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individual

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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

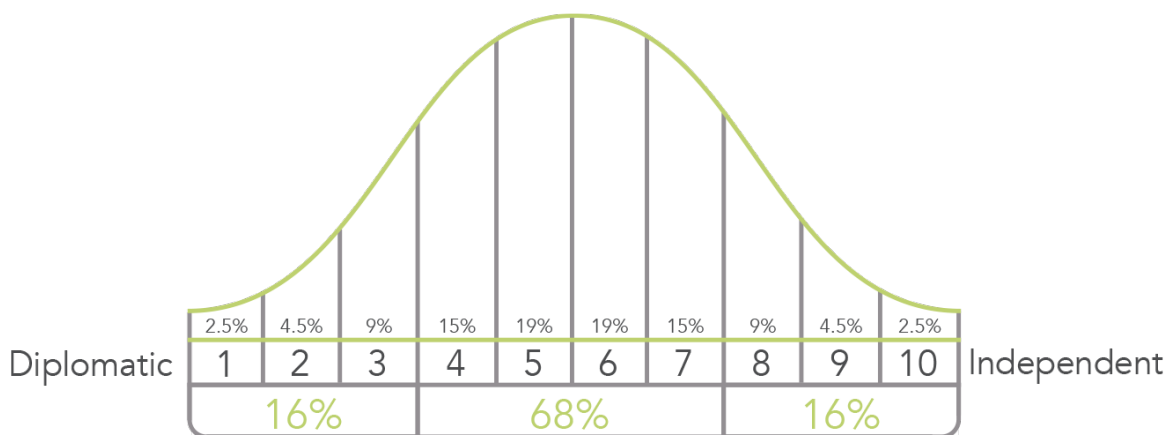
Introduction

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.

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



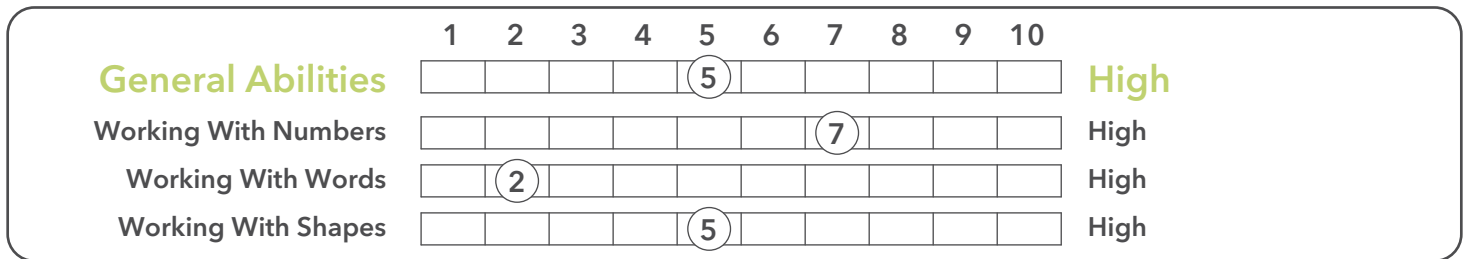
Your scores on these assessments and their related scales are shown in the Prevue Results Graph on the next page. Your score on each scale is a sten score, which indicates where your score falls on a normal bell-shaped curve representing the general working population. The above diagram shows the normal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

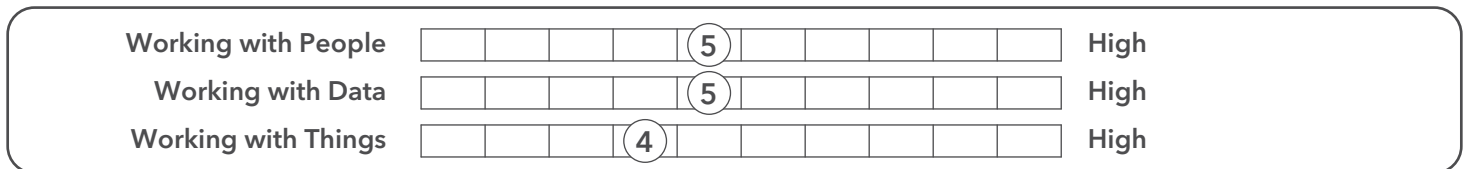
Part 2 - Prevue Results Graph

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.

