



prevueTM
personal development

Daugharty Group Inc.

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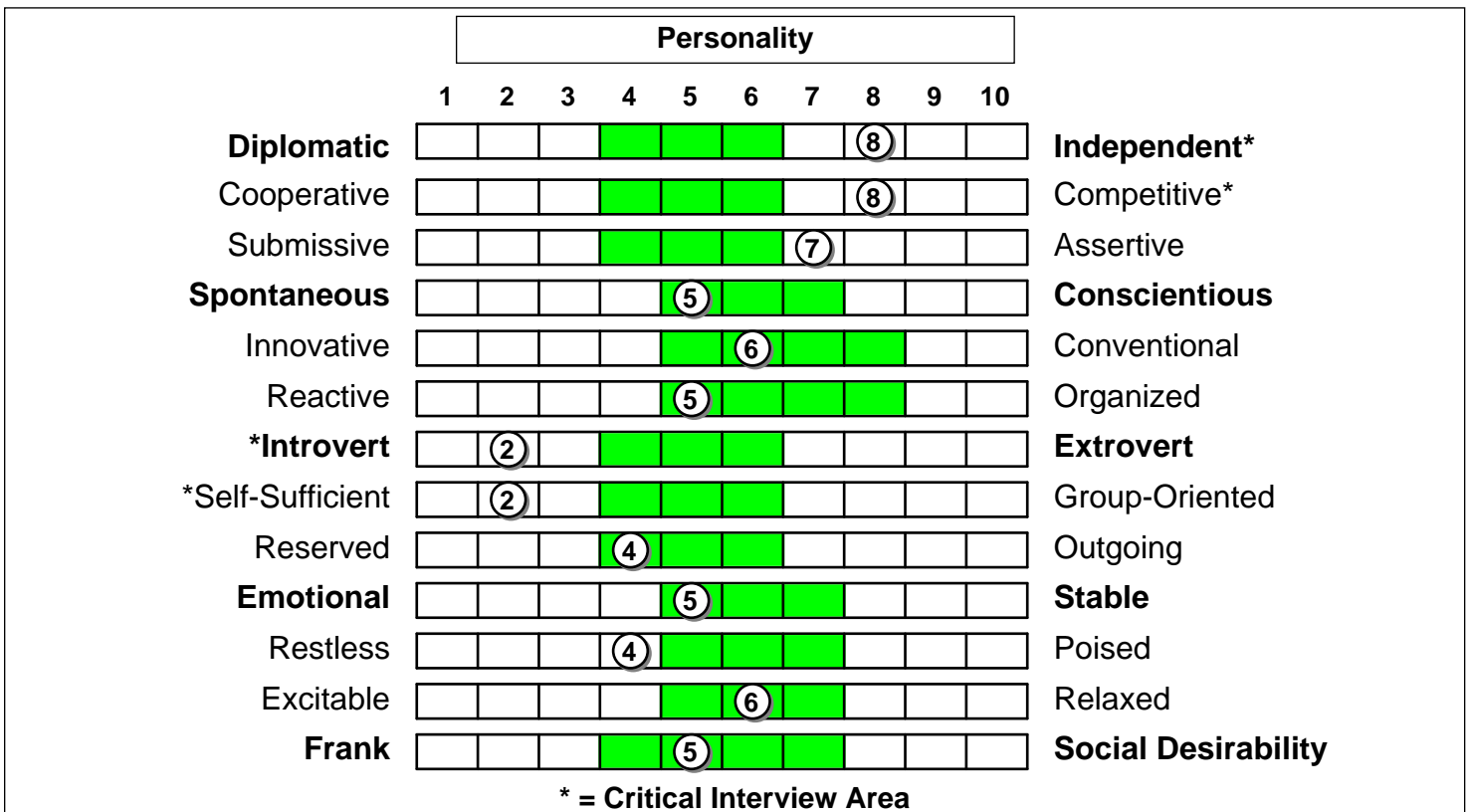
