



CONFIDENTIAL REPORT

(COACH'S COPY)

for

Mr. Jack Campbell

Wednesday, August 15, 2012

CONTENTS:

1. UNDERSTANDING THIS REPORT
2. TOTAL PERSON DESCRIPTION
3. INDIVIDUAL CHARACTERISTICS
4. APPROACH TO WORK

UNDERSTANDING THIS REPORT

The Purpose of This Report

The Prevue Corporate Coach Report provides information that will assist a Coach in understanding Jack Campbell's unique profile. It can also provide Mr. Campbell with a better understanding of himself. The report provides insight into Jack Campbell's personality profile and important work related characteristics. It is intended to assist the coaching or mentoring relationship by providing a starting point for meaningful discussion about Mr. Campbell's values, needs and objectives. Further, the report should assist the Coach to ask pertinent questions and provide relative feedback and ideas that are tailored for Jack Campbell.

Where Does The Information in This Report Come From?

The information in this report is derived from Jack Campbell's responses to the Prevue Assessment. The Prevue Assessment is a psychometric test battery developed in the early 1990's by Prevue HR Systems Inc. under the direction of Dr. David Bartram, one of the world's leading psychometricians. The Prevue Assessment is the cornerstone of a number of established and respected employment and vocational assessment products including the Prevue Assessment system and the Career Mapper Assessment. Those products have been used to assess more than two million people in North America alone. For more information about the Prevue Assessment, see www.prevueassessments.com.

Recommendation

Both the Coach and the Coaching Candidate should read their copies of this Assessment carefully. We generally recommend the Candidate be encouraged to have his Assessment reviewed by a spouse or personal friend. Candidates are often surprised to find the Assessment presents such an accurate profile.

Total Person Description

Jack Campbell

Mr. Campbell has average interest in people so that working in a group and working alone are equally appealing. He has more motivation to work with data and a strong preference to work directly with material objects such as tools or machinery. He is mechanically inclined and will prefer a hands-on approach whenever possible. He will be most interested in the collection and analysis of data when these activities provide support for a practical solution. For Mr. Campbell, practical applications are more attractive than testing abstract theory and much more worthwhile than exploring ideas in social discussion.

Mr. Campbell is highly assertive and competitive. He willingly puts forth his own views, and has no fear of confrontation or controversy. In pursuit of his goals, he will show little concern for others and may be uncooperative with those who do not share his views. As a decisive leader, Jack Campbell is driven to succeed and will work hard to reach his goals.

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.

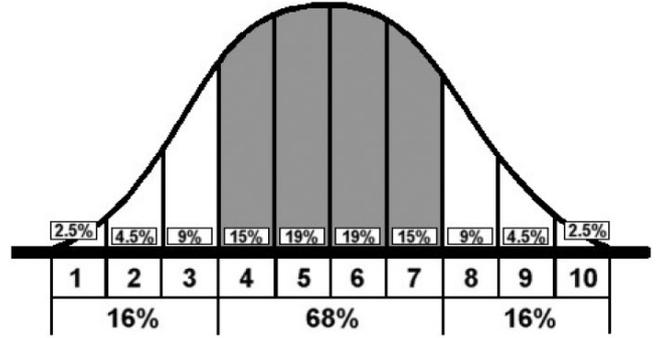
Jack Campbell is generally rational and calm. He can take criticism quite well and, because he strives to be objective, he is usually able to shrug off rejection and continue with his work. Most times he is relaxed and able to cope well with pressure but can become anxious when things do not go well. Although he can work on demanding, high-pressure projects that require dealing with people openly and objectively, Mr. Campbell may feel some anxiety in such circumstances.

The components of this Total Person Description are graphically displayed on the next page.

