



prevueTM
individual

Catalyst Training Services

Serviced By:

Dan Monteiro
604-298-5505
dan@catalysttraining.ca

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John Johnson

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Report Design Options Selected for this Report

Report Family: Screening & Selection
 Type: Individual Development Report
 Scope: Abilities, Interests & Personality (WNSIP)
 Format: Comprehensive (from choice of Comprehensive, Summary, or Graph)

Prevue Assessments presented in this report:

- ▶ Prevue Abilities Assessments that examine four cognitive Abilities scales
- ▶ Prevue Interests Assessment that examines three scales of occupational Interests/Motivations
- ▶ Prevue Personality Assessment that provides information on thirteen Personality scales

For more information about Prevue Assessments and design options for Prevue reports see www.prevuehr.com

Part 1 - Understanding this Report

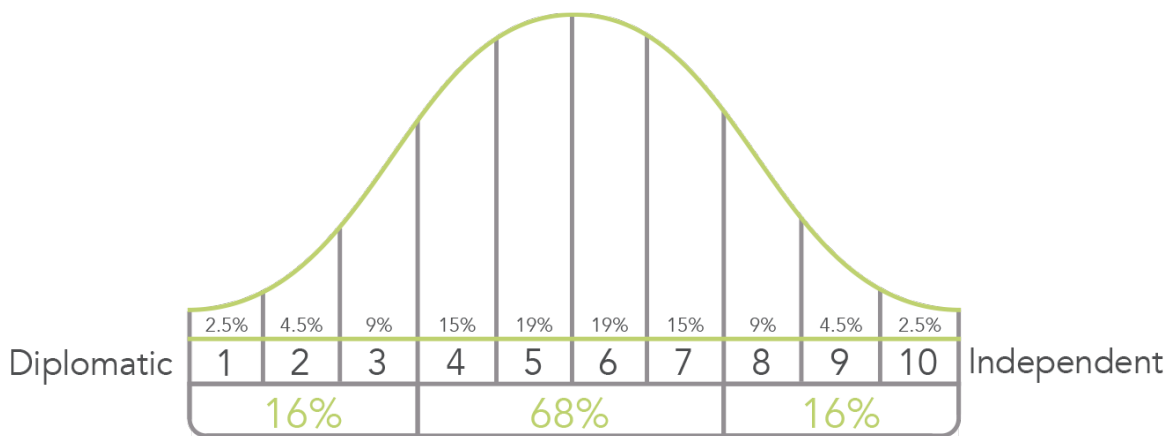
Introduction

This Individual Report describes your scores on the Prevue abilities, occupational interests and personality scales. The information comes from the results of the Prevue Assessments that you have completed. These results are presented graphically on the Prevue Results Graph in Part 2 and described in Parts 3 and 4 of this report. Part 5 provides additional information on your natural approach to a number of work related subjects that are experienced in most types of employment.

For this report, you completed the following Prevue Assessments:

- ▶ Prevue Abilities Assessment - Four cognitive ability scales;
- ▶ Prevue Interests Assessment - Three motivation / interests scales;
- ▶ Prevue Personality Assessment - Thirteen personality scales.

Prevue Scoring



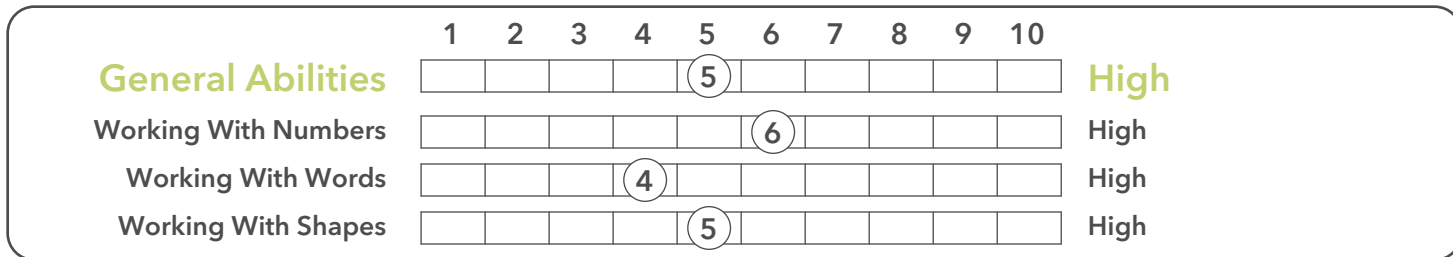
Your scores on these assessments and their related scales are shown in the Prevue Results Graph on the next page. Your score on each scale is a sten score, which indicates where your score falls on a normal bell-shaped curve representing the general working population. The above diagram shows the normal bell curve divided into standard tenths ('standard tenth' 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 on each sten.

