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job-fit

Daugharty Group Inc.

Assessment Taken:
5/2/2010

Assessment Printed:
7/10/2017

Jack Campbell
Electrician

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Report Design Options Selected for this Report

Report Family: Screening & Selection

Type: Selection Report

Scope: Abilities, Interests & Personality (WNSIP)

Format: Comprehensive (from choice of Comprehensive, Summary, Interview or Graph)

Style: Other (from choice of Management, Sales, Customer Service or Other)

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

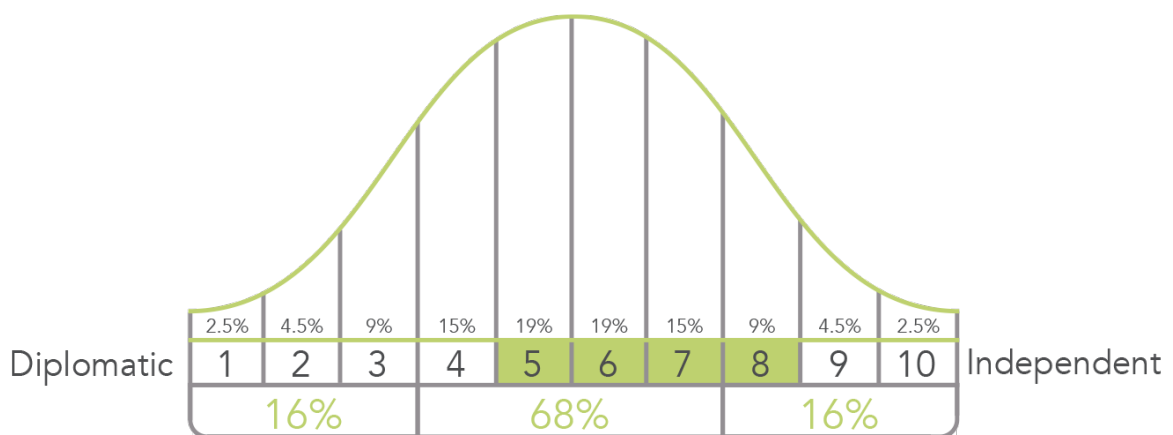
Introduction

This Selection Report describes Jack Campbell's suitability for the Electrician position at Daugharty Group Inc.. The information in this report comes first from reviewing the scores on each of the scales of the Prevue Assessments that were completed by Jack Campbell and second from comparing those scores to the Prevue Benchmark for the position. Both the scores on the Prevue Assessments and the comparison of those scores to the Prevue Benchmark are exhibited graphically in the Prevue Results Graph in Part 2.

Prevue Assessments

The Prevue Results Graph 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 Benchmark



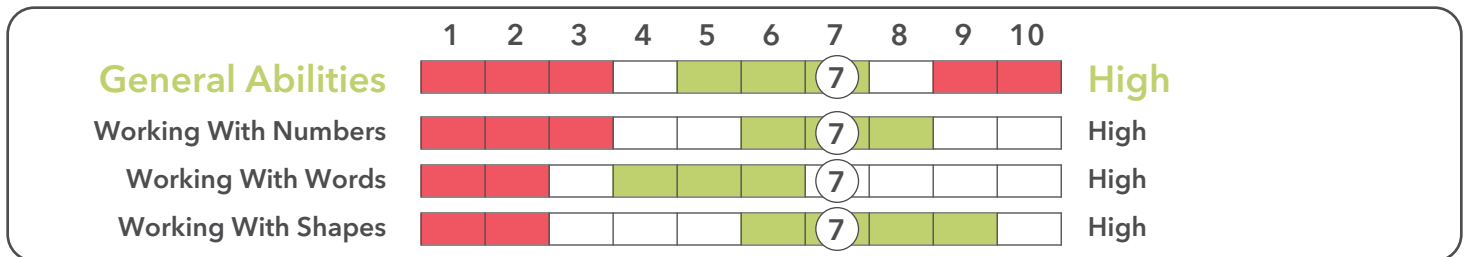
The Prevue Benchmark shows the preferred characteristics of an employee for a particular position. These characteristics are displayed as a range of desired sten scores on each scale. This range is shaded and forms the benchmark for the scale. The candidate's assessment results are shown as circled numbers and compared to the shaded ranges. The Benchmark Suitability Score is derived from a formula analyzing the candidate's sten scores on the benchmark (circled score is inside the shaded range) versus those scores that are off the benchmark (circled score is outside the shaded range).