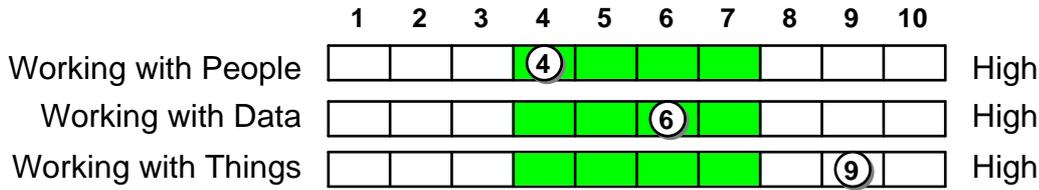
Total Person Description

Jack Campbell

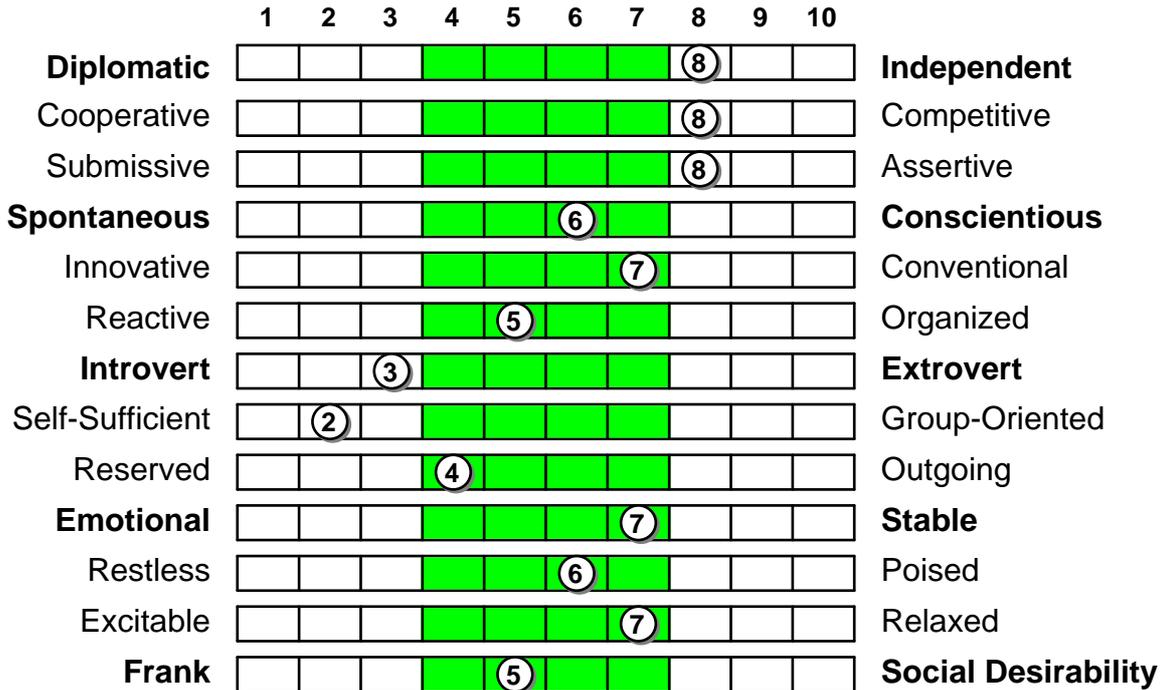
The assessment scores collected from a large sample of the population, when graphed, produce a bell shaped curve as shown in the diagram to the right. The bell curve can be divided into ten equally wide dimensions called standard tenths or stens. The 1 to 10 scoring scale is used throughout the Prevue Corporate Coach Assessment. 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.



Motivation/Interests



Personality



Each of the personality and interest dimensions displayed above are examined in more detail in the next section of the report that describes Jack Campbell's Individual Characteristics.

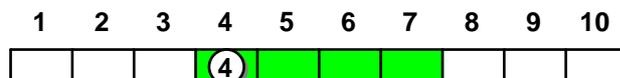
Individual Characteristics

Jack Campbell

This section of the report provides more detailed information on each of the interests and personality dimensions shown on the preceding graph. First is a review of Mr. Campbell's responses to three recognized interest scales, working with people, working with data and working with things. This is followed by an examination of twelve personality dimensions which are based on four established major personality scales, independence, conscientiousness, extroversion and stability (ICES). These major scales provide a measure of the overall structure of personality. Each of the major scales is supported by two related minor scales that provide a richer description of personality. The examination of the personality scales is followed by a social desirability scale which checks for consistency in the responses to the questions in the personality section. For more information on the origin and development of the interests and personality scales, see www.prevueassessments.com.

Working With People

Jack Campbell will prefer tasks that require less work with people. While he would not avoid contact with others, he is inclined to downplay interpersonal relations. This below-average interest in people is a positive factor for solitary work and remote social contact. If key tasks require face-to-face contact with people, developing his mild interest in others would increase his job satisfaction.



COACH'S TIP: You may want to explore how Jack Campbell perceives work. He may view social contact at work as less important than solitary effort. If so, coaching might be as simple as helping him to appreciate personal contact as a vital part of his job. You may want to model social interest to encourage this in Mr. Campbell. If it is necessary to promote more interest in people, Jack Campbell could be advised to study group dynamics, body language, and active listening.

Working With Data

Jack Campbell's interest in working with data is slightly above average. He will tend to put extra effort into scheduling tasks, managing paperwork, and maintaining records. He will likely keep a balanced view of business reports.



COACH'S TIP: If Mr. Campbell's job demands zeal for working with data, you may want to encourage him to develop his positive interest in information by taking courses in logic, data management, or decision support strategy. He might also benefit from coaching in forecasting as could take his willingness to work with information to a much higher level.

Individual Characteristics

Jack Campbell

Working With Things

Jack Campbell is remarkably interested in work that involves inanimate objects such as machinery, electronic devices, tools, and equipment. He will likely take a hands-on approach to designing, managing or working with things. With his outstanding preference for work with objects, he will doubtlessly apply himself whole-heartedly to new technology.