Approximately 16% of the population will have sten scores of 1-3 and 16% will have scores in the 8 to 10 range. The remaining 68% of the population will score in the 4 to 7 range.

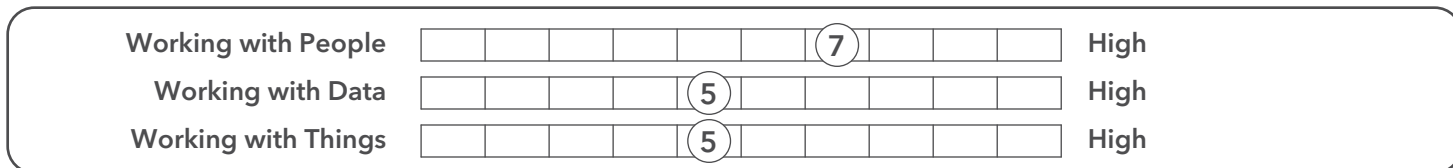
Part 2 - Prevue Results Graph

The Prevue Results Graph shows your scores (circled numbers) on each of the scales of the Prevue Assessments you completed for this report. The total Person and Individual Traits descriptions in Parts 3 and 4 of this report provide details of the significance of these scores.

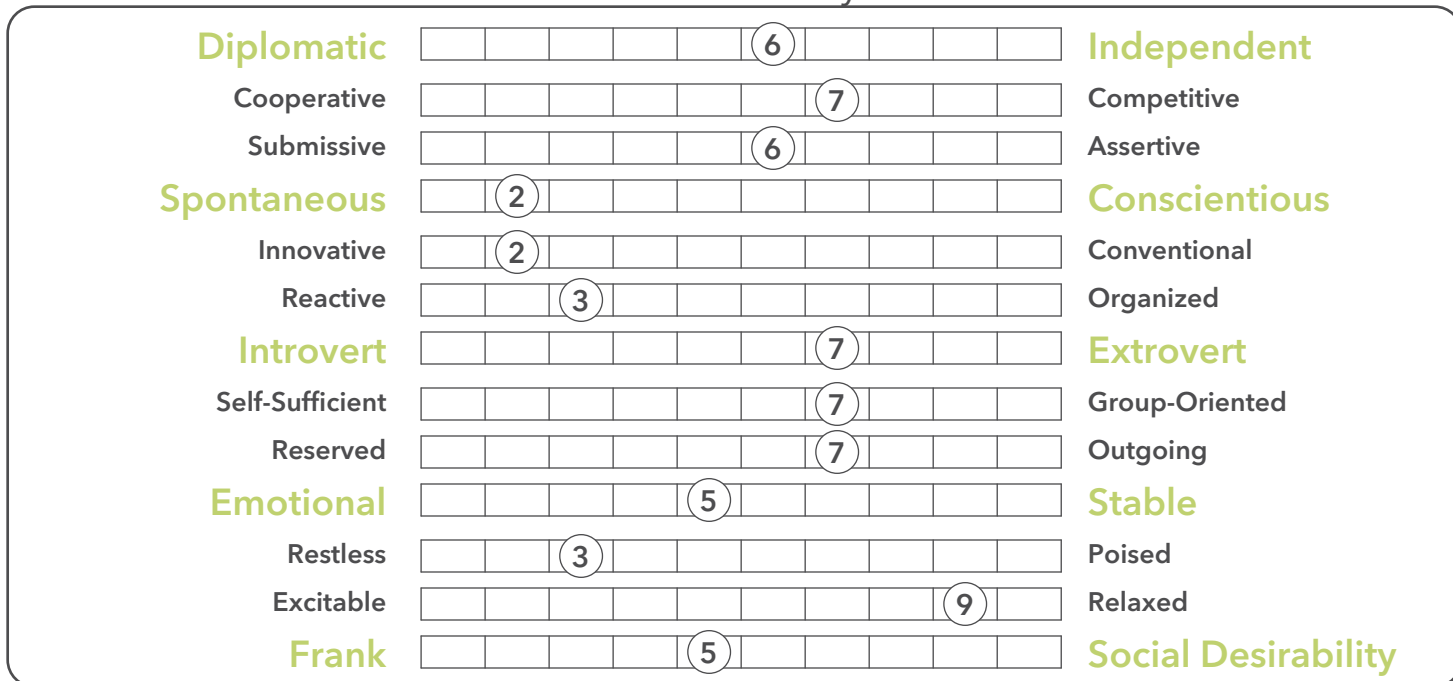
Abilities



Motivation/Interests



Personality



Part 3 - Total Person Description

The Total Person Description provides an overview of you compared to the general working population. This profile is derived from the scores shown on the Prevue Results Graph.

You have above average numerical skills, combined with moderate verbal and spatial skills. You are well equipped for challenging numerical assignments and able to work with complex spreadsheets and data tables. Your average ability with words means that routine paperwork, most office duties, and written material are within your scope. Similarly, because you are reasonably proficient in tasks that require mental manipulation of shapes and objects, you will be able to follow simple diagrams, to estimate space requirements, and to read blueprints. You should not require extra instruction, guidance, or time to achieve competence in routine work.

You are extremely interested in working with people and would be most happy in a job that involves contact with others. You are moderately motivated to work with data and things. This means that you could process abstract information and use technology so long as you still had opportunities for social interaction. You will perform best when you can take advantage of your preference for interpersonal activity. In a computer context, you would prefer direct communication with others via Internet connections, E-mail, and word processing.

You are fairly competitive and assertive. While you may be a strong team player, you are likely to want to lead as you enjoy individual recognition. Your leadership style is marked by persuasion and encouragement, but you are unafraid of argument and sometimes willing to take on even controversial issues. In non-threatening situations and with people you know well, you will be outspoken and will vigorously promote your own ideas. On occasion, you will use tact and diplomacy to maintain harmony in the workplace.

