



SmartHire®

Serviced By:
306.700.5122
info@smarthire.ca
www.smarthire.ca

Assessment Taken:
4/21/2017

Assessment Printed:
4/27/2017

Jill Sample



Table of Contents

Part 1	Understanding this Report General information about this report, Prevue Assessments and Prevue Benchmarks.	3
Part 2	Prevue Results Graph A visual comparison of your Prevue Assessments Scores to the general working population.	4
Part 3	Total Person Description Your overall profile based on the results of the Prevue Assessments considered in this report.	5
Part 4	Individual Characteristics Details of your scores on each of the scales addressed in this report and an overview of the strengths you bring to the position.	6
Part 5	Approach to Work Information about your approach to a number of important situations experienced in most types of employment.	10
Part 6	Best Practice Information Guidelines for using Prevue Assessments and understanding this report.	13

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

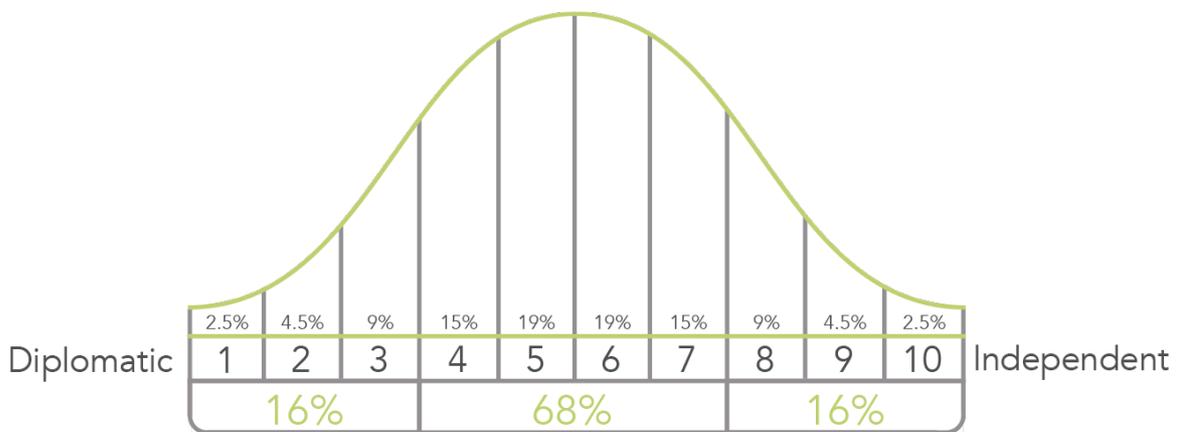
Introduction

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



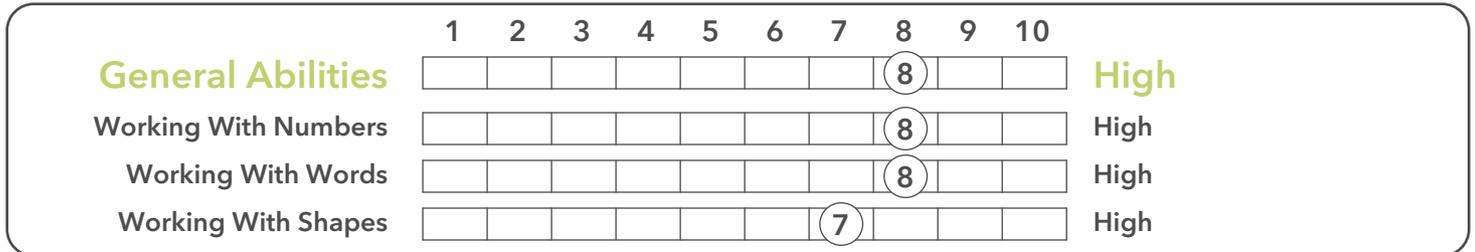
Your scores on these assessments and their related scales are shown in the Prevue Results Graph on the next page. Your score on each scale is a sten score, which indicates where your score falls on a normal bell-shaped curve representing the general working population. The above diagram shows the normal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

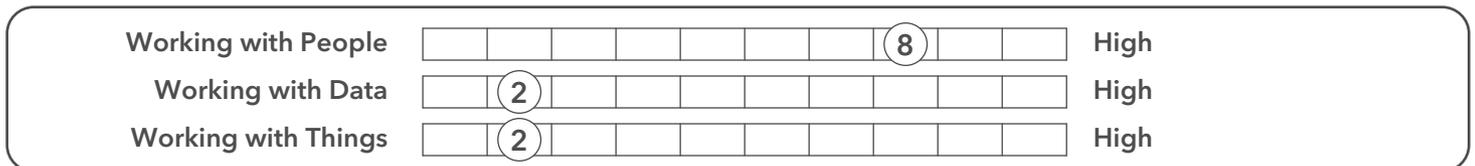
Part 2 - Prevue Results Graph

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.