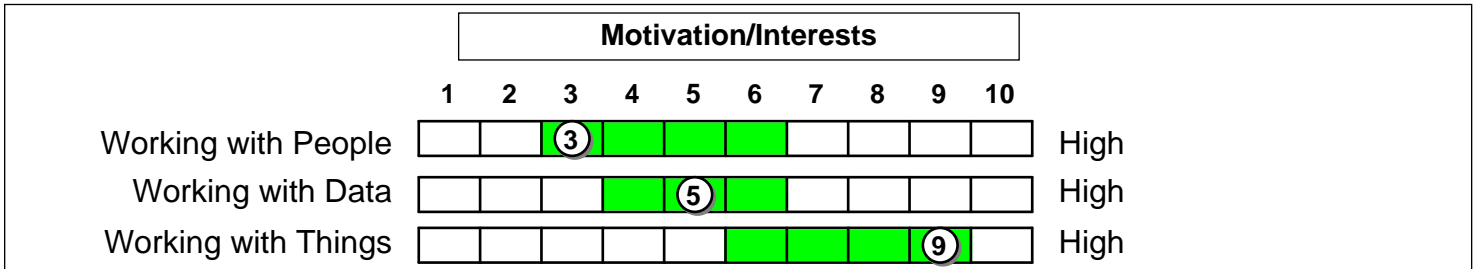
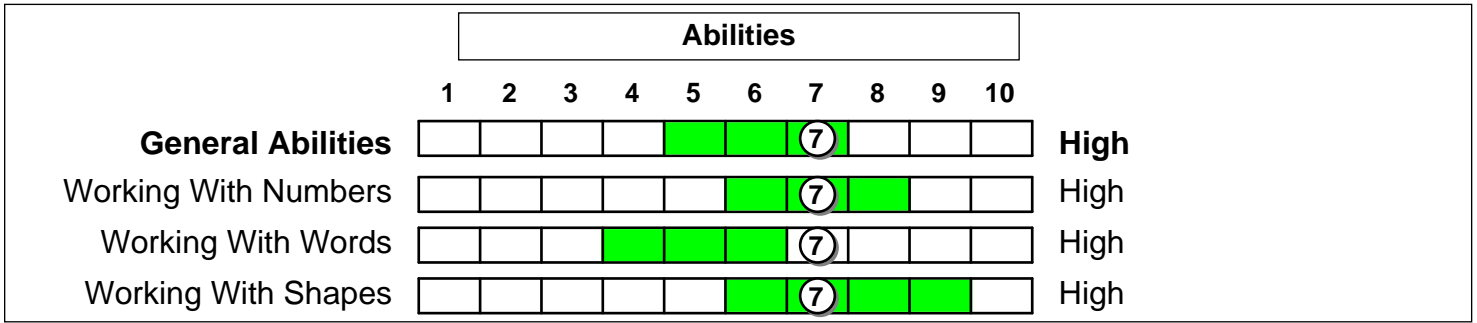
Jack Campbell
Electrician



