



prevueTM
individual

Daugharty Group Inc.

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Jack Campbell

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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

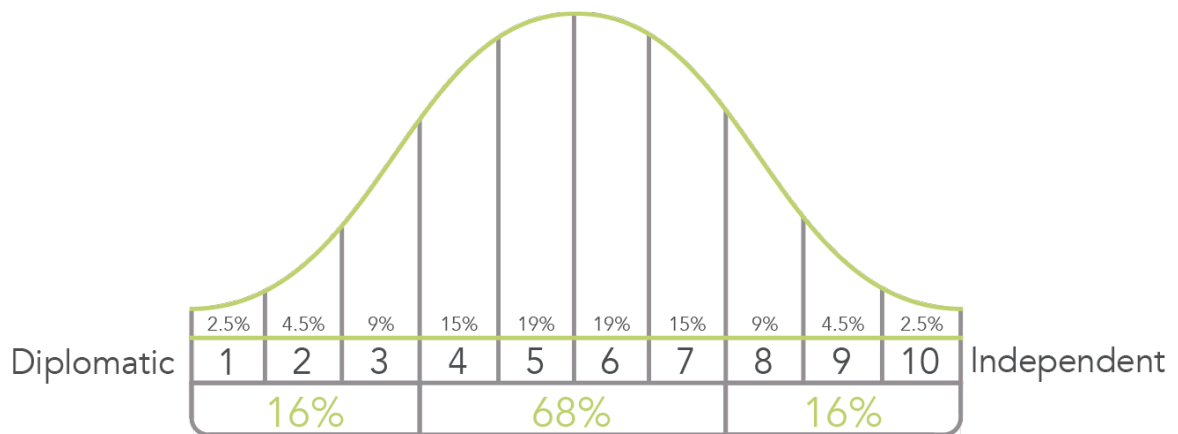
Introduction

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



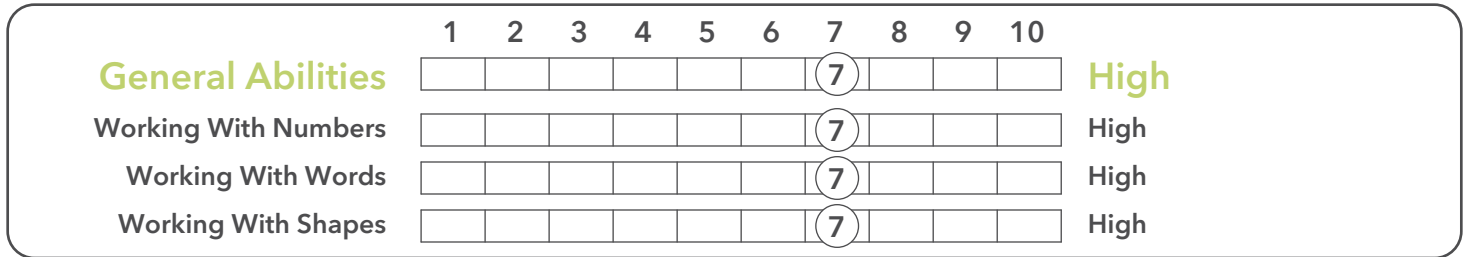
Your scores on these assessments and their related scales are shown in the Prevue Results Graph on the next page. Your score on each scale is a sten score, which indicates where your score falls on a normal bell-shaped curve representing the general working population. The above diagram shows the normal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

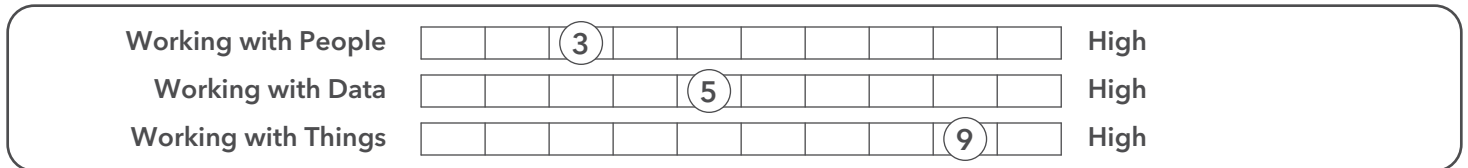
Part 2 - Prevue Results Graph

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.

