction of Dr. David Bartram, one of the world's leading psychometricians. The Prevue Assessment is the cornerstone of a number of established and respected employment and vocational assessment products including the Prevue Assessment system and the Career Mapper Assessment. Those products have been used to assess more than two million people in North America alone. For more information about the Prevue Assessment, see www.prevueassessments.com.

Recommendation

Both the Coach and the Coaching Candidate should read their copies of this Assessment carefully. We generally recommend the Candidate be encouraged to have his Assessment reviewed by a spouse or personal friend. Candidates are often surprised to find the Assessment presents such an accurate profile.

Total Person Description

John Johnson

Mr. Johnson is strongly interested in people and would be most happy in a job that involves contact with others. He is moderately motivated to work with data and things. This means that he could process abstract information and use technology so long as he still had opportunities for social interaction. He would perform best where he could take advantage of his preference for interpersonal activity. In a computer context, Mr. Johnson would prefer direct communication with others via Internet connections, E-mail, and word processing.

Mr. Johnson is competitive and assertive. While he may be a strong team player, he is likely to want to lead as he enjoys individual recognition. His leadership style is marked by persuasion and encouragement, but he is unafraid of argument and sometimes is willing to take on even controversial issues. In non-threatening situations and with people he knows well, John Johnson will be outspoken and he will vigorously promote his own ideas. On occasion, Mr. Johnson will use tact and diplomacy to maintain harmony in the workplace.

John Johnson is innovative and flexible, believing that rules can be interpreted loosely. He often seeks new ways to solve problems rather than following traditional methods. Being creative and spontaneous, he prefers to react to situations as they develop rather than to make detailed plans. He sees the overall picture rather than focusing on the details, and he is more concerned with getting the job done than how he does it. His workspace is likely to be cluttered and untidy, and he would have to go against his own nature to do well in a structured organization with many rules, tight deadlines, and strict codes of behavior. Mr. Johnson enjoys change and a shifting and unpredictable environment.

John Johnson 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. Johnson 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.

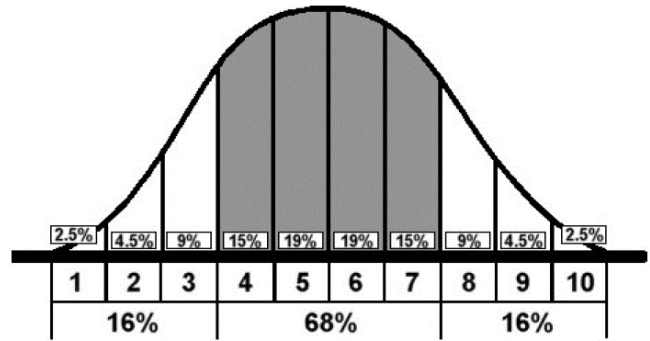
Outwardly, Mr. Johnson will appear relaxed and easygoing and seems to cope well with most of life's pressures, but he can be easily pushed from this equilibrium. He has a high degree of emotional sensitivity and, while this quality makes him aware of others' feelings and able to interpret their motives well, it also makes him more vulnerable to negative feedback. He is readily embarrassed. For the most part, however, he will be able to keep his troubles in proportion and he does not worry unduly. He can cope fairly well with a demanding job, as long as there is an opportunity to work with others whom he has grown to trust.

The components of this Total Person Description are graphically displayed on the next page.

Total Person Description

John Johnson

The assessment scores collected from a large sample of the population, when graphed, produce a bell shaped curve as shown in the diagram to the right. The bell curve can be divided into ten equally wide dimensions called standard tenths or stens. The 1 to 10 scoring scale is used throughout the Prevue Corporate Coach Assessment. 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.



Motivation/Interests

	1	2	3	4	5	6	7	8	9	10	
Working with People							7				High
Working with Data					5						High
Working with Things					5						High

Personality

	1	2	3	4	5	6	7	8	9	10	
Diplomatic						6					Independent
Cooperative							7				Competitive
Submissive						6					Assertive
Spontaneous		2									Conscientious
Innovative		2									Conventional
Reactive			3								Organized
Introvert							7				Extrovert
Self-Sufficient							7				Group-Oriented
Reserved							7				Outgoing
Emotional					5						Stable
Restless			3								Poised
Excitable									9		Relaxed
Frank					5						Social Desirability

Each of the personality and interest dimensions displayed above are examined in more detail in the next section of the report that describes John Johnson's Individual Characteristics.