COACH'S TIP: Although Mr. Campbell's interest in working with tools and equipment is advantageous in many situations, other people may not be as enthusiastic as he is. You might want to ensure that he does not distance himself from his peers by using tools in place of communication. Conversely, he may well be the resident "techie" for his group and the one others turn to when their equipment fails.



Diplomatic / Independent

Jack Campbell tends to act independently. He has a strong determination to win and to reach goals, and he is often ready to argue for his point of view. He can be skeptical of debate because his convictions are firm. Subordinates may view him as hard-headed but he still believes in team effort and will not knowingly alienate others. Although he is ambitious, he can be considerate of others and is therefore entirely competent if he applies the right trait at the right time.

COACH'S TIP: Because Mr. Campbell can be hard-driving and determined, you may want to focus on specific abilities such as listening skills and goal setting to ensure the most effective use of his will to win. He may particularly need support if he leads a team of a highly competitive subordinates. If so, you may want to encourage him to develop his diplomatic skills.



Individual Characteristics

Jack Campbell

Cooperative / Competitive

Jack Campbell expresses himself as a hard-driving competitor with a strong, individual need to win. He may be less concerned to win as part of a team but he still maintains largely helpful relationships with others.

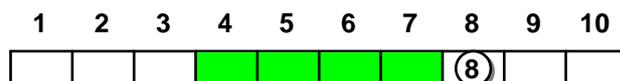
COACH'S TIP: If Mr. Campbell perceives himself as competing with subordinates, you might consider training that preserves his need-to-succeed while encouraging him to be more cooperative. Corporate goals should be his goals. In addition, if warranted, you could work on his soft skills to improve listening and negotiating techniques, as well as goal setting for the group rather than the individual. On the other hand, if a single-minded, cutthroat approach is required for success, you might want to offer advanced assertiveness training to take his strong competitive drive to an even higher level.



Submissive / Assertive

Jack Campbell is often straight forward, assertive and outspoken. He usually respects other opinions, yet is unafraid of confrontation and, given opportunity, he tends to take control. These are good qualities for leadership.

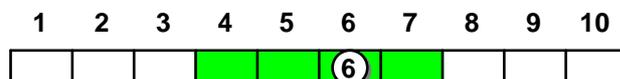
COACH'S TIP: If you see that Mr. Campbell is veering toward being argumentative or domineering, you might want to show him that, while he cannot always control his peers and subordinates, he can control his response to them. Similarly, if a particular assignment calls for discretion, you may want to provide him with sensitivity training to develop his mild tactfulness.



Spontaneous / Conscientious

While able to adapt to unexpected changes or sudden demands, Jack Campbell prefers orderly work habits. Good business practices often require an organized approach and meticulous follow-up, so his scrupulous methods will be applicable for many assignments.

COACH'S TIP: As Mr. Campbell is basically conscientious while still fully able to react spontaneously, you may decide that he only requires clear direction to follow corporate policy.



Individual Characteristics

Jack Campbell

Innovative / Conventional

Jack Campbell likes proven procedures, but he is flexible enough to deal with change and innovation. Occasionally, he might be tempted to interpret rules loosely to meet a deadline or solve a problem with personnel. He probably works best with a definite plan in a structured environment.



COACH'S TIP: You may find that reinforcing Mr. Campbell's good organizational skills is worthwhile, especially if his job requires meticulous attention to detail. On the other hand, if more innovation is called for, Mr. Campbell could experiment with a flexible time management plan to give himself more leeway to deal with disruptions or he might benefit from exercises in lateral thinking.

Reactive / Organized

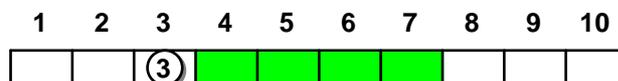
Although Jack Campbell values organization and structure, he generally copes well with change and disruption. Most often he can find the right balance between administrative tasks and professional objectives. While he may prefer to think things through before responding to unforeseen events, he will not drag his feet when a quick reaction is necessary.



COACH'S TIP: If Mr. Campbell's job warrants very fast reactions, you might emphasize flexibility and help him to set priorities so that he can respond even more speedily. Also, if he has key tasks which require intense attention to technicalities, you may want to encourage him to develop his existing organizational skills to a greater level.

Introvert / Extrovert

Jack Campbell probably prefers to associate with fewer people in a quiet, calm environment. In most groups, he is more likely to be an observer rather than the center of attention. His evident tendency to introversion could be a positive factor for teamwork, especially if the group is relatively small.



COACH'S TIP: If Mr. Campbell's work will require meeting and working with others, you could consider activities that develop social and verbal skills. For example, a public speaking course might be helpful, as would joining business-related social or sports groups.

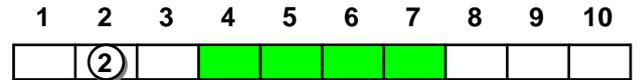
Individual Characteristics

Jack Campbell

Self-Sufficient / Group-Oriented

Jack Campbell is noticeably self-sufficient with minimal need for company. He may tend to avoid social activities and busy environments and he is likely to be most at ease in his own company, where he can reflect and control the stimuli that reach him. He is well-adapted to work for prolonged periods of time without direct contact with other people.