Prevue Benchmark

Jack Campbell

Electrician



A Prevue benchmark illustrates the required characteristics of various jobs as decided by management. The shadowed areas above graphically represent the benchmark for this Electrician position. The number on each scale is Jack Campbell's actual score.

How to Use the Prevue Assessment in the Coaching / Training Process

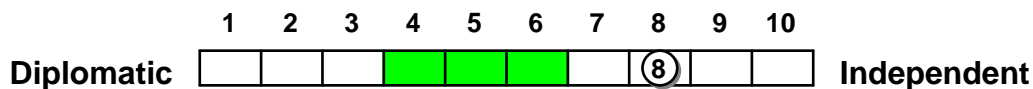
One of the challenges management faces in coaching and training individuals is the process of correctly identifying developmental needs. The Prevue Personal Training Report provides specific coaching and training information by simply matching Mr. Campbell's assessment to this Electrician benchmark. For each particular requirement in the benchmark the manager or training professional is provided with a starting point that identifies the appropriate skills or competencies required for the Electrician position.

Critical Coaching Topics

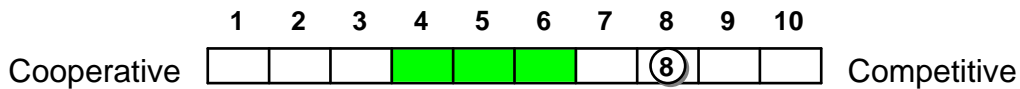
As part of this benchmark's design process, management resolved that certain **critical coaching or training topics** in relation to the Prevue sten graph are of significant importance to successful job performance. The benchmark suitability percentage score on the graph page has been modified accordingly.

The (*) adjacent to the percentage score on the graph indicates that Mr. Campbell's score on this particular benchmark has identified a critical coaching or training area. As a result the other factors that contribute to Mr. Campbell's personal development, including specific coaching needs or a particular training requirement, should bear more importance.

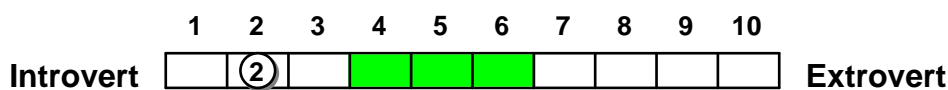
The following identify the relationship between these areas and the Prevue score.



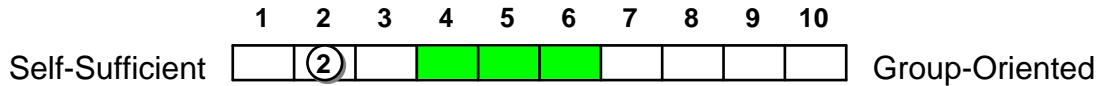
Mr. Campbell is ambitious and determined to be successful. He will be proficient at getting things done, but he may sometimes be insensitive to both clients and co-workers. Training should include analysis of specific abilities such as listening skills (to improve response to complaints or commentary) and goal setting with the focus on team objectives.



Highly competitive, Jack Campbell strives hard for success and may show little concern for others. While these traits are invaluable in some areas of business, his will to win may be counter-productive when working as part of a team or initiating contact with clients. Training should preserve Mr. Campbell's need-to-succeed while encouraging him to be less abrasive and more cooperative. Techniques to develop his listening skills and negotiation methods would be helpful. Sensitivity training, if Mr. Campbell would accept this, and goal setting for the group rather than the individual would also be effective.



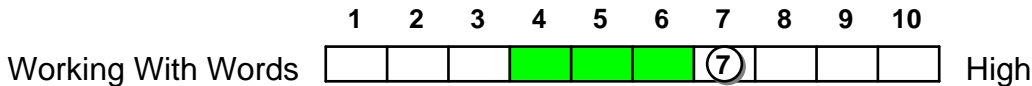
Mr. Campbell probably prefers to associate with a small number of people in a quiet, calm environment. Business dynamics require meeting and working with others so Mr. Campbell would benefit from experiences that develop social and verbal skills. A public speaking course would be helpful, as would joining business-related social or sports groups.



Preferring to work quietly on his own, Jack Campbell will tend to avoid group activity in a busy environment. While he can work with others, he does not feel a need to do so. To be fully productive as an Electrician, however, he will often need to interact with others. Mr. Campbell could learn more about group dynamics and motivation from books, videotapes, or interactive computer programs. To build his confidence as a member of a group in a lively setting, Mr. Campbell would benefit from a course in public speaking and/or debating. He could also be encouraged to join business-related organizations to expose him to a variety of group activities.

Coaching Areas Off the Benchmark

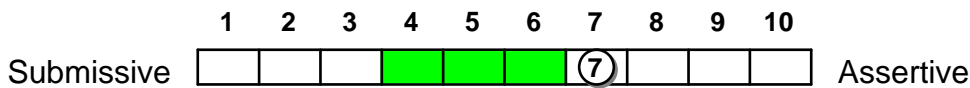
The following are areas where Mr. Campbell did not match this benchmark. A brief explanation of the benchmark and score result is followed by suggestions and statements which may assist you in coaching his future performance as an Electrician.