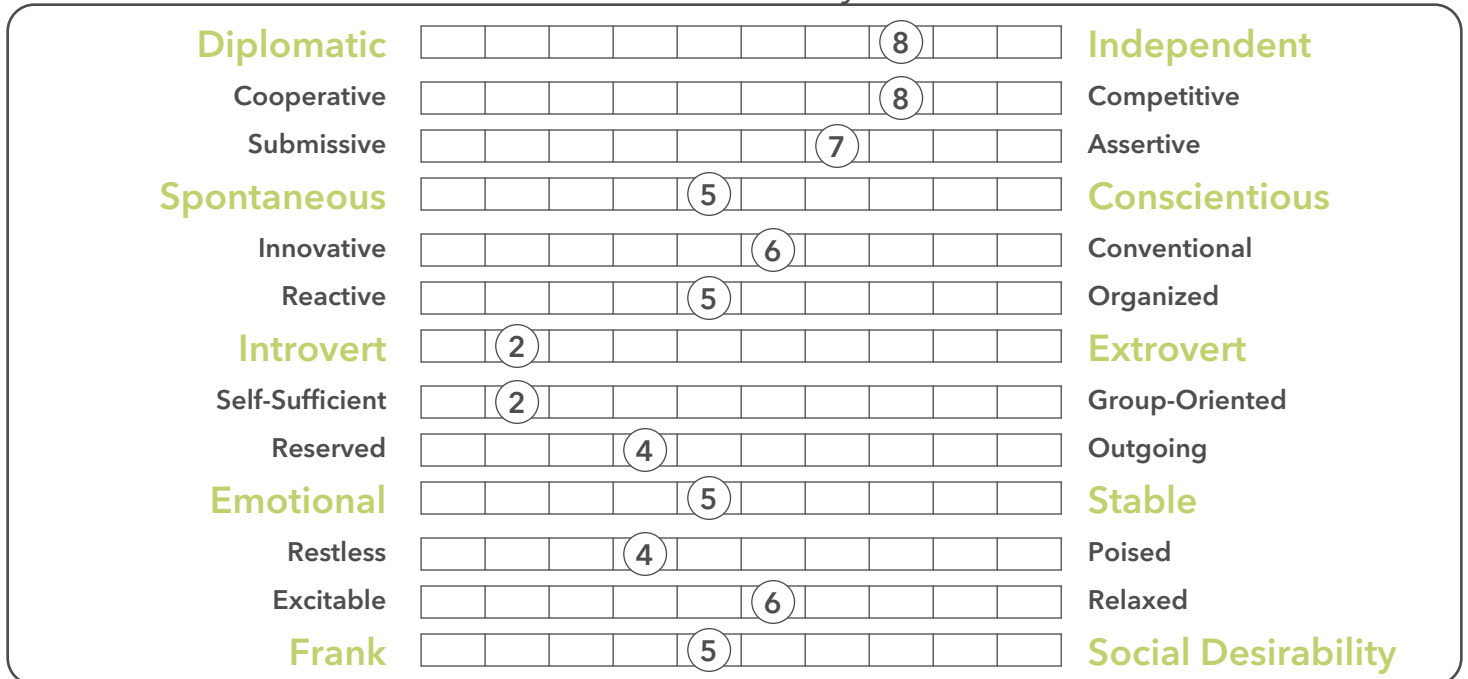
Abilities



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 an above average level of general ability when compared to other workers. Your speed and accuracy in reasoning and problem solving with numbers, words, and shapes indicate that you learn quickly and can absorb information in any medium. Being proficient with numbers, you are able to do challenging numerical assignments such as working with complex spreadsheets and data tables. Above average verbal ability means that moderately difficult paperwork and most writing assignments are well within your scope. You are similarly competent for assignments that involve mental manipulation of shapes or objects. These could include reading blueprints, interpreting graphs, and following moderately difficult diagrams. You have good abilities and you are mentally equipped to perform well at almost any task in the workplace.