You are innovative and flexible, believing that rules can be interpreted loosely. You often seek new ways to solve problems rather than following traditional methods. Being creative and spontaneous, you prefer to react to situations as they develop rather than to make detailed plans. You see the overall picture rather than focusing on the details, and you are more concerned with getting the job done than how you do it. Your workspace is likely to be cluttered and untidy, and would have to go against your own nature to do well in a structured organization with many rules, tight deadlines, and strict codes of behavior. You enjoy change and a shifting and unpredictable environment.

You enjoy the company of other people and could be troubled by extended periods of solitude. Most people will find you to be friendly and personable. You are quick to talk to others and enjoy their attention. While you can listen effectively when concentrating, your instinct is to be the one doing the talking. Your enthusiasm is a tremendous advantage when presenting ideas. Though conversational and outgoing, you are also self-reliant and do not require constant social interaction. In a group setting, you will occasionally command attention but you are also comfortable as a quiet observer.

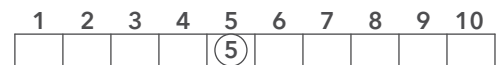
Outwardly, you will appear relaxed and easygoing and seem to cope well with most of life's pressures, but you can be easily pushed from this equilibrium. You have a high degree of emotional sensitivity and, while this quality makes you aware of others' feelings and able to interpret their motives well, it also makes you more vulnerable to negative feedback. You are readily embarrassed, but for the most part, you will be able to keep your troubles in proportion and you do not worry unduly. You can cope fairly well with a demanding job, as long as there is an opportunity to work with others whom you have grown to trust.

Part 4 - Individual Characteristics

This section of the report provides more detailed information about your scores on each of the scales of the Prevue Assessments that you completed. For each scale there is an explanation of your score compared to those of the general working population.

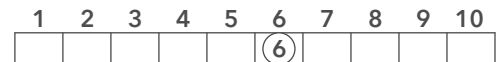
General Abilities

You have a level of speed and accuracy in reasoning and problem solving that indicates that you are as able as most other adult workers. You can learn and absorb new information without too much difficulty. You are efficient working in a reasonably demanding environment.