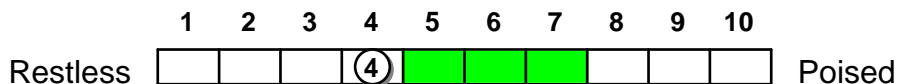
It will be evident that Mr. Campbell does not fall within the Benchmarks for all of the dimensions of Abilities for this Electrician position.

A score above any of the Abilities Benchmarks will not generally be detrimental to overall performance. If this is the case for Mr. Campbell, consideration should be given to whether the position provides him with sufficient challenge, stimulation and opportunity.

A score below any of the Abilities Benchmarks suggests Mr. Campbell may have difficulty in quickly and effectively addressing and completing those aspects of the job where he is below the Benchmark. Courses at local colleges coupled with tutoring in the subject areas where Mr. Campbell has scored below the Benchmark should be considered.



Mr. Campbell is both self-assured and tactful. He can yield to others when that is the best course, but his inclination is to promote his own views. Guidance should focus on the value of his compliant nature. This Electrician should also be assisted to build on his thoughtful, rather than forceful, proficiencies.



Generally calm and composed, Jack Campbell may be upset by prolonged stress or exceedingly demanding tasks. If involved in a personal dispute, he could find it difficult to remain objective. While these adverse situations may not occur frequently, Mr. Campbell should be prepared for them. Stress and anger management courses are suggested. Relaxation techniques, such as breathing exercises, which can be done on the job, are also recommended.

Total Person Description

Jack Campbell

Electrician

Note:

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

Mr. Jack Campbell has an above average level of general ability when compared to other workers. His speed and accuracy in reasoning and problem solving with numbers, words, and shapes indicate that he learns quickly and can absorb information in any medium. Having good proficiency with numbers, he is able to do challenging numeric assignments such as working with complex spreadsheets and data tables. His above average level of ability with words means that moderately difficult paperwork and most writing assignments are well within his scope. He is similarly competent for assignments that involve mental manipulation of shapes or objects. These could include reading blueprints, interpreting graphs, and following moderately difficult diagrams. Jack Campbell has good abilities and he is mentally equipped to perform well at almost any task in the workplace.

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

Mr. Campbell is intensely competitive and requires a high level of individual recognition. While he can enjoy team work, especially if he is the leader, he may have difficulty in situations that demand close cooperation. He handles most confrontation easily and enjoys making decisions. He is assertive and usually direct in saying what he thinks but Jack Campbell will compromise to maintain harmony in the workplace.

Jack Campbell is consistent with his approach to problem solving, tending to stay with proven practices and procedures unless there is a compelling reason to change. He recognizes the value of planning, and generally display adequate time management skills. At the same time, he 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 Jack Campbell can work with others, he generally prefers to work alone. For highest productivity, he should work in an orderly fashion in a quiet environment. He is not bored by routine tasks but he prefers some variety. In a group situation, Mr. Campbell will work unobtrusively, without drawing attention to himself. With familiar people, he will be conversational and outgoing, but he will rarely seek to be the center of attention.

Jack Campbell 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. Campbell 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. Campbell will work well under most pressures.

Individual Traits

Jack Campbell

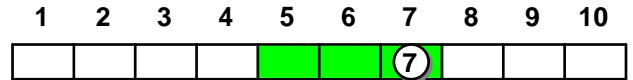
Electrician

Individual Characteristics

The Individual Characteristics descriptions provide more information about Jack Campbell's scores in comparison to those of the general working population. Scores on the Prevue Benchmark for each scale highlight Jack Campbell's strengths for the Electrician position. Scores that are two or more stens off the Prevue Benchmark for any scale highlight prospective areas of challenge for this candidate and should be addressed in the interview.