COACH'S TIP: If Mr. Campbell's key role demands interaction with others, you might consider courses in group dynamics, leadership, and facilitation. He could also be encouraged to join business-related organizations to expose him to a variety of group activities. However, if Mr. Campbell has the option to make the most of his marked self-sufficiency and work largely on his own, he is unlikely to require coaching in this regard.



Reserved / Outgoing

Fairly quiet and reserved, Jack Campbell does not need constant social contact but he can enjoy working with others. While he will be more comfortable with routine tasks, he will like the challenge of occasional ad hoc assignments, especially if these involve people he knows well.

COACH'S TIP: Consider focussing on motivation to help Mr. Campbell to develop a more dynamic approach to work. If you think that he needs to "take the spotlight" more often, consider that a public speaking course would develop his nominal tendency to be outgoing. Furthermore, adding professional social events such as working lunches and informal meetings to his schedule will encourage him to be less reserved. If more forceful leadership is called for, you might want to advise an Outward Bound type of endurance course.



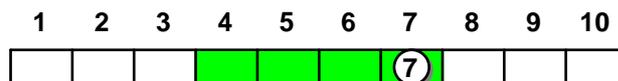
Individual Characteristics

Jack Campbell

Emotional / Stable

Usually calm and easygoing, Jack Campbell is emotionally stable and well able to handle normal stress. These qualities help him to deal efficiently with staff predicaments, career setbacks, or unrealistic expectations of supervisors or subordinates. He can be wary of other's motives and would likely react appropriately to anyone who tried to take advantage of him.

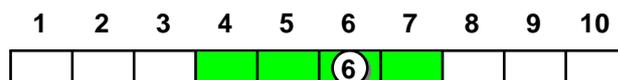
COACH'S TIP: Mr. Campbell has good coping skills and may only need your intermittent guidance to remain impartial when resolving contentious issues. If he wants your help to keep his cool demeanor, you might consider stress management and relaxation exercises to ease tension.



Restless / Poised

Being optimistic and sensible, Jack Campbell copes well with challenges and setbacks. He is aware of stress but not deterred by it. Subordinates and peers alike will appreciate his poise in all but the most trying circumstances.

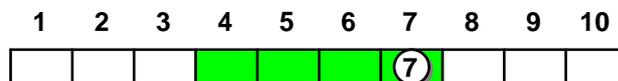
COACH'S TIP: If Mr. Campbell seeks your assistance, you might encourage him to be more alert to other's motives and less removed from his own feelings. However, if he needs an even higher degree of self-control, you might want to advocate stress and anger management courses.



Excitable / Relaxed

Only moderately sensitive to stress, Jack Campbell will be collected and patient in all but the most trying situations. He will tend to accept people at face value and is rarely suspicious of other's motives. While composure and optimism are positive attributes, the expedient response to some problems may require more emotional intensity and reasonable doubt.

COACH'S TIP: After reviewing Mr. Campbell's potential job requirements, you might want to have him experiment with role playing so that he can learn when and how to vent his feelings. Exercises to promote critical thinking and skepticism might also be beneficial.

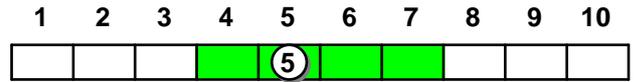


Individual Characteristics

Jack Campbell

Social Desirability

Mr. Campbell describes himself as aware of social rules and expectations, although not always conforming to them. He has presented a frank and fair picture of himself in this assessment.



Approach To Work

Jack Campbell

This section of the Prevue Corporate Coach Report provides information on your response to a number of work related subjects or situations. Each of the Approach to Work scales is derived from one or a composite of the personality scales reviewed in the Total Person and Individual Characteristics sections of this report. The information in this section should provide a better understanding of your natural approach to several significant work situations or requirements that are experienced in various types of employment.

Focus On Work

WORKS TO LIVE (1) VS. LIVES TO WORK (10):- The Focus on Work scale provides information on the importance of work to Mr. Campbell.

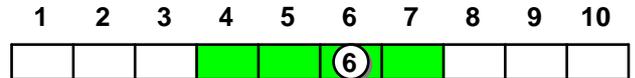
Some see work as a means to an end while others define themselves by their work. Jack Campbell's career is a means to an end, not a defining characteristic of his life. If there is a conflict between home and work, his personal life will often take priority. Home, family and leisure activities are important to him and probably help him to deal with a greater variety of business problems.



Approach to New Ventures

CAUTIOUS (1) VS. OPTIMISTIC (10):- This scale distinguishes those who approach new ventures or issues with caution from those who approach new ventures with optimism.

Because Jack Campbell is largely enthusiastic about new ventures, Jack Campbell generally sees the business world as having more opportunities than dangers. He tends to react reasonably quickly to problems and will consider new methods to boost performance and productivity. He realizes, however, that singular actions can have negative consequences. As a result, Jack Campbell must be convinced that new practices are timely and effective.