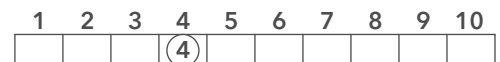
Working With Numbers

You are at the higher end of the average range for Numerical Reasoning. This is typical of employees who have the skill and competency to reason with information derived from simple numbers.



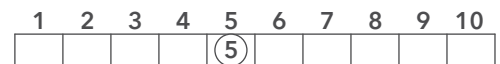
Working With Words

This score is at the lower end of the mid-range of scores for working with written language. You have capable speed and accuracy when using written material.



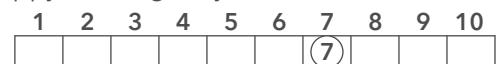
Working With Shapes

This indicates an average skill in spatial ability. You have a normal level of speed and accuracy when reasoning with information that involves thinking about manipulating shapes and objects.



Working With People

You show an above average level of interest in work that involves dealing with people. You are likely to prefer jobs that involve a reasonable degree of contact with others and would not be happy working on your own for extended periods of time.



Working With Data

You have a reasonable level of interest in working with data. You would not necessarily feel the need to work with data to form the major part of your job.

1	2	3	4	5	6	7	8	9	10
				5					

Working With Things

You express an average level of interest in work that deals with inanimate objects such as machinery, tools and equipment.

1	2	3	4	5	6	7	8	9	10
				5					

Diplomatic / Independent

People like you show a balance between a desire to compete and win, and a wish to coordinate team goals. You may occasionally be controversial when advancing your own point of view, but in other circumstances you will be more concerned with maintaining the team spirit and team effort. Such people are good at getting things done while respecting the needs of those around them.

1	2	3	4	5	6	7	8	9	10
					6				

Cooperative / Competitive

You describe yourself as a competitive person who plays hard to win. You can accept compromise between your own achievements, and the need to maintain relationships with others.

1	2	3	4	5	6	7	8	9	10
						7			

Submissive / Assertive

Depending on the situation or the people involved, you can be assertive and outspoken. In some groups you may promote yourself as the leader.

1	2	3	4	5	6	7	8	9	10
					6				

Spontaneous / Conscientious

You are a spontaneous and innovative individual, who works well in changing situations. You are adaptable and responsive to circumstances as they arise, while producing creative and sometimes radical solutions.

1	2	3	4	5	6	7	8	9	10
	2								

Innovative / Conventional

Such people are likely to see new ways to solve problems, and are not bound by traditional methods. An unconcerned approach allows you to be very flexible when reaching solutions. You are innovative and enjoy change.

1	2	3	4	5	6	7	8	9	10
	2								

Reactive / Organized

You regard yourself as a spontaneous person who prefers to react to situations as they arise, rather than to plan everything in advance. You like to focus on the overall picture rather than deal with the fine details, and are more concerned with getting things done.

1	2	3	4	5	6	7	8	9	10
		3							

Introvert / Extrovert

As an extrovert, you will seek out others rather than be alone. However, this is unlikely to be behavior that is extreme, as you will seek out the stimulation and excitement you require. You are considered as moderately high-spirited, talkative, lively, and at times, impulsive.

1	2	3	4	5	6	7	8	9	10
						7			

Self-Sufficient / Group-Oriented

You are happiest working in situations where there is a reasonable amount of contact with others. You enjoy company and a stimulating environment, but occasionally require time for quiet reflection.

1	2	3	4	5	6	7	8	9	10
						7			

Reserved / Outgoing

Although you like to be the center of attention, there will be times when you may avoid the spotlight. You prefer variety in your work. You are happy with a moderately exciting life, and can be a risk taker at times.

1	2	3	4	5	6	7	8	9	10
						7			

Emotional / Stable

You are stable and calm under normal situations. You are generally accepting of people, but with a degree of caution. Such people are usually stable and able to cope with moderate stress.

1	2	3	4	5	6	7	8	9	10
				5					

Restless / Poised

You have a high degree of sensitivity to feelings and emotions. Occasionally you may be sensitive in situations where you are personally involved.

1	2	3	4	5	6	7	8	9	10
		3							

Excitable / Relaxed

You are a relaxed and trusting person, who remains calm under stress. Typically you are not unduly bothered by things that go wrong.

1	2	3	4	5	6	7	8	9	10
								9	

Social Desirability

You are aware of social rules and expectations. You have presented a fairly frank picture of yourself on the other scales.

