



prevueTM
snapshot

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: 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

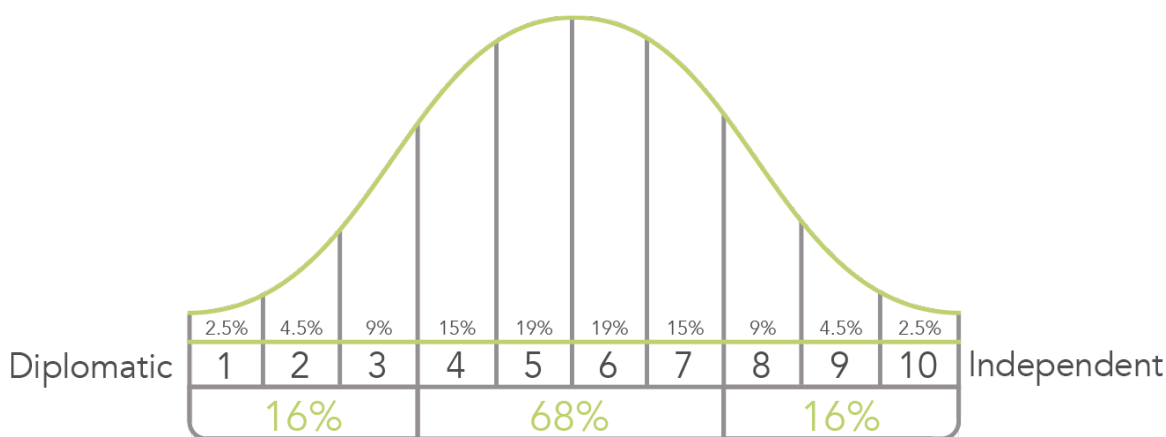
Introduction

The Candidate Snapshot Report provides work related information that will assist management in understanding Jack Campbell'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 Jack Campbell'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



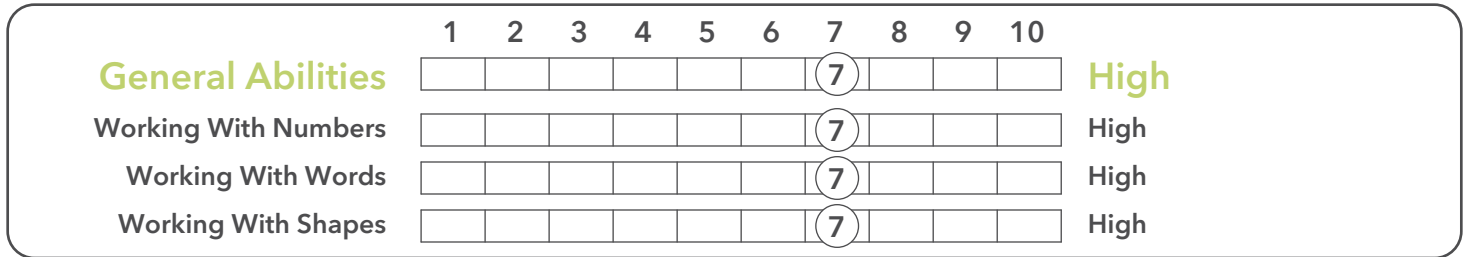
The assessment results collected from a very large sample of the general working population, when graphed, produces a bell shaped curve shown in the above diagram. The bell curve is divided into standard tenths ('stens') and the percentage of the population that will score on each sten is shown in the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

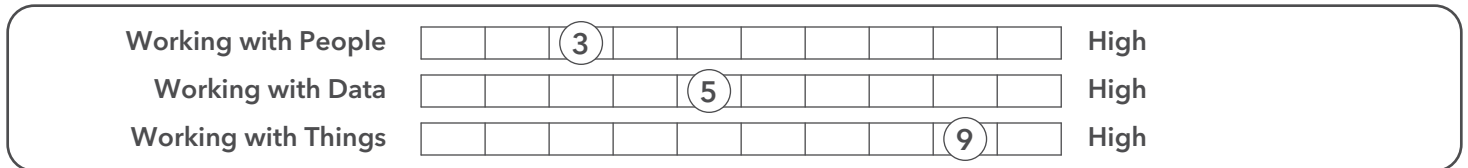
Part 2 - Prevue Results Graph

Jack Campbell'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.