You have a very strong preference for working with things, such as tools or machinery. Your next choice is working with information, collecting or analyzing data. You have little interest in working with people. In the context of computer tasks, you are better motivated to do impersonal, data-related work rather than word processing or digital art.

You are intensely competitive and require a high level of individual recognition. While you can enjoy teamwork, especially if you are the leader, you may have difficulty in situations that demand close cooperation. You handle most confrontation easily and enjoy making decisions. You are assertive and usually direct in saying what you think but you will compromise to maintain harmony in the workplace.

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.

While you can work with others, you generally prefer to work alone. For highest productivity, you should work in an orderly fashion in a quiet environment. You are not bored by routine tasks but you prefer some variety. In a group situation, you will work unobtrusively, without drawing attention to yourself. With familiar people, you will be conversational and outgoing, but you will rarely seek to be the center of attention.

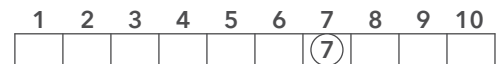
You are sensitive to the emotions of others and yourself, but this is kept in perspective. Certainly, inappropriate criticism can upset your equilibrium, but you are not bothered by the normal give and take of human relations. You are generally calm and, while aware of stress, you do not let it stop 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.

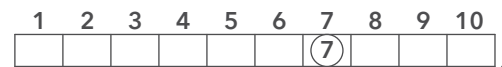
General Abilities

You scored in the high average range of General Ability. You are at a level of speed and accuracy typical of the top third of your fellow workers when handling information, reasoning and solving problems. Your learning faculty is reasonably quick and you will absorb new information with little difficulty. Changing job requirements should not affect your ability to perform.



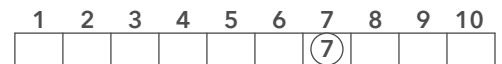
Working With Numbers

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

You are quite talented in using language as a vehicle for reasoning and problem solving. You do well when dealing with written language.



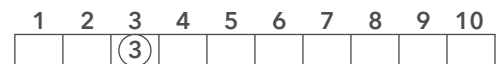
Working With Shapes

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 will be quite content to work in a job in which there is moderate contact with people. While you would not necessarily avoid contact with other people, you would not want interpersonal relations to form a key function of your responsibility.



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 have an extremely high 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
								9	

Diplomatic / Independent

You tend to act independently, and have a strong determination to win and to reach goals. You also have a willingness to debate your point of view. You are skeptical and hard-headed at times. Your temper comes to the surface on occasion.

1	2	3	4	5	6	7	8	9	10
							8		

Cooperative / Competitive

You describe yourself as a hard driving competitor with a strong, individual need to win. You have less concern to win as part of a team.

1	2	3	4	5	6	7	8	9	10
							8		

Submissive / Assertive

Depending on the situation, individuals with this score can be assertive and outspoken. In groups, they are likely to promote themselves as the leader or spokesperson. In disputes, they will tend to affirm their position.

1	2	3	4	5	6	7	8	9	10
						7			

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 are a solitary person, who prefers working alone in a quiet, calm environment. Such people prefer the company of a few close friends. You are seen by others as reserved and serious.

1	2	3	4	5	6	7	8	9	10
	2								

Self-Sufficient / Group-Oriented

As a self-sufficient individual, you will not feel the need for a great deal of contact with others in the workplace. You are happy to work on your own and in quiet places, and you tend to avoid noisy situations and group activities.

1	2	3	4	5	6	7	8	9	10
	2								

Reserved / Outgoing

Although you are comfortable in the company of others, you do not seek their attention. You can be somewhat talkative and outgoing in limited situations.

1	2	3	4	5	6	7	8	9	10
			4						

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

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 - 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.