



prevue<sup>TM</sup>  
individual

## Quintave Indonesia

**Serviced By:**  
Quintave Indonesia

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**John Sample**

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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](http://www.prevuehr.com)

# Part 1 - Understanding this Report

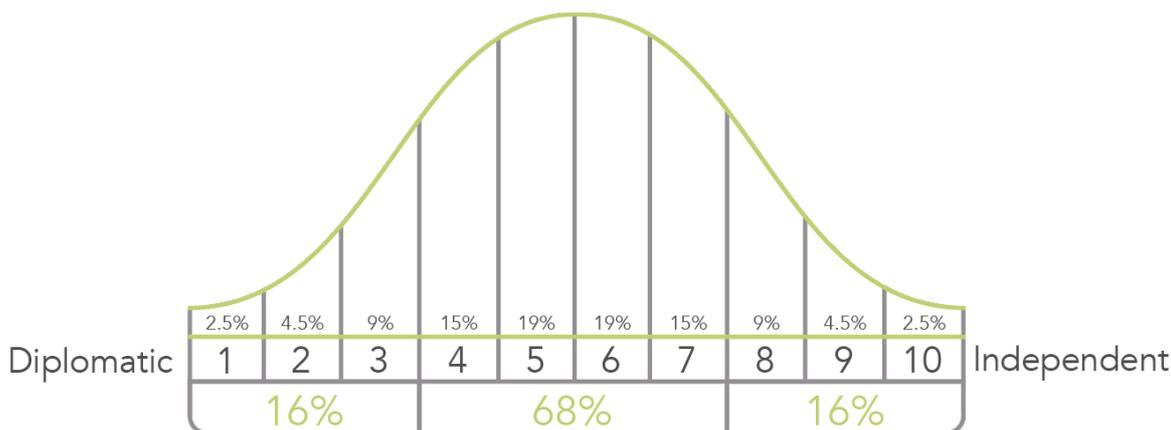
## Introduction

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



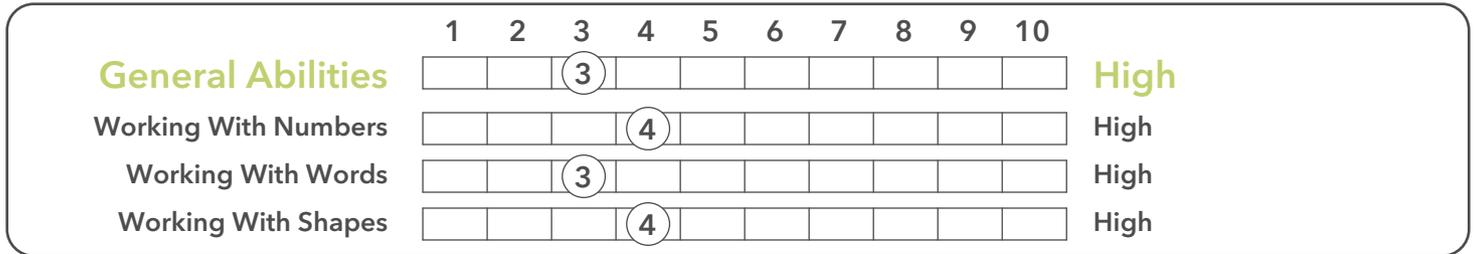
Your scores on these assessments and their related scales are shown in the Prevue Results Graph on the next page. Your score on each scale is a sten score, which indicates where your score falls on a normal bell-shaped curve representing the general working population. The above diagram shows the normal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

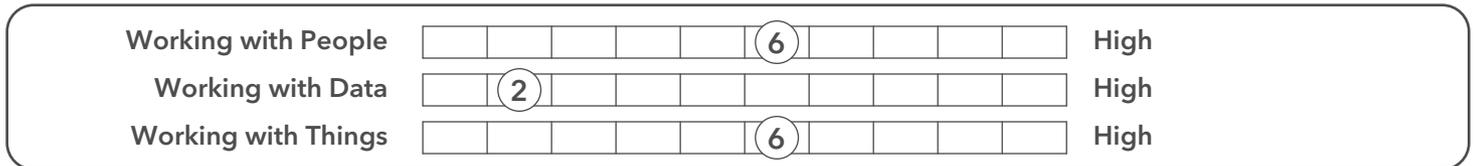
# Part 2 - Prevue Results Graph

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.