Approach To Work

Jack Campbell

Leadership Style

DEMOCRATIC (1) VS. COMMANDING (10):- Leadership Style is measured from 1 for those who prefer a nurturing style of leadership to 10 for those who are naturally inclined to a more demanding Leadership Style.

Jack Campbell is good leader for crisis management: he tends to be explicit and moderately demanding, and he strives for timely, accurate results. If his work is continually in transition or if there is a lot of conflict in the workplace, this style will be practical. However, most work situations demand some give-and-take. Jack Campbell may want to vary his approach and use a more interactive, democratic style when necessary.



Preference for Change

LIKES ROUTINE (1) VS. LIKES CHANGE (10):- This scale identifies where Mr. Campbell fits in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.

Jack Campbell prefers tried and tested methods, but he recognizes change is sometimes required and he usually reacts well to rational shifts in personnel or corporate structure. Whenever possible he adapts standard policy for new agenda. If and when there is a clear requirement for it, he will invent new policy. In short, he will not seek change for change's sake or because it is exciting, but rather because it provides a better solution.



Approach to Conflict

FORCEFUL (1) VS. ACCOMMODATING (10):- This scale distinguishes those who are forceful in their approach to conflict from those who avoid conflict by being accommodating.

Jack Campbell tends to be reasonably forceful and direct in his approach to conflict. Secure in his own self-concept, he readily engages in debate and confrontation, and will only occasionally be worn down by the impact of others. While his vigorous approach probably gets good results most of the time, he may need to temper his initiative in emotionally-charged situations. If feelings are running high, a more moderate, accommodating style could be more effective.



Approach To Work

Jack Campbell

Compensation Preference

FIXED SALARY (1) VS. COMMISSION/BONUS (10):-
The Compensation Preference scale identifies whether Jack Campbell is more motivated to work by a secure salary or by performance based remuneration.

Jack Campbell enjoys striving for performance-based remuneration, but he also likes having some regular income. A modest salary with a good bonus or commission plan should suit him well. If most of his compensation is steady income rather than profit-sharing or performance-based earnings, he will need support to accept this. Given the excitement of incentive-based pay, he will always find ways around obstacles but he will not risk things of real importance.



Approach to Self Promotion

RELUCTANT (1) vs. ASSURED (10):- People who score 1 on this scale are reluctant to put themselves forward while those who score 10 are extremely assured.

When selling his own ideas or products, Jack Campbell tends to do well. He has little hesitation about putting himself forward and he will be nicely committed to his own views. While this above-average level of assurance is good for most endeavors, he may need to "rein in" a little when negotiating or collaborating with less outspoken people. Without ever intending to, he could overwhelm others with his positive self-image.



Approach to Risk Taking

CAREFUL (1) vs. DARING (10):- This Approach to Risk scale is measured from 1 for avoidance of risky behavior to 10 for willingness to engage in risk.

Although not given to risky behavior or quick decisions, Jack Campbell will act appropriately in a crisis. He will scrupulously avoid unnecessary risk, particularly if it could lead to accidents, damage or loss. He prefers to refrain from ad hoc solutions but, if matters are pressing, he can react swiftly, even impulsively. Those who value steadiness will like his typically mindful approach. Others, who want quick answers and fast actions, will find his performance satisfactory.



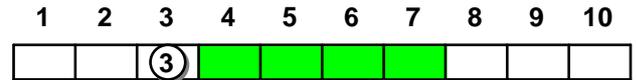
Approach To Work

Jack Campbell

Approach to Listening

CONTROLLING (1) VS. SYMPATHETIC (10):- The Approach to Listening scale is measured from 1 for a person who tends to dominate a conversation to 10 for a person who is an exceptionally sympathetic listener.

Jack Campbell tends to get caught up in enthusiasm for his own ideas and this can result in little opportunity for others to express their thoughts. Being outspoken and self-confident, he may well talk too much without realizing that this stifles contribution from the team. If peers or subordinates are strident, he may hear only their tone and miss their meaning. He could benefit from using more active listening skills such as paraphrasing, questioning, and neutral repetition. Setting specific goals to promote more dialogue would increase the involvement/inclusion of others.



Validity

Jack Campbell

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" response 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.

The total number of "B" responses chosen for this report 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 Corporate Coach report can be considered accurate and reliable.



CONFIDENTIAL REPORT

(CANDIDATE'S COPY)

for

Mr. Jack Campbell

Wednesday, August 15, 2012

CONTENTS:

1. UNDERSTANDING THIS REPORT
2. TOTAL PERSON DESCRIPTION
3. INDIVIDUAL CHARACTERISTICS
4. APPROACH TO WORK

UNDERSTANDING THIS REPORT

The Purpose of This Report

The Prevue Corporate Coach Report provides information that will assist your Coach in understanding your unique profile. It can also provide you with a better understanding of yourself. The report provides insight into your personality profile and important work related characteristics. It is intended to assist the coach-client relationship by providing a starting point for meaningful discussion about your values, needs and objectives. Further, the report should assist the Coach to ask pertinent questions and provide relative feedback and ideas that are tailored for you.