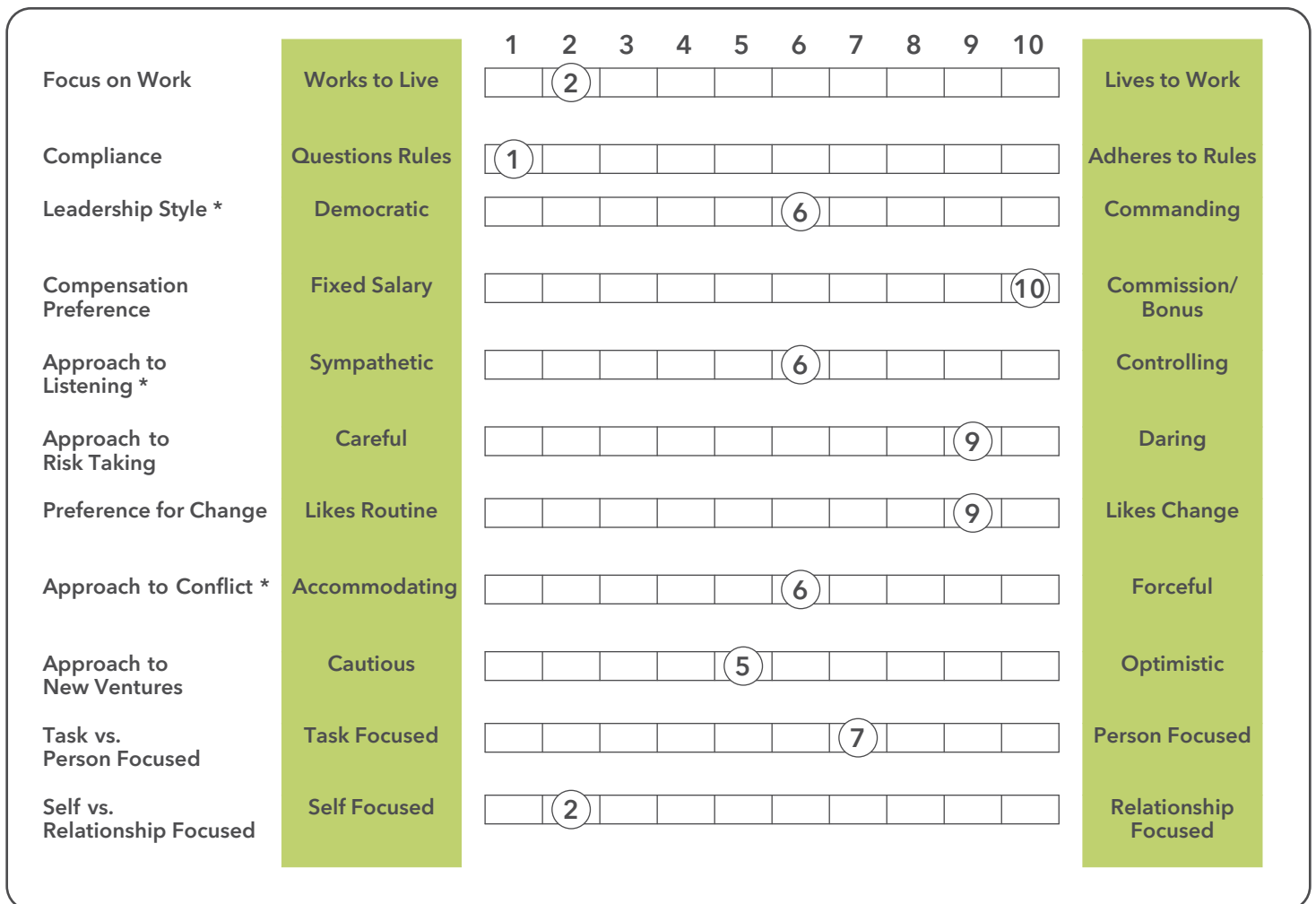
1	2	3	4	5	6	7	8	9	10
				5					

Part 5 - Approach to Work

Introduction

This section of the 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 Prevue Personality Scales reviewed in the Total Person and Individual Traits sections of the 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.



* See Aspects of Assertiveness

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 you. Some see work as a means to an end while others define themselves by their work.