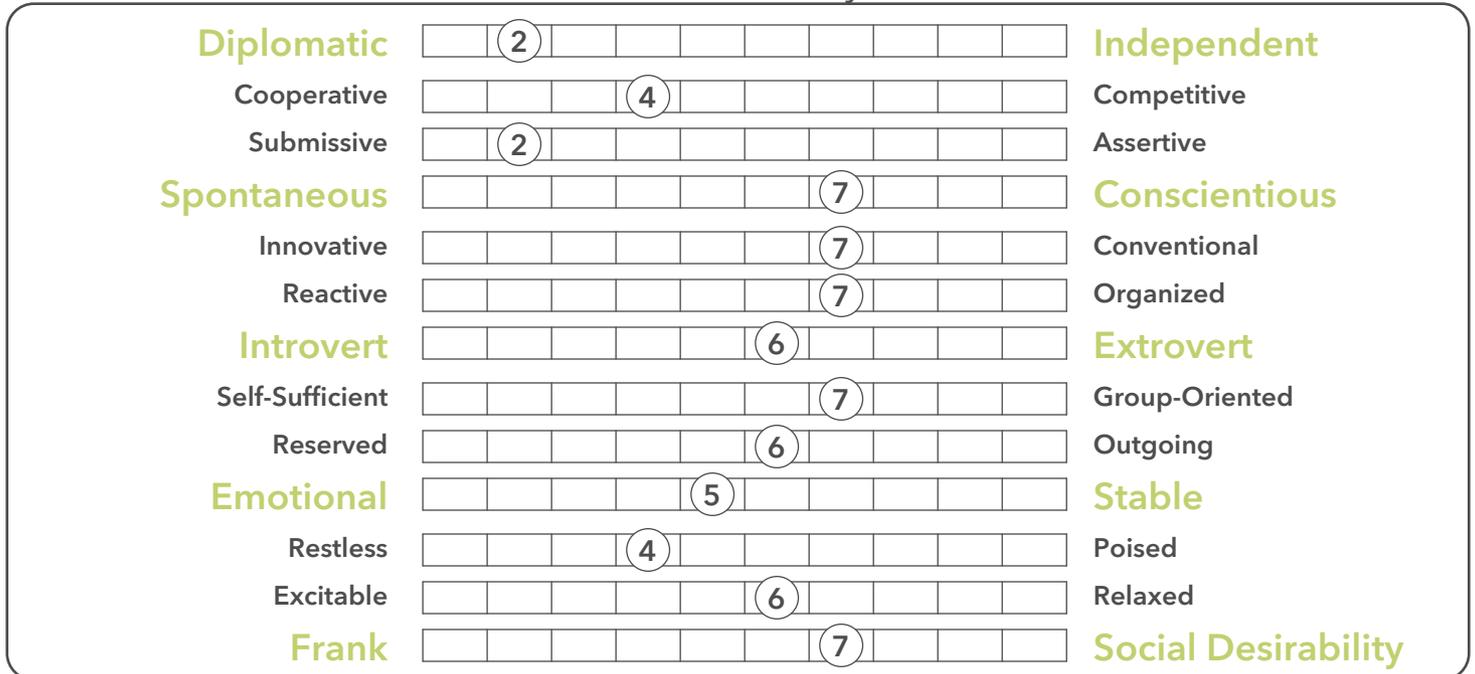
## Abilities



## 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 average spatial and numerical skills but lower than average verbal skills. This means that you will be competent in many numerical assignments and spatial tasks, but any work requiring writing skills may be very challenging for you. You will be able to do simple arithmetic and to work with routine spreadsheets, data tables, etc. Because you can mentally manipulate shapes and objects reasonably well, you will be able to follow ordinary diagrams, to arrange displays, and to estimate space requirements. For any written work, you will require more instruction and more time. Similarly, when faced with major changes in the workplace, you will need additional time to adapt.

You are interested in people and would probably be most happy in a job that involves contact with others. You have little interest in abstract information, but you are motivated when it comes to working with tools or machinery. Although you can work with technology, you will perform best when you can take advantage of your preference for interpersonal activity. In a computer context, you would do best in direct communication with others via Internet connections, E-mail, and word processing.

You have well-balanced desires to compete and to cooperate. You will put yourself forward in some situations but not so far as to compromise team spirit. You will balance your own need for achievement against the need to maintain good relations with others. Although you will usually submit to the will of the group or more assertive opponents, you will occasionally defend your ideas and promote your own ambitions, particularly if you feel secure within the group or know the other people well. On the whole, you prefer to avoid rather than confront conflict. You will use tact and diplomacy to maintain harmony in the workplace.

You prefer to work with proven procedures and practices. You are reluctant to change unless there is a compelling reason. This is a strong score for many businesses, as it combines the consistency necessary for smooth operations with the flexibility to meet sudden changes in the marketplace. You work best in situations that allow for reasonable scheduling and planning, although you can deal with unexpected changes that might disrupt your plans. You may be frustrated in chaotic work conditions or situations that have little or no structure.

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.

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.

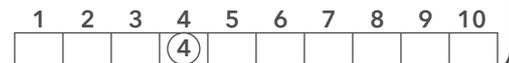
## General Abilities

You are competent and prefer to learn new things using repetition. You are likely to be efficient working within a structured environment, particularly where there are opportunities to develop your skills at your own pace.



## Working With Numbers

You are at the lower end of the average range for Numerical Reasoning. This indicates that your speed and accuracy is typical of your fellow employees in the ability to work with information derived from numbers.



## Working With Words

A score of three 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.



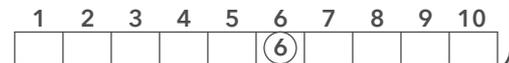
## Working With Shapes

Your score places you at the lower end of the mid-range of scores 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 for extended periods of time.



### 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 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
					(6)				

### Diplomatic / Independent

Your diplomatic nature is to encourage or persuade, rather than forcefully assert personal views. Such people are likable, considerate and cooperative. Being good-natured, you have a talent for pulling people together.

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

### 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

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

It is your nature to be conscious of detail, dependable and well prepared. As a reliable individual, you will follow rules and established procedures within a traditional setting. You will probably be better at adapting to situations rather than innovating.

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

**Innovative / Conventional**

You see yourself as an individual who is somewhat conventional. You can cope with change when necessary. Overall, you will prefer the status quo to change.

1	2	3	4	5	6	7	8	9	10
						7			

**Reactive / Organized**

Although you usually regard yourself as organized and able to work in a controlled manner, these qualities can be altered in some unexpected situations. You are reliable and work best in a planned environment.

1	2	3	4	5	6	7	8	9	10
						7			

**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**

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. You remain calm and poised in the face of most circumstances that are unpleasant.

1	2	3	4	5	6	7	8	9	10
			4						

### 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

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.