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snapshot

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John 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 John Sample's Prevue Assessments scores to the Prevue Benchmark for the position, and the Benchmark Suitability score for John Sample's overall fit to the position.	4
Part 3	Total Person Description John Sample's overall profile based on the results of the Prevue Assessments considered in this report.	5
Part 4	Individual Characteristics Details of John Sample's scores on each of the scales addressed in this report.	6
Part 5	Best Practice Information 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

Part 1 - Understanding this Report

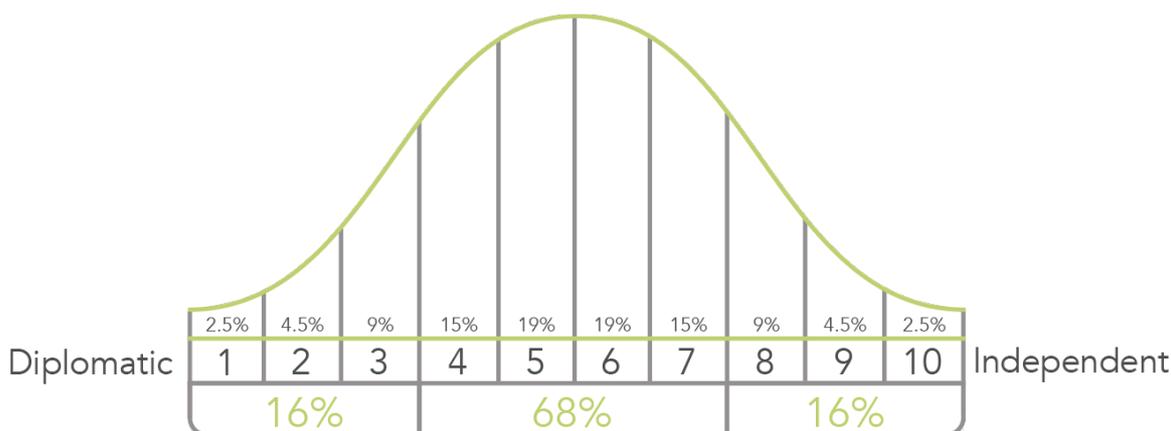
Introduction

The Candidate Snapshot Report provides work related information that will assist management in understanding John Sample'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 John Sample'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



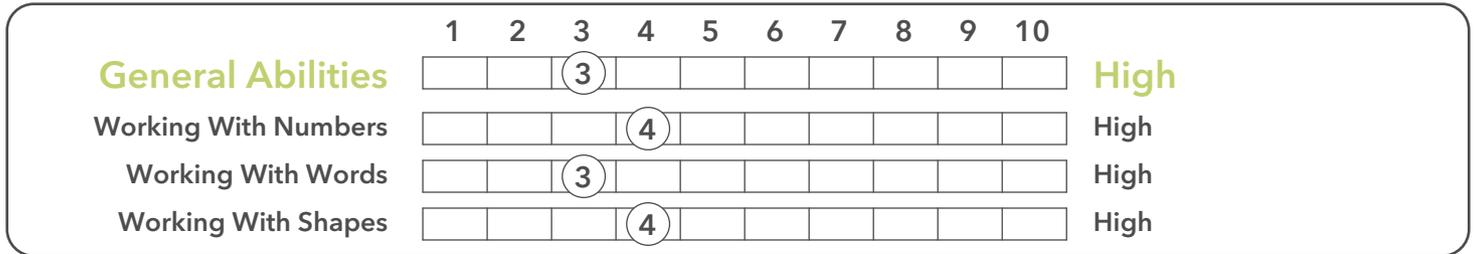
The assessment results collected from a very large sample of the general working population, when graphed, produces a bell shaped curve shown in the above diagram. The bell curve is divided into standard tenths ('stens') and the percentage of the population that will score on each sten is shown in the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

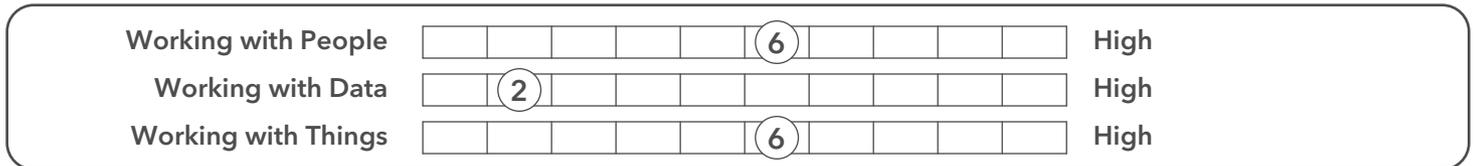
Part 2 - Prevue Results Graph

John Sample'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.