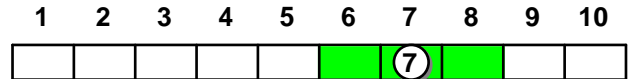
General Abilities

As Mr. Campbell scored in the high average range, his learning faculty is reasonably quick and he will absorb new information with little difficulty. Changing job requirements should not affect his ability to perform.



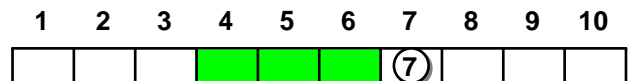
Working With Numbers

Jack Campbell 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.



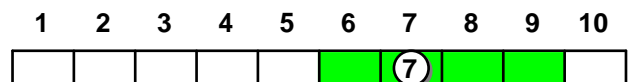
Working With Words

Mr. Campbell is talented in using language as a vehicle for reasoning and problem solving. He demonstrates a good level of speed and accuracy when dealing with written language.



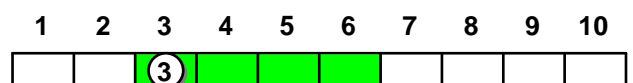
Working With Shapes

A sten score of seven is in the high average range for spatial ability. Typically this means an enhanced ability to imagine how objects will appear even after they have been rearranged. He should feel at ease working with plans and diagrams and be able to relate working drawings and schematics to actual objects and products.



Working With People

Mr. Campbell will be content to work in a job in which there is little or no contact with people. While he would not necessarily avoid contact with other people, he would not want interpersonal relations to be a key function of his responsibility.



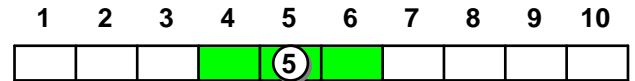
Individual Traits

Jack Campbell

Electrician

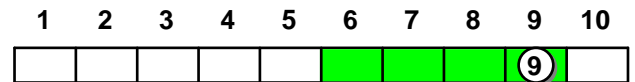
Working With Data

Mr. Campbell 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. He would not necessarily feel the need to work with data to form the major part of his job.



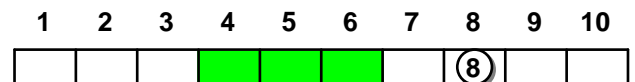
Working With Things

Jack Campbell has an extremely high level of interest in work that involves inanimate objects such as machinery, tools and equipment. Such people are likely to be interested in a hands-on approach to the design and management of things.



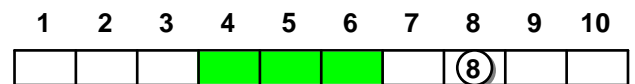
Diplomatic / Independent

Mr. Jack Campbell tends to act independently. He has a strong determination to control, win and to reach goals, as well as a willingness to argue and debate his point of view. Mr. Campbell can be skeptical and hard-headed at times.



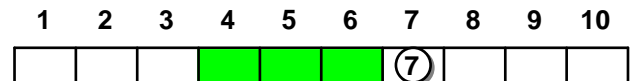
Cooperative / Competitive

This person describes himself as a hard driving competitor with a strong, individual need to win. He has less concern to win as part of a team.



Submissive / Assertive

Depending on the situation, he can be assertive and outspoken. In groups, Mr. Campbell is likely to promote himself as the leader or spokesperson. In disputes, he will tend to affirm his position.



Spontaneous / Conscientious

He 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.



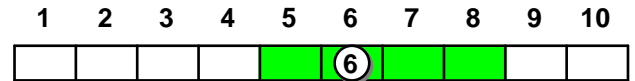
Individual Traits

Jack Campbell

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Innovative / Conventional

Jack Campbell sees himself as someone who is reasonably conventional and has a balanced approach to change and innovation. He will prefer not to change for change's sake, however, when necessary, Mr. Campbell can cope with adjustments that have to be made.



