



prevue<sup>TM</sup>  
snapshot

## ICresset Talent Solutions

**Serviced By:**

Prevue HR  
[www.prevuehr.com](http://www.prevuehr.com)  
Toll-Free: 1-888-277-3883  
Email: [support@prevuehr.com](mailto:support@prevuehr.com)

**Assessment Taken:**  
3/1/2019

**Assessment Printed:**  
4/15/2019

**Shreya Gupta**

# Table of Contents

Part 1	<b>Understanding this Report</b> General information about this report, Prevue Assessments and Prevue Benchmarks.	3
Part 2	<b>Prevue Results Graph</b> A visual comparison of Shreya Gupta's Prevue Assessments scores to the Prevue Benchmark for the position, and the Benchmark Suitability score for Shreya Gupta's overall fit to the position.	4
Part 3	<b>Total Person Description</b> Shreya Gupta's overall profile based on the results of the Prevue Assessments considered in this report.	5
Part 4	<b>Individual Characteristics</b> Details of Shreya Gupta's scores on each of the scales addressed in this report.	6
Part 5	<b>Best Practice Information</b> Guidelines for using Prevue Assessments and understanding this report.	10

## Report Design Options Selected for this Report

Report Family: Screening & Selection

Type: Candidate Snapshot 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](http://www.prevuehr.com)

# Part 1 - Understanding this Report

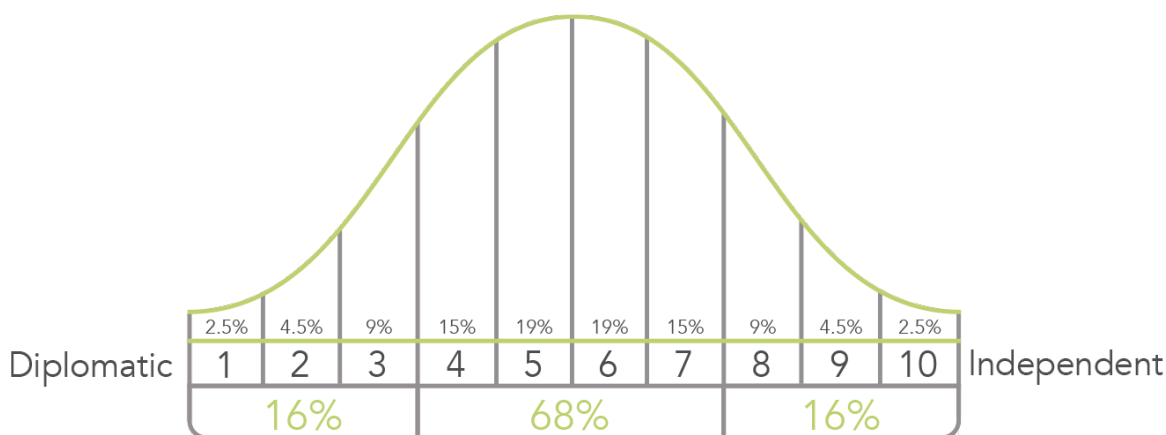
## Introduction

The Candidate Snapshot Report provides work related information that will assist management in understanding Shreya Gupta's unique work profile. It is designed to assist in conducting an effective interview, making a knowledgeable hiring decision and onboarding the candidate. The report provides insight into the candidate's cognitive ability, occupational interests and personality profile in Parts 2 to 4.

## Prevue Assessments

The Prevue Results Graph in Part 2 of this report shows Shreya Gupta's 'sten' score on each of the Prevue Assessments scales considered in the report. A sten score is a candidate's score on a normal bell-shaped curve representing the general working population. The diagram below shows the normal bell curve divided into standard tenths ('standard tenths' 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 in each sten.