Individual Characteristics

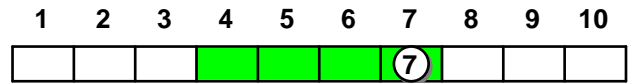
John Johnson

This section of the report provides more detailed information on each of the interests and personality dimensions shown on the preceding graph. First is a review of Mr. Johnson's responses to three recognized interest scales, working with people, working with data and working with things. This is followed by an examination of twelve personality dimensions which are based on four established major personality scales, independence, conscientiousness, extroversion and stability (ICES). These major scales provide a measure of the overall structure of personality. Each of the major scales is supported by two related minor scales that provide a richer description of personality. The examination of the personality scales is followed by a social desirability scale which checks for consistency in the responses to the questions in the personality section. For more information on the origin and development of the interests and personality scales, see www.prevueassessments.com.

Working With People

John Johnson shows a higher than average interest in work that involves dealing with people. He is likely to prefer employment with a reasonable degree of contact with others and would not be happy working on his own all the time. He will enjoy work that requires difficult and demanding interpersonal skills.

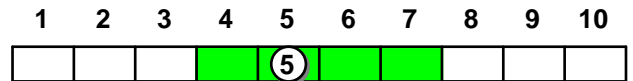
COACH'S TIP: Because John Johnson is well motivated to work with people, he will like interpersonal tasks such as training, advising or negotiating. He may give lower priority to indirect supervision and administration as these tasks offer less social contact. You may want to encourage him to make the best use of his social interests at work.



Working With Data

John Johnson has an average interest in working with data. He will put sufficient effort into organizing his schedule, doing paperwork, and preparing reports. Although not over-enthused about numbers, statistics, or accounts, he will keep a balanced view of business reports.

COACH'S TIP: If Mr. Johnson's job demands zeal for working with data, you may want to encourage him to develop his interest in information by taking courses in logic, data management, or decision support strategy. On the other hand, you may decide that he only requires clear guidelines to keep data management at an appropriate level of priority.



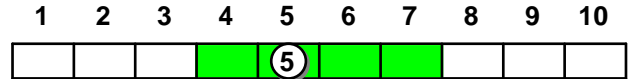
Individual Characteristics

John Johnson

Working With Things

John Johnson expresses an average level of interest in work that deals with inanimate objects such as machinery, tools or equipment. Generally, he will prefer a hands-on approach to designing, managing or working with things. He will probably like working with electronic devices and should apply himself well when using new technology.

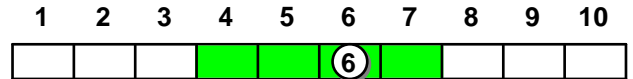
COACH'S TIP: If a fully-developed mechanical faculty will help Mr. Johnson to achieve his business goals, you might want to reinforce his moderate inclination to work with things.



Diplomatic / Independent

John Johnson shows nearly equal drive to achieve personal goals and team goals. He may occasionally be argumentative when advancing his own point of view, but will usually maintain team spirit and team effort. He will get things done while respecting the needs of those around him. Although he is ambitious, he is still considerate and therefore entirely competent if he applies the right trait at the right time.

COACH'S TIP: Because Mr. Johnson can be hard-driving and determined, you might choose to focus training on goal setting to ensure the most effective use of his will to win. Considering that he might follow company policy to the extent of avoiding ad hoc solutions, you might also recommend training in structured problem-solving because this emphasizes autonomous thought or action within a defined framework.



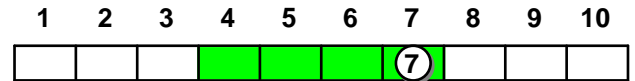
Individual Characteristics

John Johnson

Cooperative / Competitive

John Johnson describes himself as a competitive person who plays hard to win. For the most part, he can accept compromise between his own achievements and the need to maintain helpful relationships with others. Although he is ambitious and he may prefer to be a front runner, his will-to-win only rarely interferes with corporate goals.

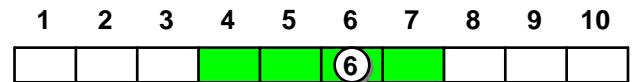
COACH'S TIP: You might consider a detailed discussion of personality profiles to make Mr. Johnson more aware of his competitive traits and how these compare with the general population and those of his team. While you may not think it is necessary in the short term, if he needs to develop the cooperative side of his nature, an Outward Bound or similar team endurance course would be recommended.



Submissive / Assertive

John Johnson is both self-assured and tactful. Although he tends to promote his own views, he will yield to others when that is the best course. Business problems sometimes require him to stand his ground and he will usually do so.