Where Does The Information in This Report Come From?

The information in this report is derived from your responses to the Prevue Assessment. The Prevue Assessment is a psychometric test battery developed in the early 1990's by Prevue HR Systems Inc. under the direction of Dr. David Bartram, one of the world's leading psychometricians. The Prevue Assessment is the cornerstone of a number of established and respected employment and vocational assessment products including the Prevue Assessment system and the Career Mapper Assessment. Those products have been used to assess more than two million people in North America alone. For more information about the Prevue Assessment see www.prevueassessments.com.

Recommendation

We ask that you review this Assessment carefully, particularly the Total Person Description. We even recommend that you show this Assessment to your spouse or a personal friend. We have found that people are often surprised to find the Assessment presents such an accurate profile.

Total Person Description

Jack Campbell

You have average interest in people so that working in a group or alone are equally appealing. You have more motivation to work with data and a strong preference to work directly with material objects such as tools or machinery. You are mechanically inclined and will prefer a hands-on approach whenever possible. You are most interested in the collection and analysis of data when these activities provide support for a practical solution. For you, practical applications are more attractive than testing abstract theory and much more worthwhile than exploring ideas in social discussion.

You are highly assertive and competitive. You willingly put forth your own views, and have no fear of confrontation or controversy. In pursuit of your goals, you will show little concern for others and may be uncooperative with those who do not share your views. As a decisive leader, you are driven to succeed and will work hard to reach your goals.

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.

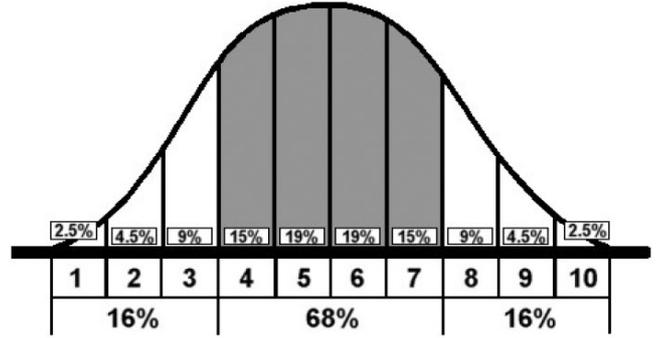
You are generally rational and calm. You can take criticism quite well and, because you strive to be objective, you are usually able to shrug off rejection and continue with your work. Most times you are relaxed and able to cope well with pressure but can become anxious when things do not go well. Although you can work on demanding, high-pressure projects that require dealing with people openly and objectively, you may feel some anxiety in such circumstances.

The components of this Total Person Description are graphically displayed on the next page.

Total Person Description

Jack Campbell

The assessment scores collected from a large sample of the population, when graphed, produce a bell shaped curve as shown in the diagram to the right. The bell curve can be divided into ten equally wide dimensions called standard tenths or stens. The 1 to 10 scoring scale is used throughout the Prevue Corporate Coach Assessment. 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.



Motivation/Interests

	1	2	3	4	5	6	7	8	9	10	
Working with People				4							High
Working with Data						6					High
Working with Things									9		High

Personality

	1	2	3	4	5	6	7	8	9	10	
Diplomatic								8			Independent
Cooperative								8			Competitive
Submissive								8			Assertive
Spontaneous						6					Conscientious
Innovative							7				Conventional
Reactive					5						Organized
Introvert			3								Extrovert
Self-Sufficient		2									Group-Oriented
Reserved				4							Outgoing
Emotional							7				Stable
Restless						6					Poised
Excitable							7				Relaxed
Frank					5						Social Desirability

Each of the personality and interest dimensions displayed above are examined in more detail in the next section of the report that describes your Individual Characteristics.

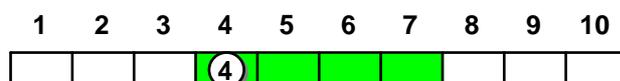
Individual Characteristics

Jack Campbell

This section of the report provides more detailed information on each of the interests and personality dimensions shown on the preceding graph. First is a review of your responses to three recognized interest scales, working with people, working with data and working with things. This is followed by an examination of twelve personality dimensions which are based on four established major personality scales, independence, conscientiousness, extroversion and stability (ICES). These major scales provide a measure of the overall structure of personality. Each of the major scales is supported by two related minor scales that provide a richer description of personality. The examination of the personality scales is followed by a social desirability scale which checks for consistency in the responses to the questions in the personality section. For more information on the origin and development of the interests and personality scales, see www.prevueassessments.com.