### Prevue Scoring



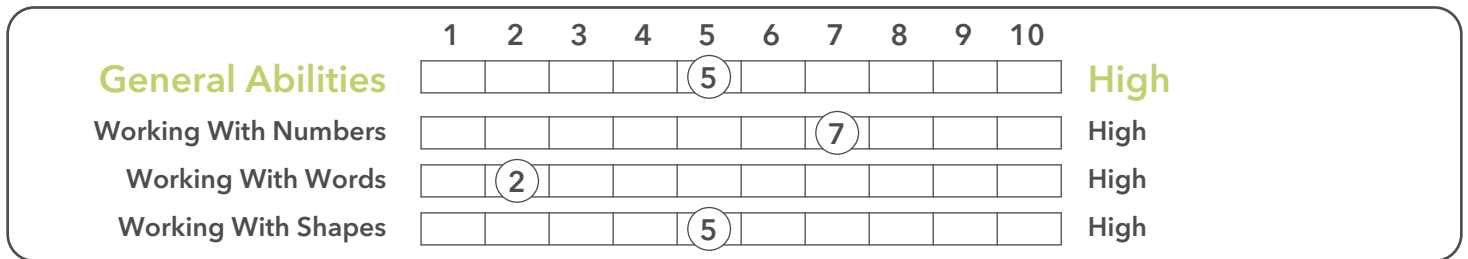
The assessment results collected from a very large sample of the general working population, when graphed, produces a bell shaped curve shown in the above diagram. The bell curve is divided into standard tenths ('stens') and the percentage of the population that will score on each sten is shown in the 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.**

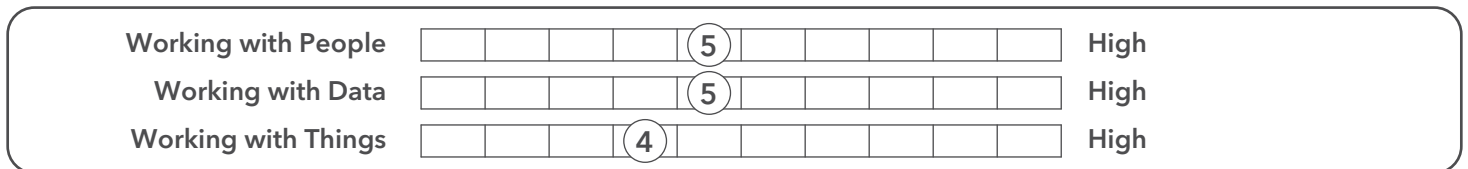
## Part 2 - Prevue Results Graph

Shreya Gupta's scores are shown in the circled numbers on each of the Prevue Scales presented below. The Total Person Description in Part 3 and the Individual Characteristics section in Part 4 of this report provide information on the significance of each of the scores.