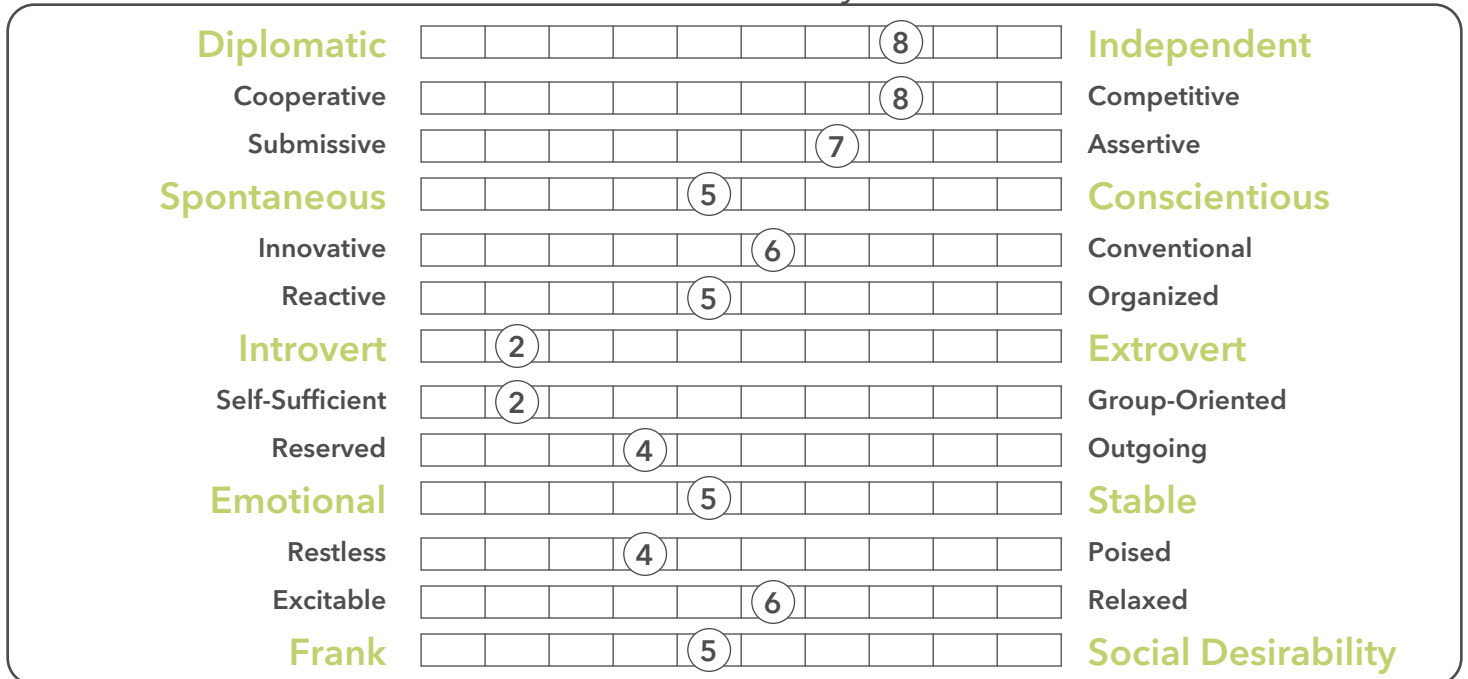
Abilities



Motivation/Interests



Personality



Part 3 - Total Person Description

The Total Person Description provides an overview of 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.

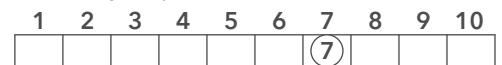
Jack Campbell is sensitive to the emotions of others and himself, but this is kept in perspective. Certainly, inappropriate criticism can upset his equilibrium, but he is not bothered by the normal give and take of human relations. He is generally calm and, while aware of stress, he does not let it stop 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.

Part 4 - Individual Characteristics

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

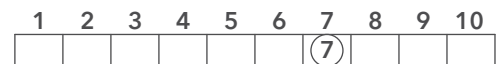
General Abilities

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.



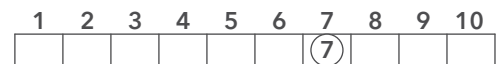
Working With Numbers

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.



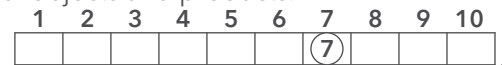
Working With Words

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.



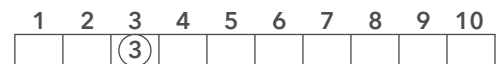
Working With Shapes

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.



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.

1	2	3	4	5	6	7	8	9	10
				5					

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.

1	2	3	4	5	6	7	8	9	10
								9	

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.

1	2	3	4	5	6	7	8	9	10
							8		

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.

1	2	3	4	5	6	7	8	9	10
							8		

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.

1	2	3	4	5	6	7	8	9	10
						7			

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.

1	2	3	4	5	6	7	8	9	10
				5					

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.

1	2	3	4	5	6	7	8	9	10
					6				

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.

1	2	3	4	5	6	7	8	9	10
				5					

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.

1	2	3	4	5	6	7	8	9	10
	2								

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.

1	2	3	4	5	6	7	8	9	10
	2								

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.

1	2	3	4	5	6	7	8	9	10
			4						

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.

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

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.

1	2	3	4	5	6	7	8	9	10
				5					

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.