Example: The benchmark for the Diplomatic vs. Independent scale (shown above) is the shaded range of stens from 5 to 8. Scores 5,6,7 or 8 will be on the benchmark. Scores of 1,2,3,4,9 and 10 will be off the benchmark.

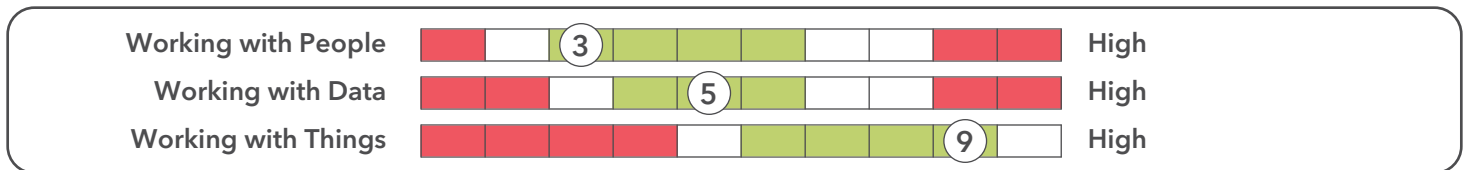
Part 2 - Prevue Results Graph

Jack Campbell's scores are shown in the circled numbers on each of the Prevue scales presented below. The Prevue Benchmark for the Electrician position is indicated by the green shaded ranges on each scale, which are preferred scores for this position. A score inside a shaded range is on the benchmark. A score outside a shaded range is off the benchmark.

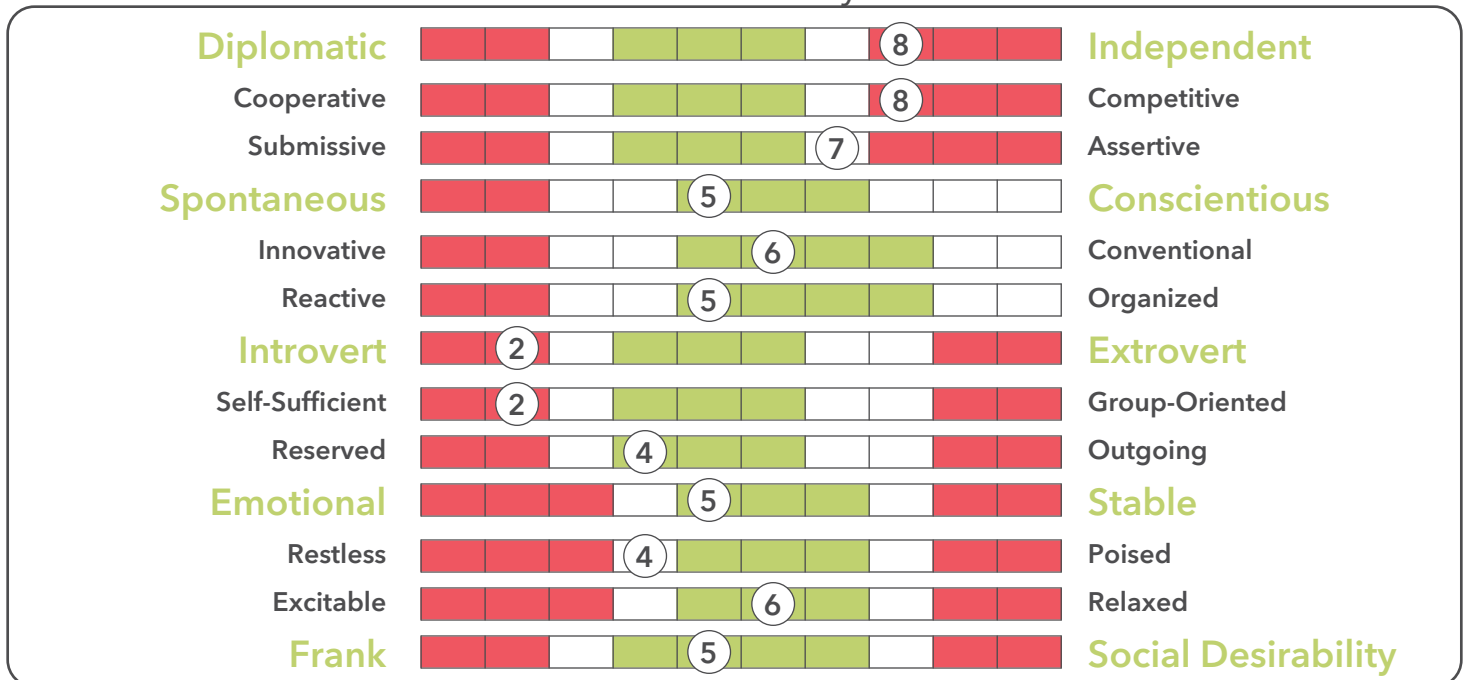
Abilities



Motivation/Interests



Personality



Benchmark Suitability Score

The Benchmark Suitability Score quantifies Jack Campbell's overall fit to the benchmark for the Electrician position.