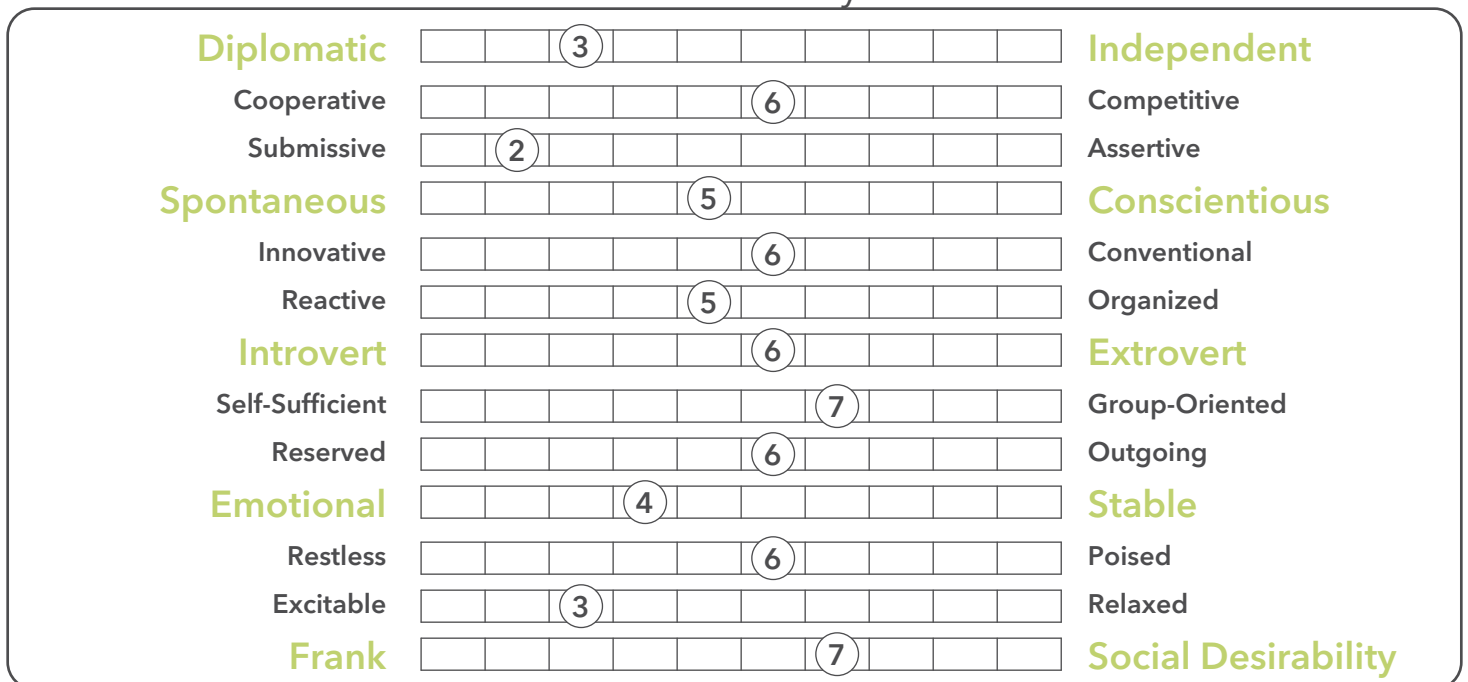
### Abilities



### Motivation/Interests



### Personality



## Part 3 - Total Person Description

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

Ms. Shreya Gupta has above average numeric skills, average ability to work with shapes, and lower than average verbal skills. She is well equipped for challenging numeric assignments and able to work with complex spreadsheets and data tables. Because she is reasonably proficient in tasks that require mental manipulation of shapes and objects, she will be able to follow routine diagrams, to estimate space requirements, and read blueprints. Her lower reading and writing skills mean that she will require more time for ordinary paperwork and written communication will be difficult for her. For other assignments, Ms. Gupta will need an average amount of time and will perform best when the environment and work practices change slowly. Frequent changes in the work routine will be difficult for her and may result in errors.

Ms. Gupta has balanced, average interests in working with people, data, and things. She is equally comfortable interacting with other people, collecting and processing information, or working directly with material objects such as tools or machinery. None of her motivations is intense. Consequently, she can function well with or without social contact, and while using either abstract thought or material objects.

Ms. Gupta is competitive but not particularly assertive. While she may be a strong team player, she still wants individual recognition. Her leadership style is marked by persuasion and encouragement, with emphasis on cooperation. On the whole, she prefers to avoid rather than confront conflict and Shreya Gupta will use tact and diplomacy to maintain harmony in the workplace. She is likely to be useful as a peacemaker or mediator.

Shreya Gupta is consistent with her approach to problem solving, tending to stay with proven practices and procedures unless there is a compelling reason to change. She recognizes the value of planning, and generally display adequate time management skills. At the same time, she can react to unexpected changes easily. This is a very strong combination for most businesses because it means reliable performance with the flexibility to meet sudden changes in the marketplace.

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

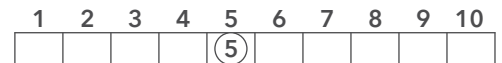
While keeping herself in control, Shreya Gupta is highly sensitive to stress. However, even when suspicious and upset, she will strive to maintain her composure and will rarely reveal the depth of her feelings. In all but the most dire situations, Ms. Gupta will retain her business-like demeanor and continue to function well.

## Part 4 - Individual Characteristics

This section of the report provides more detailed information about Shreya Gupta's scores on each of the four Abilities, three Interests/Motivation and thirteen Personality scales in the Prevue Assessments that were completed by Shreya Gupta. For each scale there is a review of each score compared to those of the general working population followed by a Management Tip that speaks to the significance of the score in a working environment.

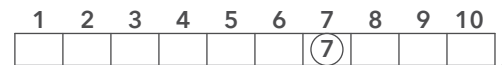
### General Abilities

Shreya Gupta has an average level of speed and accuracy in reasoning and problem solving. She can learn and absorb new information without too much difficulty. She is as able as most, which means you will find her to be efficient working in an environment that makes reasonable demands. However, should this position demand very high levels of mental work load, she may find it difficult to cope.



### Working With Numbers

Shreya Gupta is in the high average range for Numerical Reasoning. This is typical of employees who are skilled and competent in reasoning with information derived from simple numbers.



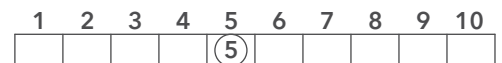
### Working With Words

A sten score of two means Ms. Gupta has a below average capacity for working with written information, particularly under conditions where there is a degree of time pressure. She is likely to take longer and be less accurate when dealing with information that involves words and written material.



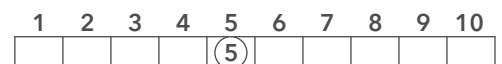
### Working With Shapes

Ms. Gupta's speed and accuracy in using spatial material indicates that she is as able as most adult workers in dealing with information that involves manipulating shapes and objects.