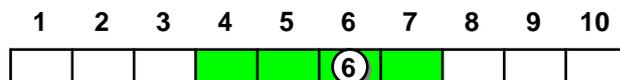
Working With People

Your score indicates that you are well motivated to work with occasional interaction with people. Although you can function efficiently on a team or in a social setting, you do not need continual direct contact with others. In fact, you will probably be most productive if you have some time and space to work alone. Regarding communication, you will more often prefer telephone calls, e-mail, teleconferencing, or virtual gatherings rather than face-to-face meetings.



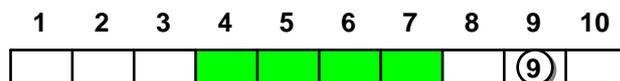
Working With Data

Are you generally comfortable with facts and figures? You are probably aware that you usually grasp information in any form: numbers, words or symbols. As you may have expected, your assessment reveals that your interest in data is slightly better than average. Considering your motivation, you will likely tend to put extra effort into scheduling tasks, managing paperwork, and maintaining records. While you may use and understand data analysis fairly readily, your moderate interest in working with data means that you will likely keep a balanced view of business reports.



Working With Things

Using equipment, from simple hand tools to complex machinery, really appeals to you. Your results show that you are remarkably interested in working with things. You will likely take a hands-on approach to designing, managing or working with any type of device. Because you have an outstanding preference for mechanized tasks, you will doubtlessly apply yourself vigorously to new technology.

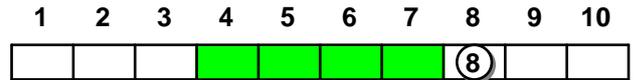


Individual Characteristics

Jack Campbell

Diplomatic / Independent

Tending to act independently, you are determined to win and to reach goals. With your firm convictions, you are usually ready to argue for your own point of view and you may be skeptical of debate if your adversaries are less committed than you are. Co-workers may view you as hard-headed but you still believe in team effort and will not knowingly alienate others. Both ambitious and considerate, you can be entirely competent if you apply the right trait at the right time.



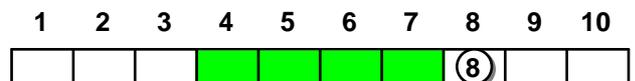
Cooperative / Competitive

Your score implies that you are a hard-driving competitor with a strong, individual need to win. You may be less interested in winning as part of a team but you still maintain largely helpful relationships with others. If circumstances demand a single-minded, cutthroat approach, your inner resources will give you an edge.



Submissive / Assertive

You are often straight forward, assertive and outspoken. You usually respect other opinions, but do you avoid confrontation? Probably not. Your scores indicate that you are self-confident enough to take control when necessary but you will still be diplomatic. These are good qualities for leadership.



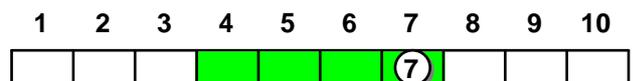
Spontaneous / Conscientious

While able to adapt to unexpected changes or sudden demands, you prefer orderly work habits. Good business practices often require an organized approach and meticulous follow-up so your scrupulous methods will be applicable for many assignments.



Innovative / Conventional

While favoring proven procedures and practices, you are still flexible enough to deal with change and innovation. Because you usually opt for the status quo, you may hesitate to adapt fast to delays, changes in personnel, or new lines of business. On rare occasions, you could be tempted to interpret rules loosely to meet a deadline. As you tend to be time-conscious and strategic, you probably work best with a definite plan in a structured environment.

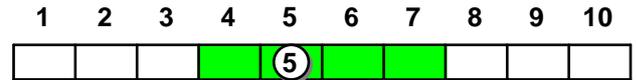


Individual Characteristics

Jack Campbell

Reactive / Organized

Your assessment suggests that you value organization and structure yet you generally cope well with change and disruption. Most often you can find the right balance between administrative tasks and professional objectives. While you may prefer to think things through before responding to unforeseen events, you will not drag your feet when a quick reaction is necessary.



Introvert / Extrovert

Do you more often prefer to associate with only a few people in a quiet, calm environment? You are probably aware that, in most groups, you are usually an observer rather than the center of attention. Your tendency to introversion could be a positive factor for teamwork, especially if the group is relatively small.



Self-Sufficient / Group-Oriented

With only minimal need for company, you are positively self-sufficient. You may tend to avoid social activities and busy environments because you are usually most at ease in your own company. If possible, you prefer to reflect on the past before acting in the present and you like to control the stimuli that reach you. You are well-equipped to work for prolonged periods of time without direct contact with other people.



Reserved / Outgoing

Fairly quiet and reserved, you do not need constant social contact but you can enjoy working with others. If circumstances occasionally require you to be outgoing, you can respond well as long as this is a temporary or short-duration demand. While generally more comfortable with routine tasks, you will like the challenge of some ad hoc assignments, especially if these involve working with familiar people.



Individual Characteristics

Jack Campbell

Emotional / Stable

Your score implies that you are usually calm and easygoing and emotionally stable. Being well able to handle normal stress helps you to deal efficiently with staff predicaments, career setbacks, or unrealistic expectations of supervisors or subordinates. You can be wary of other's motives, however, and would likely react appropriately to anyone who tried to take advantage of you.