Note: Jack Campbell's Prevue Assessments results, including the Benchmark Suitability Score should comprise no more than one-third of the selection decision process. Refer to Best Practice Information for details.

86%

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.

Interview Guide

Part 4 - Suggested Interview Questions

Planning the Interview

Planning the interview requires identifying concerns about the candidate's work history, references and scores off the Prevue Benchmark for the Electrician position. Use the available candidate information plus this report to structure the interview and make the best hiring decision.

This section provides suggested interview questions to address the following:

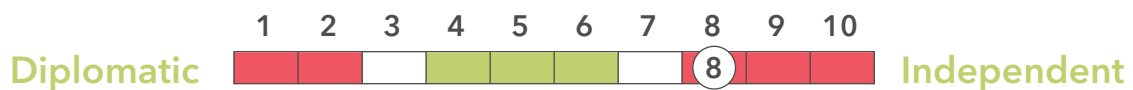
- ▶ First to examine those areas where Jack Campbell's score did not fall on the benchmark for the position.

You should customize the interview questions as needed for this position at Daugharty Group Inc.. **You may wish to take a copy of Part 4 to have it available for the interview.**

Scores on Critical Interview Zones

In developing the customized Prevue Benchmark for the Electrician position, management at Daugharty Group Inc. defined Critical Interview Zones for some of the Prevue scales. These zones are considered to be particularly significant for job performance and are identified by red shading in each of the scales considered in this section. Scores that fall on a Critical Interview Zone should be the first to be explored in the interview.

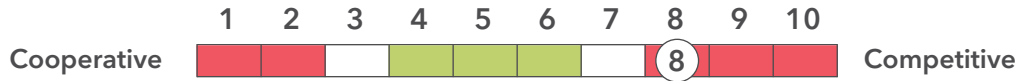
The following scales are areas where Jack Campbell's scores fall within a Critical Interview Zone. A brief explanation of the score result is followed by suggested behavioral Interview Questions.



Jack Campbell is apt to be extremely competitive, single-minded, and determined to win at all costs.

1. Describe the last disagreement you had with your supervisor.
2. Describe the last time you helped a coworker with their work.
3. What types of internal employee disputes bother you enough to tempt you to lose your temper?

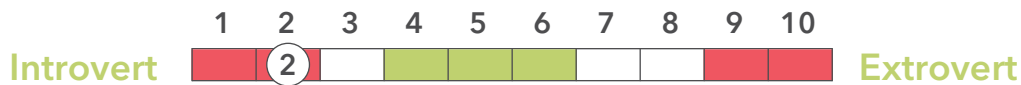
Your Comments:



Mr. Campbell plays to win and will tend to be a bad loser.

1. How would you define your last job?
2. Describe a situation where your need to win did not demonstrate appropriate team work.
3. Please recall a situation when your competitive nature became counter-productive.

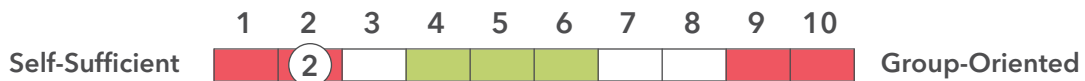
Your Comments:



Mr. Campbell is likely to prefer his own company and to work in a quiet, calm environment, seeking out involvement when he chooses.

1. Describe the role you typically take in a team meeting. Why?
2. Describe the surroundings in which you will work best with your coworkers.
3. Do you prefer to work alone or as part of a group?

Your Comments:



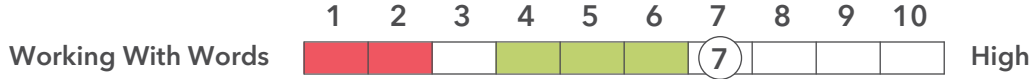
Jack Campbell will occasionally seek the company of others or a stimulating social environment, but in general he prefers his own company to that of others.

1. Describe your level of tolerance for coworkers who like to talk and interact with you while you're trying to do your job.
2. Describe the type of work-related problems that made you feel most in need of assistance.
3. Can you expand on when you prefer to work alone?