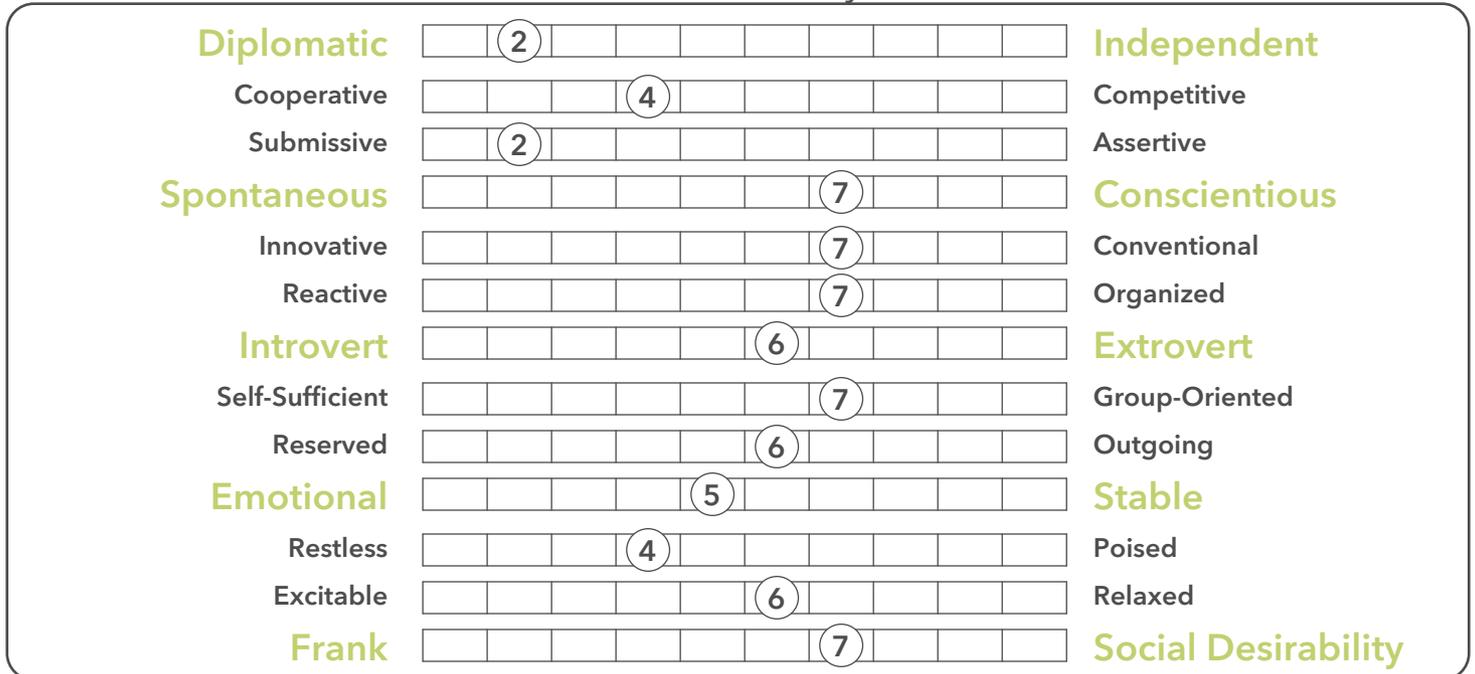
Abilities



Motivation/Interests



Personality



Part 3 - Total Person Description

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

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

Mr. Sample is interested in people and would probably be most happy in a job that involves contact with others. He has little interest in abstract information, but he is well motivated to work with tools or machinery. Although he can work with technology, he would perform best where he can take advantage of his preference for interpersonal activity. In a computer context, he would do best in direct communication with others via Internet connections, E-mail, and word processing.

Mr. Sample has well-balanced desires to compete and to cooperate. He will put himself forward in some situations but not so far as to compromise team spirit. He will balance his own need for achievement against the need to maintain good relations with others. Although he will usually submit to the will of the group or more assertive opponents, he will occasionally defend his ideas and promote his own ambitions, particularly if he feels secure within the group or knows the other people well. On the whole, he prefers to avoid rather than confront conflict. John Sample will use tact and diplomacy to maintain harmony in the workplace.

John Sample prefers to work with proven procedures and practices. He is 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. He works best in situations that allow for reasonable scheduling and planning, although he can deal with unexpected changes that might disrupt his plans. He may be frustrated in chaotic work conditions or situations that have little or no structure.