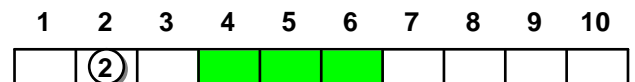
Reactive / Organized

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



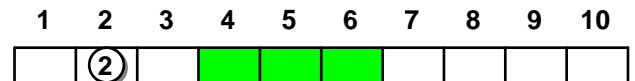
Introvert / Extrovert

Mr. Jack Campbell is an introvert, who prefers working alone in a quiet, calm environment. Individuals like Mr. Campbell prefer the company of a few close friends. He is quite reserved.



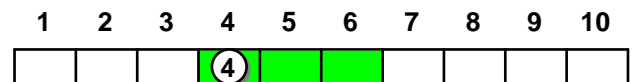
Self-Sufficient / Group-Oriented

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



Reserved / Outgoing

Although he is comfortable in the company of others, he does not seek their attention. An individual like this can be talkative and outgoing in limited job situations.



Emotional / Stable

Mr. Jack Campbell 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.



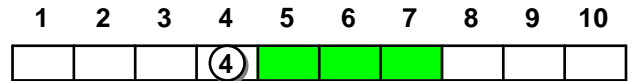
Individual Traits

Jack Campbell

Electrician

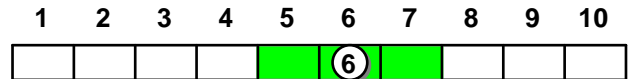
Restless / Poised

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.



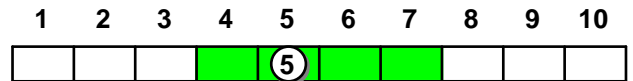
Excitable / Relaxed

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.



Social Desirability

Jack Campbell describes himself as someone who is aware of social rules and expectations, although not always conforming to them. There is no indication that Mr. Campbell has not presented a reasonably frank picture of himself on the other scales.



VALIDITY INTRODUCTION:

- The rules for identifying patterns of responses in the Personality Section of the Prevue Assessment which might be "invalid" include systematic, but non-meaningful response patterns, omissions and excessive use of the "B" answer option. Systematic, but non-meaningful response patterns occur when the distribution of the responses differ from the norm and are considered unusual. The omission rule occurs if more than three responses are omitted in a given scale, making the results appear more average than they are. The "B" answer rule is affected by the total number of "B" responses selected. The candidate had the choice of an "A", "B", or "C" for every question in the Personality Section of the Prevue Assessment. The second option, the "B" choice, is always an unsure or in-between answer.

VALIDITY COMMENTARY:

- The total number of "B" responses chosen by the candidate in the course of completing the Prevue Assessment Questionnaire, including questions that were not answered, was 8.
- This number of "B" choices is within acceptable levels and the results of the Personality section of this report had meaningful response patterns. Therefore the data presented in this Prevue Assessment can be considered accurate and reliable.

BEST PRACTICE RECOMMENDATIONS:

- **Assessment Administration:** Best practice protocol 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 an Assessment is administered without the recommended supervision, the accuracy of the report cannot be guaranteed. If the report is a significant consideration in any final selection or other high stakes decision, you might wish to have the candidate retake the Prevue Assessment in a controlled environment;

For more information on the administration of the Prevue Assessment, please see "Administering the Prevue Assessment" in the Prevue User Guide posted at www.prevueassessments.com.

- **Assessment Weighting:** The weight given to the Prevue Assessment in any human resource selection or other high stakes decision should not exceed one-third of the total process. The remainder of the process, including the candidate's work history, interview, background checks, etc., should be considered in association with the results of this report.
- **Ensure Fairness:** When properly administered, the use of the Prevue Assessment will help to ensure that applicants are treated fairly without regard to race, colour, religion, sex or national origin. The Prevue Assessment was designed and developed to conform with the human rights legislative and best practice requirements prevailing in the various countries where the Prevue Assessment is distributed. This includes the EEOC Guidelines, the Americans for Disabilities Act and the standards for test development and administration published by the American Psychological Association, the British Psychological Society and the Association of Test Publishers.