Your Comments:

Other Scores off the Benchmark

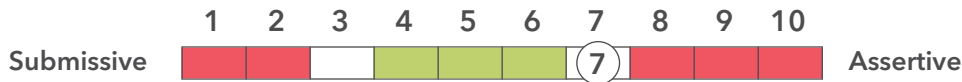
Jack Campbell's scores fell off the Benchmark for the following scales. This indicates that the candidate could encounter challenges in these areas. Review each score description set out below and consider the suggested interview questions. The more distant the score is from the benchmark for a scale the more important it is for you to probe these areas.



Jack Campbell is both above average and above the benchmark for Working with Words. This implies good performance with most written work and word recognition tasks. These include reading, writing, and searching for information. This level of ability provides dependable efficiency for many verbal tasks in the Electrician position. Support may only be required for exceptionally demanding paperwork.

1. The Electrician position currently offers limited application for your good verbal ability. Will this affect your job satisfaction? How will you deal with limited opportunities to work with words on the job?
2. If written work is infrequent or not challenging, how will you apply your above average verbal ability?

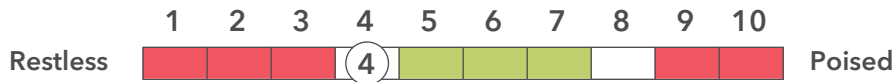
Your Comments:



Mr. Campbell is an Electrician who is occasionally assertive and outspoken.

1. Recall a situation when you became annoyed while working beside an emotional coworker.
2. Describe a recent situation when you felt reaching consensus was not the best course of action.
3. How important is it for you to speak your mind?

Your Comments:



Mr. Campbell has a degree of sensibility to feelings and emotions.

1. Describe a typical workplace situation that would irritate you.
2. What caused the last disagreement you had with a boss?
3. Describe how you remain calm while dealing with a irritated coworker.

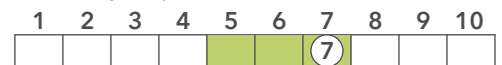
Your Comments:

Part 5 - 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.

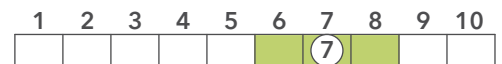
General Abilities

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.



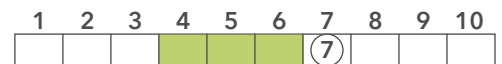
Working With Numbers

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.



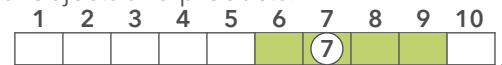
Working With Words

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.



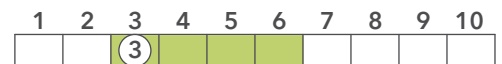
Working With Shapes

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.



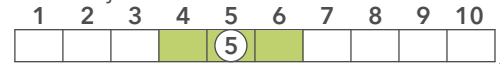
Working With People

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.



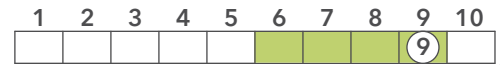
Working With Data

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.



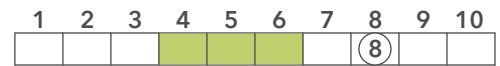
Working With Things

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.



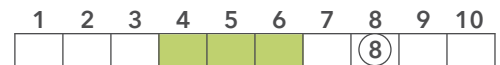
Diplomatic / Independent

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.



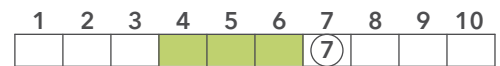
Cooperative / Competitive

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.



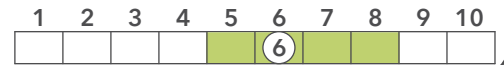
Spontaneous / Conscientious

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.



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.



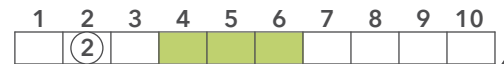
Reactive / Organized

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.



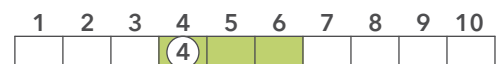
Self-Sufficient / Group-Oriented

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.



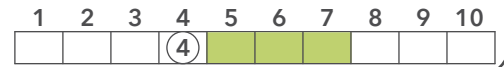
Emotional / Stable

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.



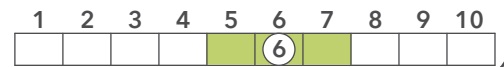
Restless / Poised

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.



Part 6 - 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.