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

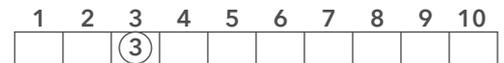
John Sample is sensitive to the emotions of others and himself, but this is kept in perspective. Certainly, inappropriate criticism can upset his equilibrium, but he is not bothered by the normal give and take of human relations. He is generally calm and, while aware of stress, he does not let it stop him from achieving his goals. Mr. Sample exemplifies an effective combination of emotional awareness without excessive vulnerability. He tolerates stress without being indifferent to it. Whether he is required to give a fast response to a crisis or methodical attention to a routine task, Mr. Sample will work well under most pressures.

Part 4 - Individual Characteristics

This section of the report provides more detailed information about John Sample's scores on each of the four Abilities, three Interests/Motivation and thirteen Personality scales in the Prevue Assessments that were completed by John Sample. 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

This score indicates that Mr. Sample is reasonably competent, but slower to learn than the average person. He may find assimilating new information challenging at times and may have difficulty coping with time pressures. His efficiency will increase when given ample opportunity to develop suitable skills and understand procedures. He may have difficulty with major changes in his working requirements.



Working With Numbers

John Sample is in the low average range for Numerical Reasoning. This indicates that his speed and accuracy is typical of the lower third of his fellow employees in the ability to work with information derived from simple numbers.



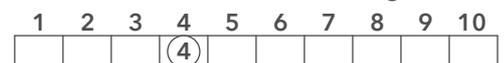
Working With Words

A sten score of three is below the average range of many workers. With this limited capacity, Mr. Sample is likely to be somewhat lacking in many written language skills. This could affect his learning speed. When under time pressure he is more likely to make mistakes in tasks requiring reasoning with expression or presentation of written communication.



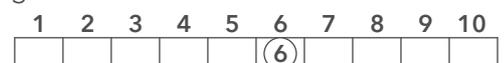
Working With Shapes

Mr. Sample is likely to be reasonably competent in mentally manipulating or visualizing shapes, but may need more time while working in this medium. When under time pressure he is likely to make more mistakes than average.



Working With People

Mr. Sample shows an average level of interest in work that involves dealing with people. He is likely to prefer employment that involves contact with others and would not be happy working on his own.



Working With Data

John Sample indicates he is a person who has a below average level of interest in working with data. Individuals like Mr. Sample 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

John Sample expresses an 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
					(6)				

Diplomatic / Independent

John Sample's diplomatic nature is to encourage or persuade, rather than forcefully assert his own views. Individuals like John Sample are likable, considerate and cooperative. Being good-natured, he has a talent for pulling people together. Such people may avoid important issues.

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

Cooperative / Competitive

He can be described as an individual within the team environment. He is somewhat competitive, and will play hard to win for the good of the team. Such people may down play their own achievement to instill the cooperative spirit.

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

Submissive / Assertive

Mr. Sample is a submissive and non-confrontational person. He is likely to be valued for his service-orientated approach.

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

Spontaneous / Conscientious

It is his nature to be conscious of detail, dependable and well prepared. As a reliable individual, he will follow rules and established procedures within a traditional setting. He will probably prefer the status quo to change.

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

Innovative / Conventional

Mr. Sample sees himself as somewhat conventional. He can cope with change when necessary. Overall, Mr. Sample will prefer the status quo to change.

1	2	3	4	5	6	7	8	9	10
						7			

Reactive / Organized

Although he usually regards himself as organized and able to work in a controlled manner, these qualities can be altered in some situations. For the most part, he will be reliable, working best in a planned environment.

1	2	3	4	5	6	7	8	9	10
						7			

Introvert / Extrovert

Individuals like Mr. Sample 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

He is happiest working in situations where there is a reasonable amount of contact with others. He 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

He can be talkative and outgoing. He would prefer some variety in his 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

Mr. John Sample is stable and calm under normal situations, but may become apprehensive and emotional when conditions become unsettled. He is generally accepting of people, but with a degree of caution. Such people are usually stable under moderate stress.

1	2	3	4	5	6	7	8	9	10
				5					

Restless / Poised

He has a tendency to get upset and irritated in difficult situations. Occasionally it is difficult for him to be objective and rational about situations in which he is personally involved.

1	2	3	4	5	6	7	8	9	10
			4						

Excitable / Relaxed

This is a person who remains calm and relaxed in response to normal situations. For the most part, such people are able to manage their problems without undue anxiety. Occasionally, they will not always assume the best of other people, and will feel the need to check their motives. However, any level of suspicion or stress is likely to be moderate.

1	2	3	4	5	6	7	8	9	10
					6				

Social Desirability

This level of score, suggests that John Sample has presented a moderately frank picture of himself on the other scales.

1	2	3	4	5	6	7	8	9	10
						7			

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.

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.