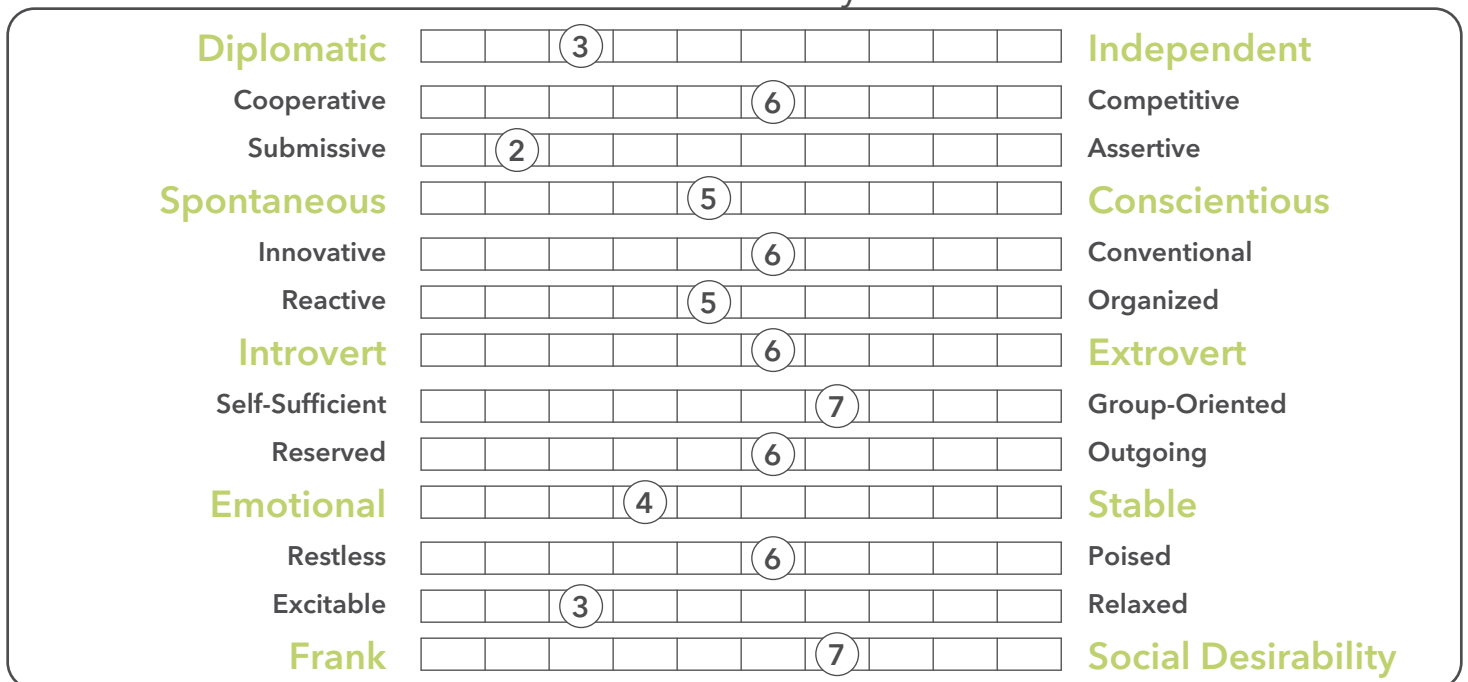
Abilities



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, average spatial abilities, and lower than average verbal skills. You are well equipped for challenging numerical assignments and able to work with complex spreadsheets and data tables. Because you are reasonably proficient in tasks that require mental manipulation of shapes and objects, you will be able to follow routine diagrams, to estimate space requirements, and read blueprints. Your basic reading and writing skills mean that you will require more time for ordinary paperwork and written communication will be difficult for you. For other assignments, you 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 you and may result in errors.

You have balanced, average interests in working with people, data, and things. You are equally comfortable interacting with other people, collecting and processing information, or working directly with material objects such as tools or machinery. None of your motivations are intense. Consequently, you can function well with or without social contact, and while using either abstract thought or material objects.