### Working With People

Ms. Gupta shows an average level of interest in work that involves dealing with people. She is likely to prefer employment that involves contact with others. However, she is unlikely to want interaction with other people to be the major function of her work.



**Working With Data**

Ms. Gupta has some interest in working with data. Such a person should be able to relate and balance this limited interest in data to those tasks in the job that require working with people or working with machinery and equipment. She would not necessarily feel the need to work with data to form the major part of her job.

1	2	3	4	5	6	7	8	9	10
				5					

**Working With Things**

Shreya Gupta expresses a slightly below average level of interest in work that deals with inanimate objects such as machinery, tools or equipment. Such people are likely to be comfortable in handling goods or equipment, but would not see that interest being central to their work.

1	2	3	4	5	6	7	8	9	10
			4						

**Diplomatic / Independent**

Individuals like Ms. Gupta are generally likable, diplomatic and good-natured. Shreya Gupta is a considerate and cooperative person, and is capable of pulling people together. She gets her way by encouraging and persuading others, rather than forcefully asserting her own views. She may skirt important issues to avoid conflict.

1	2	3	4	5	6	7	8	9	10
		3							

**Cooperative / Competitive**

She describes herself as a person who is competitive and plays to win. She is a cooperative team member. Such individuals seek compromise between their own achievements, and the need to maintain relationships with others.

1	2	3	4	5	6	7	8	9	10
					6				

**Submissive / Assertive**

Ms. Gupta is a submissive and non-confrontational person. She is likely to be valued for her service-orientated approach.

1	2	3	4	5	6	7	8	9	10
	2								

**Spontaneous / Conscientious**

She balances the need to do things well in the quickest possible way within the rules. This leads to solutions that are innovative without implementing radical changes. Such people are quite dependable, adaptive and innovative.

1	2	3	4	5	6	7	8	9	10
				5					

**Innovative / Conventional**

Shreya Gupta sees herself as someone who is reasonably conventional and has a balanced approach to change and innovation. She will prefer not to change for change's sake, however, when necessary, Ms. Gupta can cope with adjustments that have to be made.

1	2	3	4	5	6	7	8	9	10
					6				

**Reactive / Organized**

She is somewhat organized, but can respond to spontaneous and unpredictable events. She could be described as a person who is systematic, while able to cope with the unexpected.

1	2	3	4	5	6	7	8	9	10
				5					

**Introvert / Extrovert**

Individuals like Ms. Gupta show moderate levels of enthusiasm and liveliness, contributing to social interaction without drawing undue attention to themselves.

1	2	3	4	5	6	7	8	9	10
					6				

**Self-Sufficient / Group-Oriented**

She is happiest working in situations where there is a reasonable amount of contact with others. She enjoys company and a group environment, but occasionally requires time for quiet reflection.

1	2	3	4	5	6	7	8	9	10
						7			

**Reserved / Outgoing**

She can be talkative and outgoing. She would prefer some variety in her work. These people like to choose the situations in which they will take center stage, as they are comfortable in the company of others, but they do not seek constant attention from others.

1	2	3	4	5	6	7	8	9	10
					6				

**Emotional / Stable**

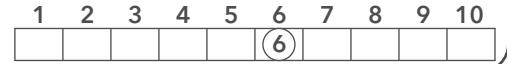
She tends to maintain a general level of acceptance and optimism, but will worry about the consequences of things going wrong, particularly when under pressure. Ms. Gupta accepts people only after she is satisfied they are trustworthy. She can react sensitively and emotionally to criticism.

1	2	3	4	5	6	7	8	9	10
			4						



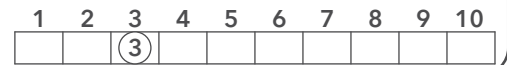
**Restless / Poised**

In the face of difficult situations, Ms. Gupta has an average balance between calm objectivity and any tendency to be upset and take things personally.



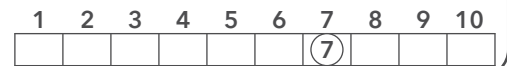
**Excitable / Relaxed**

Ms. Gupta is a somewhat excitable and anxious person, who is wary and cautious of others. Such people find it difficult to cope with high levels of pressure without becoming tense and anxious. It is best that Ms. Gupta avoid work situations in which there are likely to be prolonged periods of high pressure.



**Social Desirability**

This level of score, suggests that Shreya Gupta has presented a moderately frank picture of herself on the other scales.



## Part 5 - 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.prevueonline.com](http://www.prevueonline.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.