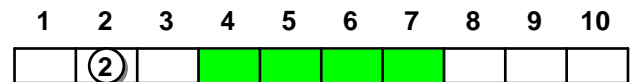
COACH'S TIP: While Mr. Johnson may be sufficiently democratic in his views, if a particular assignment calls for extreme tact, you may want to focus on the value of his moderately compliant nature. Similarly, if a project calls for strong leadership, you could consider advanced assertiveness training to strengthen his confidence in resolving conflict.



Spontaneous / Conscientious

John Johnson is very comfortable in an unstructured environment. Flexible and responsive to change, he should be creative in crisis management but he may not cope as well with mundane tasks. He tends to prefer unorthodox work habits.

COACH'S TIP: Because Mr. Johnson is markedly spontaneous, you may find that he is tempted to disregard corporate policies or procedures. If this behavior becomes counter-productive, you could offer self-help materials on impulse control. Similarly, if you perceive that his unorthodox work habits are tending to sloppiness, you might conclude that training in planning and time management would be beneficial.



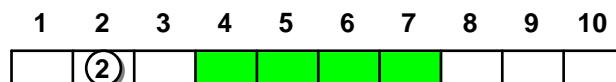
Individual Characteristics

John Johnson

Innovative / Conventional

John Johnson is unusually innovative and flexible, believing that rules can be interpreted loosely. He will seek new solutions to problems rather than following traditional methods. While this can be a good approach to many problems, it may detract from his leadership ability if he appears overly casual about guidelines or regulations.

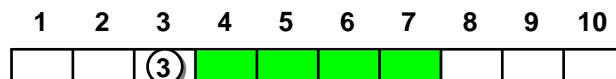
COACH'S TIP: If Mr. Johnson works in a highly structured environment, you may want to reinforce the value of due process and the importance of company procedures and policies. Alternatively, if Mr. Johnson is in a fast-paced, ever-changing job with few guidelines, you may only need to act as a sounding board for his new ideas.



Reactive / Organized

As a creative, intuitive person, John Johnson probably prefers to react to events rather than to plan for them. While this attitude may yield original, even profitable solutions, it might also result in overlooked details, missed deadlines, or incomplete records. He likes to focus on the overall picture and, if possible, leave technicalities to someone else.

COACH'S TIP: If Mr. Johnson's above-average reactivity could lead to problems, you might advise a course in situational management. Also, journal-keeping and basic time management might increase his organizational skills. Alternatively, if Mr. Johnson's role demands an extreme level of reactivity, you may want to encourage this trait with brainstorming, open discussion, and other creativity exercises.



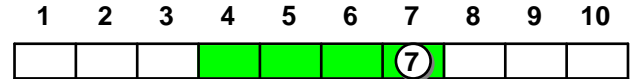
Individual Characteristics

John Johnson

Introvert / Extrovert

John Johnson is moderately extroverted and enthusiastic about being with people, but he can also work alone and be reasonably content with his own company. His people skills are very likely to be good and, generally, he has the right amalgam of extroversion and introversion. On occasion, he might act impulsively but he can usually tolerate mundane tasks such as paperwork and administration.

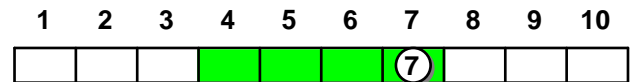
COACH'S TIP: Consider showing Mr. Johnson how he can best use his interpersonal and communication skills to achieve corporate goals. Also, if you observe that he defers repetitious tasks more often than is warranted by his job, you might try reinforcing the importance of mundane work and advise scheduling techniques that will allow varying the time and sequence of commonplace duties.



Self-Sufficient / Group-Oriented

Although John Johnson likely prefers varying tasks in a lively environment, he is self-sufficient enough to work quietly on his own. When he sets his own goals for accuracy and accomplishment, he will likely show increased motivation to achieve corporate objectives. Without the recognition of the group, however, he may be less inclined to exert himself in detailed work. He is happiest in work situations where he has considerable contact with others.

COACH'S TIP: If circumstances demand that Mr. Johnson must do monotonous and/or exacting tasks in isolation, he may need your support to develop more autonomy and tolerance for repetition. You may want to encourage him to develop his moderate self-sufficiency. However, if he usually works with many people in an open plan setting, you may find that Mr. Johnson needs minimal coaching regarding this trait.