Your career is a means to an end and far from being a defining characteristic of your life. If there is a conflict between home and work, your personal life will rarely be compromised. Home, family and leisure activities are markedly important to you and probably help you to deal with a greater variety of business problems.

1	2	3	4	5	6	7	8	9	10
	(2)								

Compliance

QUESTIONS RULES (1) vs. ADHERES TO RULES (10):

The Compliance scale identifies an individual's inclination to adhere to rules set by an employer and resist the temptation of intentionally engaging in behaviors that are considered to be detrimental to an organization's productivity or workforce attitudes.

You like variety and challenge, and often prefer a minimally structured work environment. If rules and procedures seem to hinder expediency, you may question or even disregard some guidelines to achieve goals. You seek new experiences and most often will tackle work in your own way rather than following a set protocol or established practice. Completing routine or repetitive tasks frequently may prove frustrating for you. You will likely tend to improvise, and take some risks on the job. You may resent long working hours and might react negatively to heavy pressure. This could include moodiness or disruptive behavior such as finding fault in others. Although inclined to be imaginative you could become less attentive and less motivated to follow the rules than other more compliant employees.

1	2	3	4	5	6	7	8	9	10
(1)									

Compensation Preference

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

The Compensation Preference scale identifies whether you are more motivated to work for a secure salary or performance based remuneration.

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

1	2	3	4	5	6	7	8	9	10
									(10)

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.

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

1	2	3	4	5	6	7	8	9	10
								(9)	

Preference for Change

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

This scale identifies where you fit in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.

You truly enjoy change and values innovation so that you can look for new ways to deal with routine work. You like to take control of events and will react proactively to new trends. You tend to seek change for its inherent excitement, rather than because it is strictly necessary.

1	2	3	4	5	6	7	8	9	10
								(9)	

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.

1	2	3	4	5	6	7	8	9	10
				5					

Task vs. Person Focused

TASK FOCUSED (1) vs. PERSON FOCUSED (10):

This team characteristic scale distinguishes those who focus on the needs of the task or project in hand from those who are focused on their own and their team members' needs.

You tend to be friendly and easy-going at work, putting more focus on people than on the task in hand. You will enjoy a moderately busy environment with more variety than routine, and frequent contact with others. Usually frank and objective, you are a good communicator but you do not need to be the center of attention all the time. When success depends on collaboration or interaction with others, your effective concentration on people is an asset you will bring to a team.

1	2	3	4	5	6	7	8	9	10
						7			

Self vs. Relationship Focused

SELF FOCUSED (1) vs. RELATIONSHIP FOCUSED (10):

This team characteristic scale distinguishes those who are self focused from those who are inclined to focus on others on the team.

Driven to succeed, you are apt to focus on yourself and your own plans rather than others' views and relationships. You will likely develop a personal agenda and make it a high priority. Persons with your Level of self-focus can be edgy, and sometimes untidy in their work habits, but they are also creative and can provide strong leadership. You will often think ahead and ask questions such as "Where will I get the resources?" or "When I reach this goal, what is my next move?" Your decisions are usually pragmatic, based on evidence and performance. Your preferred job roles will offer personal latitude and reward individual achievement.

1	2	3	4	5	6	7	8	9	10
	2								

Aspects of Assertiveness

SUBMISSIVE (1) vs. ASSERTIVE (10):

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

1	2	3	4	5	6	7	8	9	10
					6				

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 style.

You are a well-balanced leader with a slight inclination to be explicit and directive. In a crisis, you 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, you will excel as the "guide on the side" with a completely democratic style.

APPROACH TO LISTENING - SYMPATHETIC (1) vs. CONTROLLING (10):

The Approach to Listening scale is measured from 1 for a person who is an exceptionally sympathetic listener to 10 for a person who tends to dominate a conversation.

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

APPROACH TO CONFLICT - ACCOMMODATING (1) vs. FORCEFUL (10):

This scale distinguishes those who avoid conflict by being accommodating from those who are forceful in their approach to conflict.

You balance soft skills with a direct approach to conflict. Because you are sure of yourself, you are efficient in debate and confrontation and will only occasionally be worn down by the impact of others. In highly-charged, emotional situations, you should be able to switch easily to a moderate, accommodating style of conflict resolution.

Part 6 - Best Practice Information

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.