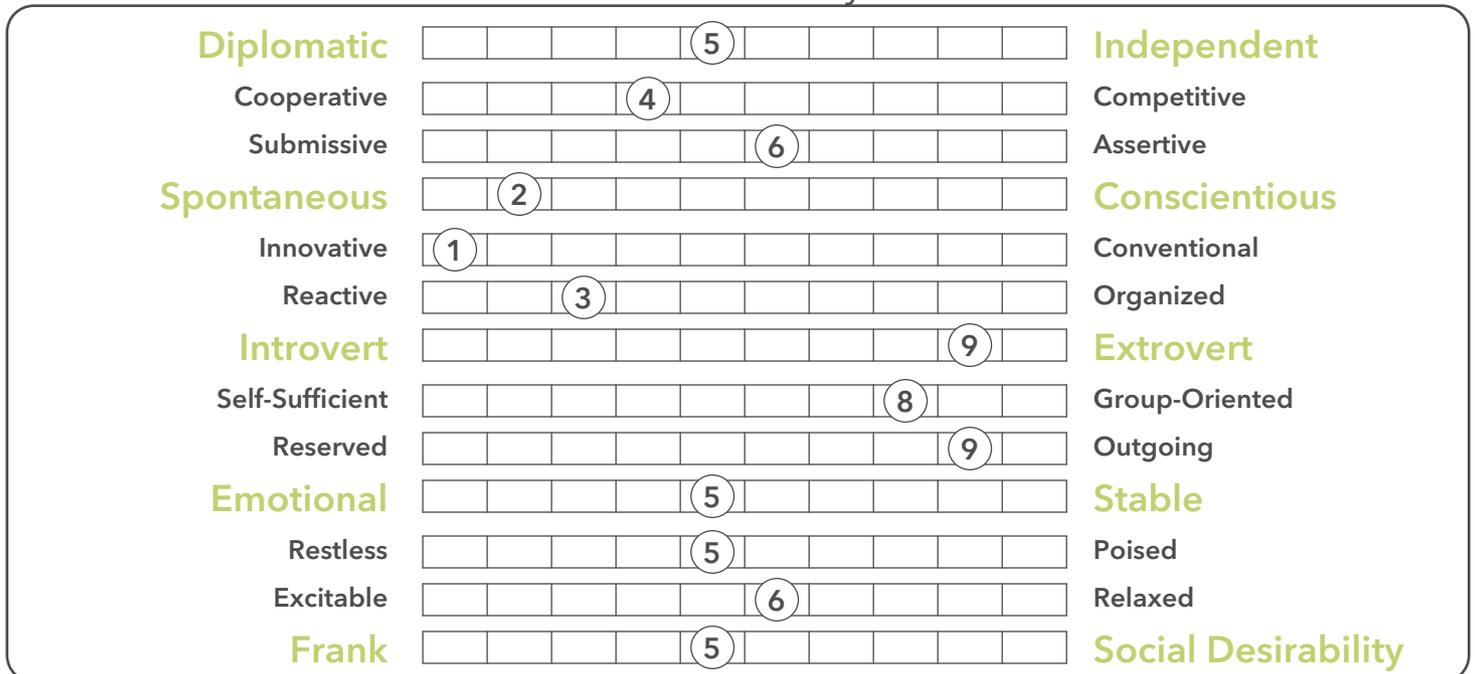
Abilities



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 superior verbal and numerical skills, combined with above average spatial skills. Assignments that involve reading and writing will be easy for you. You should excel at any kind of paperwork and creating written material. You are also able to do challenging numerical assignments such as designing complex spreadsheets and advanced data tables. You are almost as proficient in tasks that require mental manipulation of shapes and objects. These could include reading blueprints, interpreting graphs, and following moderately difficult diagrams.

Overall, you have superior, versatile skills. You should learn quickly and perform well at almost any task in the workplace.

You are powerfully motivated to work with people but not at all interested in data or things. You are, therefore, happiest doing tasks that call for social interaction. You are not easily engaged by either manual or highly academic tasks that have nothing to do with people. Any equipment you operate should be relatively simple and reliable, as you are not mechanically inclined.