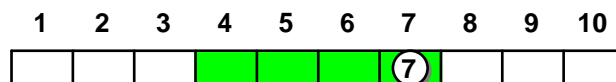
Individual Characteristics

John Johnson

Reserved / Outgoing

Outgoing and talkative in a social setting, John Johnson can hold back and be quiet during "strictly business" events. While he will handle most routine tasks well, he more likely prefers variety and challenge. He probably has a good blend of social skills, but emotionally needy co-workers could misunderstand his informality and openness.

COACH'S TIP: If many of Mr. Johnson's tasks require restraint and propriety, you can readily build on his modest inclination to be reserved, but he will likely need minimal support for ad hoc assignments.



Emotional / Stable

Although slightly inclined to be apprehensive, John Johnson almost always keeps his emotional stability. He is wary of other's motives, however, and would likely react appropriately to anyone who tried to take advantage of him. His instincts are good in most situations and he probably copes well with most on-the-job problems.

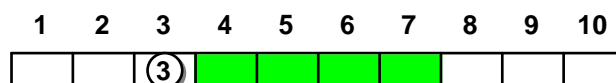
COACH'S TIP: If Mr. Johnson appears to be having any difficulty maintaining his demeanor, you might consider stress management and relaxation exercises to ease tension. You may also want to encourage him to take a more emphatic approach when necessary.



Restless / Poised

John Johnson can be upset by stress or unusually difficult tasks. He may also be disturbed by embarrassing situations or personal criticism. However, if he does lose his temper, he will likely regain his composure quickly.

COACH'S TIP: If Mr. Johnson seeks your assistance, you might want to suggest courses in stress and anger management. Relaxation techniques, such as breathing exercises which can be done on the job, might also be beneficial.



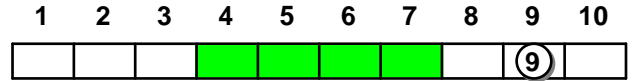
Individual Characteristics

John Johnson

Excitable / Relaxed

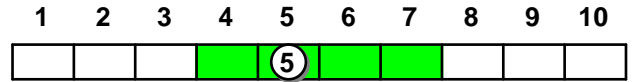
John Johnson is a relaxed and trusting person, who remains calm under stress. He probably copes well in high-pressure jobs. He will tend to accept others at face value and unscrupulous people might try to exploit his easy trust and remarkable patience. Being so relaxed puts him at risk of having a diminished sense of urgency.

COACH'S TIP: After reviewing Mr. Johnson's potential job requirements, you might want to encourage a little more fervor and vigilance. Trust exercises could also help him to determine when it is and is not appropriate to trust.



Social Desirability

Mr. Johnson describes himself as aware of social rules and expectations, although not always conforming to them. He has presented a frank and fair picture of himself in this assessment.



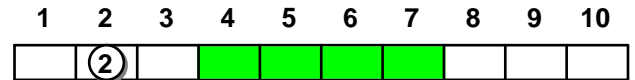
Approach To Work

John Johnson

This section of the Prevue Corporate Coach Report provides information on your response to a number of work related subjects or situations. Each of the Approach to Work scales is derived from one or a composite of the personality scales reviewed in the Total Person and Individual Characteristics sections of this report. The information in this section should provide a better understanding of your natural approach to several significant work situations or requirements that are experienced in various types of employment.

Focus On Work

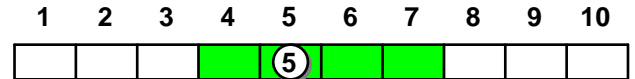
WORKS TO LIVE (1) VS. LIVES TO WORK (10):- The Focus on Work scale provides information on the importance of work to Mr. Johnson.



Some see work as a means to an end while others define themselves by their work. John Johnson's career is a means to an end and far from being a defining characteristic of his life. If there is a conflict between home and work, his personal life will rarely be compromised. Home, family and leisure activities are markedly important to him and probably help him to deal with a greater variety of business problems.

Approach to New Ventures

CAUTIOUS (1) VS. OPTIMISTIC (10):- This scale distinguishes those who approach new ventures or issues with caution from those who approach new ventures with optimism.



John Johnson is a well-grounded individual who is inclined to hold some pessimistic views. Although he could be uneasy about voicing negative opinion, he would not hide his concerns. Given his regard for consequences, he will proceed cautiously with new and potentially risky ventures. He recognizes that there are dangers in the business world but it is largely an exciting, rather than hostile, place for him.