You are competitive but not particularly assertive. While you may be a strong team player, you still want individual recognition. Your leadership style is marked by persuasion and encouragement, with emphasis on cooperation. On the whole, you prefer to avoid rather than confront conflict and you will use tact and diplomacy to maintain harmony in the workplace. You are likely to be useful as a peacemaker or mediator.

You are consistent with your approach to problem solving, tending to stay with proven practices and procedures unless there is a compelling reason to change. You recognize the value of planning, and generally display adequate time management skills. At the same time, you 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.

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.

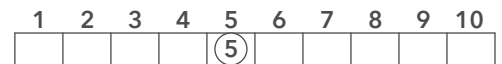
While keeping yourself in control, you are highly sensitive to stress. However, even when suspicious and upset, you will strive to maintain your composure and will rarely reveal the depth of your feelings. In all but the most dire situations, you will retain your business-like demeanor and continue to function well.

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.

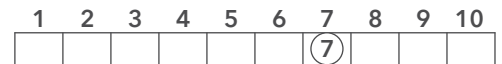
General Abilities

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.



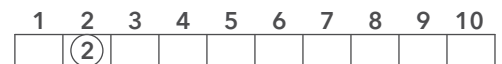
Working With Numbers

You are at the higher end of the average range for Numerical Reasoning. This is typical of employees who are skilled and competent in reasoning with information derived from simple numbers.



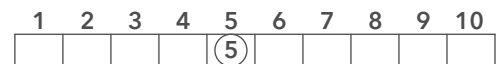
Working With Words

This score indicates a lower than average capacity in working with written language. You may feel it necessary to spend more time than others when working with written information.



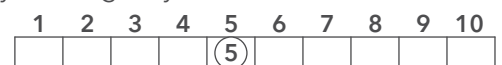
Working With Shapes

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 average level of interest in work that involves dealing with people. You are likely to prefer jobs requiring a reasonable degree of contact with others and would not be happy working on your own.



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
			4						

Diplomatic / Independent

Such people are generally likable, diplomatic and good-natured. You are considerate and cooperative, capable of pulling people together. You get their way by encouraging and persuading others, rather than by forcefully asserting your own views. You may skirt important issues to avoid conflict.

1	2	3	4	5	6	7	8	9	10
		3							

Cooperative / Competitive

You describe yourself as a person who is competitive and plays to win, yet can be a cooperative team member. You seek compromise between your own achievements and the need to maintain relationships with others.

1	2	3	4	5	6	7	8	9	10
					6				

Submissive / Assertive

You are a non-confrontational person. You are likely to be valued for your service-orientated approach.

1	2	3	4	5	6	7	8	9	10
	2								

Spontaneous / Conscientious

You balance the need to do things well in the quickest possible way while staying 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

You see yourself as someone who is reasonably conventional and has a balanced approach to change and innovation. You will prefer not to change for change's sake. However, when necessary, you can cope with adjustments that have to be made.

1	2	3	4	5	6	7	8	9	10
					6				

Reactive / Organized

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

1	2	3	4	5	6	7	8	9	10
				5					

Introvert / Extrovert

You show moderate levels of enthusiasm and liveliness, contributing to social interaction without drawing undue attention to yourself.

1	2	3	4	5	6	7	8	9	10
					6				

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

This score indicates that you can be talkative and outgoing. You also would prefer some variety in your work. You choose the situations in which you will take center stage, as you are comfortable in the company of others, but you do not seek constant attention.

1	2	3	4	5	6	7	8	9	10
					6				

Emotional / Stable

Such people tend to maintain a general level of acceptance and optimism. You will formally accept people after you are satisfied they are trustworthy. You are sensitive by nature.

1	2	3	4	5	6	7	8	9	10
			4						

Restless / Poised

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

1	2	3	4	5	6	7	8	9	10
					6				

Excitable / Relaxed

You are a somewhat excitable person, who is cautious of others. Such people may find it difficult to cope with high levels of pressure without becoming uneasy. It may be best that you avoid work situations in which there are likely to be prolonged periods of high pressure.

1	2	3	4	5	6	7	8	9	10
		3							

Social Desirability

Given this level of score, you have presented a frank picture of yourself on the other scales.

1	2	3	4	5	6	7	8	9	10
						7			

Part 5 - 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.