You are a good team player, assertive yet still considerate of others. Relationships are important to you, and you see mutually cooperative efforts as being the most effective. You will put yourself forward in some situations but not so far as to compromise team spirit. With appropriate encouragement, you can assume the role of group leader. You can deal with confrontation except in the most extreme cases. You will often be outspoken but, in very competitive situations with new acquaintances, you are more likely to defer to others.

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 require continual social stimulation and only rarely do you feel a need to be by yourself. Extended periods of solitude will be frustrating for you. Often wanting to be in the spotlight, you will usually lead any discussion but you are not inclined to take the role of leader all the time in every activity. You enjoy meeting new people and exploring new ideas. You often act impulsively and long-term assignments must include variety or else you will lose interest. You will not tolerate a great deal of monotony and you will thrive on challenging assignments, particularly if these contain an element of risk.

You are sensitive to the emotions of others and yourself, but this is kept in perspective. Certainly, inappropriate criticism can upset your equilibrium, but you are not bothered by the normal give and take of human relations. You are generally calm and, while aware of stress, you do not let it stop you from achieving your goals. You exemplify an effective combination of emotional awareness without excessive vulnerability. You tolerate stress without being indifferent to it. Whether you are required to give a fast response to a crisis or methodical attention to a routine task, you will work well under most pressures.

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.

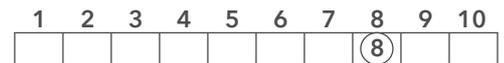
General Abilities

You are quicker and more accurate in reasoning skills than the majority of the employed population. Your associates would describe you as generally quick to learn and able to absorb new information easily. You are likely to be very efficient and able to deal well with change in your working requirements.



Working With Numbers

You show a very high capacity for Numerical reasoning when compared with other adults in the general working population. You are quicker and more accurate than most people when reasoning with information derived from simple numbers.



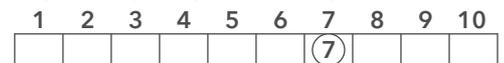
Working With Words

This indicates a well above average level of ability to use language as a vehicle for reasoning and problem solving. You are extremely quick and accurate in your language skills.



Working With Shapes

Your score places you at the higher end of the mid-range of scores in spatial ability. You have a high level of speed and accuracy when reasoning with information that involves thinking about manipulating shapes and objects.



Working With People

You are likely to be very interested in work that involves considerable contact with people. This may be at a complex level rather than just making contact. Scores in this range indicate you are unlikely to feel satisfied in jobs in which interaction with people does not play a significant role.



Working With Data

You indicate you are a person who has a lower than average level of interest in working with data. Such people usually avoid jobs where they spend time analyzing or compiling and computing figures, symbols, statistics and accounts.

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

Working With Things

You express a low level of interest in work that involves inanimate objects such as machinery, tools and equipment.

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

Diplomatic / Independent

To achieve your point of view, you can be an individual competitor. In other situations, you can also be concerned with maintaining the team spirit and coordinating the team effort. This score indicates a person who is good at getting things done while taking into account the needs of others.

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

Cooperative / Competitive

You can be described as an individual within the team environment. You are somewhat competitive, and will work for the good of the team. You may compromise your own achievement to instill the cooperative spirit.

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

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
①									

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

You are a sociable and talkative individual, who seeks out others for stimulation and company. In fact, you may be happiest when the center of attention. You are generally energetic while enjoying a lively environment. Others tend to see you as high-spirited and impulsive.

1	2	3	4	5	6	7	8	9	10
								⑨	

Self-Sufficient / Group-Oriented

You are a sociable person who prefers to be with others in a lively environment. A quiet time alone, to reflect and recover, is the exception rather than the rule. You are also happiest in work situations where you have considerable contact with others.

1	2	3	4	5	6	7	8	9	10
							⑧		

Reserved / Outgoing

You are someone who is outgoing and enjoys being the center of attention. You like meeting people and doing exciting, stimulating things. Routine work will often become boring for you.

1	2	3	4	5	6	7	8	9	10
								⑨	

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 degree of sensitivity toward the feelings of others. You remain calm and poised in the face of most circumstances that are unpleasant.

1	2	3	4	5	6	7	8	9	10
				5					

Excitable / Relaxed

You are a person who remains calm and relaxed in response to normal situations. For the most part, you are able to manage your problems without undue anxiety.