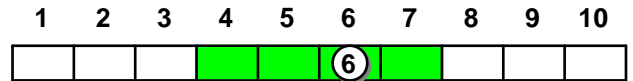
Approach To Work

John Johnson

Leadership Style

DEMOCRATIC (1) VS. COMMANDING (10):- Leadership Style is measured from 1 for those who prefer a nurturing style of leadership to 10 for those who are naturally inclined to a more demanding Leadership Style.

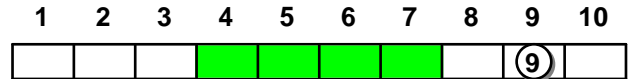
John Johnson is a well-balanced leader with a slight inclination to be explicit and directive. In a crisis, he can take command and make certain that the team knows what must be done and when. On the other hand, when a gentle approach is needed, he will excel as the "guide on the side" with a completely democratic style.



Preference for Change

LIKES ROUTINE (1) VS. LIKES CHANGE (10):- This scale identifies where Mr. Johnson fits in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.

John Johnson truly enjoys change and values innovation so that he can look for new ways to deal with routine work. He likes to take control of events and will react proactively to new trends. He tends to seek change for its inherent excitement, rather than because it is necessary.



Approach to Conflict

FORCEFUL (1) VS. ACCOMMODATING (10):- This scale distinguishes those who are forceful in their approach to conflict from those who avoid conflict by being accommodating.

John Johnson balances soft skills with a direct approach to conflict. Because he is sure of himself, he is efficient in debate and confrontation and will only occasionally be worn down by the impact of others. In highly-charged, emotional situations, he should be able to switch easily to a moderate, accommodating style of conflict resolution.



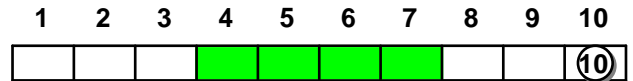
Approach To Work

John Johnson

Compensation Preference

FIXED SALARY (1) VS. COMMISSION/BONUS (10):-
The Compensation Preference scale identifies whether John Johnson is more motivated to work by a secure salary or by performance based remuneration.

John Johnson much prefers striving for profit-sharing or performance-based remuneration rather than being on salary. He really enjoys taking chances and relishes the excitement of incentive-based bonus. Given a compensation package largely or exclusively salary, he will need support to see the value in this. Keep in mind that he will find ways to get around obstacles, even if that requires bending the rules. He rarely counts the costs and can be a demanding leader.



Approach to Self Promotion

RELUCTANT (1) vs. ASSURED (10):- People who score 1 on this scale are reluctant to put themselves forward while those who score 10 are extremely assured.

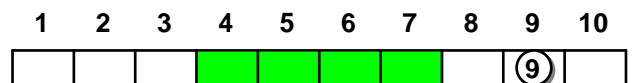
Often willing to present his own ideas or products, John Johnson is generally successful at selling himself. When he is reluctant to put himself forward, this hesitation comes not from lack of commitment but more likely from concern about his audience. Thorough preparation and, if necessary, rehearsal would build his confidence and help him to do his best work.



Approach to Risk Taking

CAREFUL (1) vs. DARING (10):- This Approach to Risk scale is measured from 1 for avoidance of risky behavior to 10 for willingness to engage in risk.

John Johnson is somewhat inclined to be daring and impulsive, occasionally without considering the consequences of his actions. He tends to believe that "the end justifies the means," and may be less concerned about the downside of his actions or decisions. He is probably a confident person with good social skills, which are vital assets in business. His venturesome behavior could add creative impetus to reaching corporate goals.



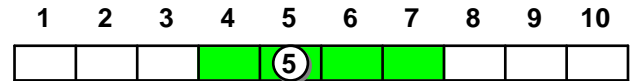
Approach To Work

John Johnson

Approach to Listening

CONTROLLING (1) VS. SYMPATHETIC (10):- The Approach to Listening scale is measured from 1 for a person who tends to dominate a conversation to 10 for a person who is an exceptionally sympathetic listener.

John Johnson tends to be enthusiastic about his own ideas but he still leaves room for others to express theirs. Being outspoken and self-confident, he will invite debate and probe for complete understanding of other points of view. In short, Mr. Johnson is a good listener who may only require some skill enhancement to be really effective at obtaining and analyzing other people's ideas. He could be encouraged to recognize that others' hesitancy to speak out usually indicate shyness, not lack of commitment.



Validity

John Johnson

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" response 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.

The total number of "B" responses chosen for this report was: 3

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 Corporate Coach report can be considered accurate and reliable.