1	2	3	4	5	6	7	8	9	10
					6				

Social Desirability

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

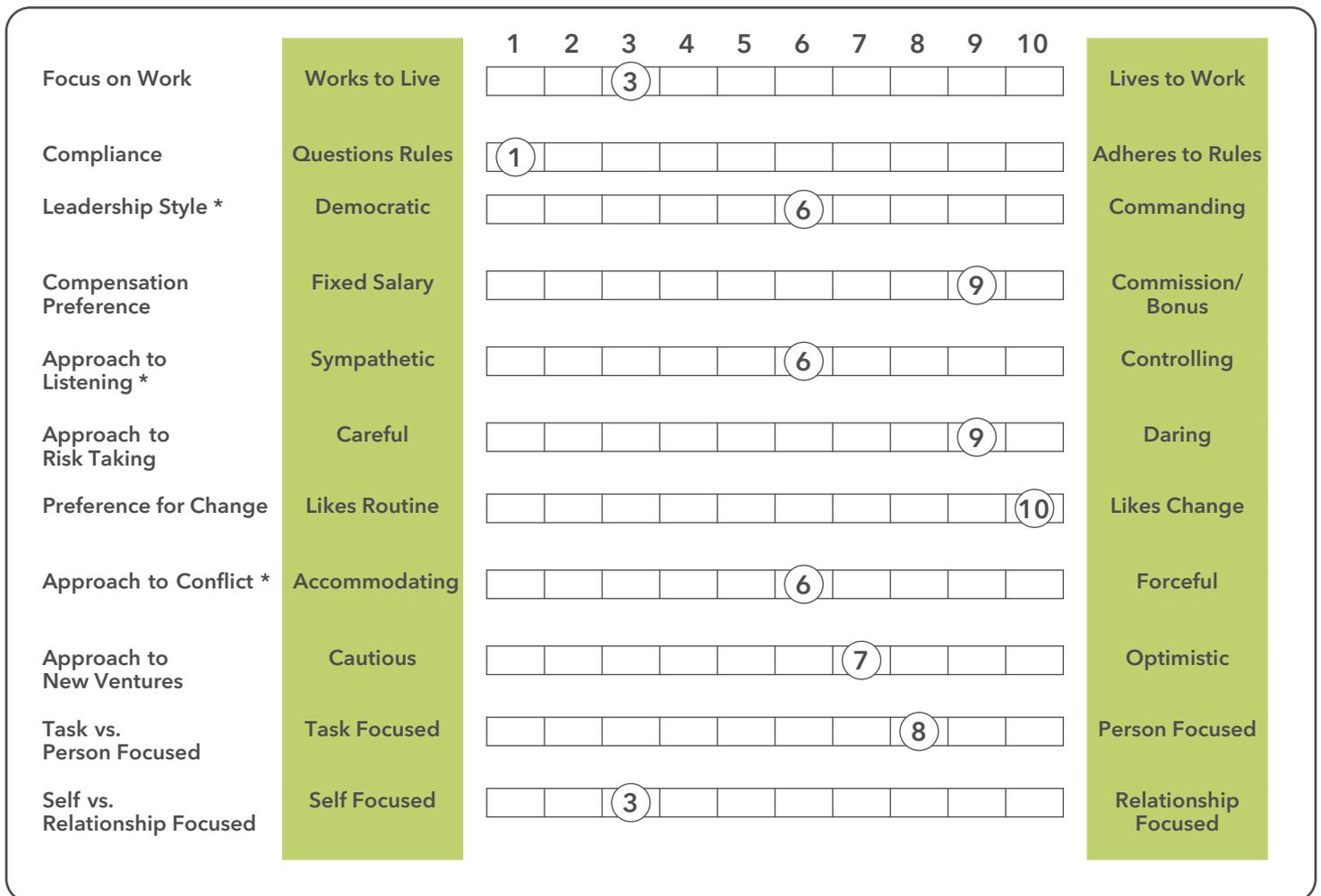
1	2	3	4	5	6	7	8	9	10
				5					

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, not a defining characteristic of your life. If there is a conflict between home and work, your personal life usually takes priority. Home, family and leisure activities are very 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
		3							

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 prefer striving for profit-sharing or performance-based remuneration rather than being on salary. You enjoy taking chances and like 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 do not always count the costs and can be a demanding leader.

1	2	3	4	5	6	7	8	9	10
								9	

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 greatly enjoy change and values innovation. The only way you can tolerate mundane tasks is if you can look for new ways to deal with daily routines. You like to take control of events and will react proactively to new trends. For the most part, 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
									10

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
						7			

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
							8		

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.

You will focus more on yourself and your own plans rather than others' views and relationships. You are likely to have a personal agenda but you will compromise to maintain collaboration and team spirit. Although you may sometimes be edgy you can also be creative and provide leadership. You will prefer roles that offer personal latitude, with some opportunity to work with others, and recognition for individual achievement.

1	2	3	4	5	6	7	8	9	10
		3							

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.