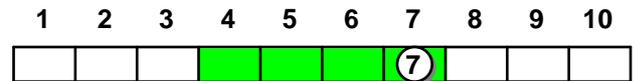
Restless / Poised

Do you find that you are generally optimistic and sensible? Your assessment suggests that you cope well with most challenges and setbacks. Given your well-balanced characteristics, you are likely aware of stress but not deterred by it. Subordinates and peers alike will appreciate your poise in all but the most trying circumstances.



Excitable / Relaxed

Only moderately sensitive to stress, you will be collected and patient in all but the most trying situations. You will tend to accept people at face value and rarely suspect other's motives. While composure and optimism are positive attributes, the expedient response to some problems may require more emotional intensity and some reasonable doubt.



Social Desirability

You seem aware of social rules and expectations, although not always conforming to them. You have presented a frank and fair picture of yourself in this assessment.



Approach To Work

Jack Campbell

This section of the Prevue Corporate Coach Report provides information on your responses to a number of work related subjects or situations. Each of the Approach to Work scales is derived from one or a composite of the personality scales reviewed in the Total Person and Individual Characteristics sections of this report. The information in this section should provide a better understanding of your natural approach to several significant work situations or requirements that are experienced in various types of employment.

Focus On Work

WORKS TO LIVE (1) vs. LIVES TO WORK (10):- The Focus on Work scale provides information on the importance of work to you. Some see work as a means to an end while others define themselves by their work.

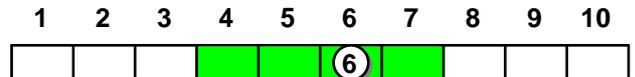
Your career is a means to an end, not a defining characteristic of your life. If there is a conflict between home and work, your personal life will often take priority. Home, family and leisure activities are important to you and probably help you to deal with a greater variety of business problems.



Approach to New Ventures

CAUTIOUS (1) vs. OPTIMISTIC (10):- This scale distinguishes those who approach new ventures or issues with caution from those who approach new ventures with optimism.

Because you are largely enthusiastic about new ventures, you generally see the business world as having more opportunities than dangers. You tend to react reasonably quickly to problems and will consider new methods to boost performance and productivity. You realize, however, that singular actions can have negative consequences. As a result, you must be convinced that new practices are timely and effective.



Approach To Work

Jack Campbell

Leadership Style

DEMOCRATIC (1) vs. COMMANDING (10):- Leadership Style is measured from 1 for those who prefer a nurturing style of leadership to 10 for those who are naturally inclined to a more demanding style.

You are good leader for crisis management: you tend to be explicit and moderately demanding, and you strive for timely, accurate results. If your work is continually in transition or if there is a lot of conflict in the workplace, this style will be practical. However, most work situations demand some give-and-take. You may want to vary your approach and use a more interactive, democratic style when necessary.



Preference for Change

LIKES ROUTINE (1) vs. LIKES CHANGE (10):- This scale identifies where you fit in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.

You prefer tried and tested methods, but you recognize change is sometimes required and you usually reacts well to rational shifts in personnel or corporate structure. Whenever possible you adapt standard policy for new agenda. If and when there is a clear requirement for it, you will invent new policy. In short, you will not seek change for change's sake or because it is exciting, but rather because it provides a better solution.



Approach to Conflict

FORCEFUL (1) VS. ACCOMMODATING (10):- This scale distinguishes those who are forceful in their approach to conflict from those who avoid conflict by being accommodating.

You tend to be reasonably forceful and direct in your approach to conflict. Secure in your own self-concept, you readily engage in debate and confrontation, and will only occasionally be worn down by the impact of others. While your vigorous approach probably gets good results most of the time, you may need to temper your initiative in emotionally-charged situations. If feelings are running high, a more moderate, accommodating style could be more effective.



Approach To Work

Jack Campbell

Compensation Preference

FIXED SALARY (1) vs. COMMISSION/BONUS (10):- The Compensation Preference scale identifies whether you are more motivated to work for a secure salary or performance based remuneration.

You enjoy striving for performance-based remuneration, but you also like having some regular income. A modest salary with a good bonus or commission plan should suit you well. If most of your compensation is steady income rather than profit-sharing or performance-based earnings, you will need support to accept this. Given the excitement of incentive-based pay, you will always find ways around obstacles but you will not risk things of real importance.



Approach to Self Promotion

RELUCTANT (1) vs. ASSURED (10):- People who score 1 on this scale are reluctant to put themselves forward while those who score 10 are extremely assured.

When selling your own ideas or products, you tend to do well. You have little hesitation about putting yourself forward and you will be nicely committed to your own views. While this above-average level of assurance is good for most endeavors, you may need to "rein in" a little when negotiating or collaborating with less outspoken people. Without ever intending to, you could overwhelm others with your positive self-image.



Approach to Risk Taking

CAREFUL (1) vs. DARING (10):- This Approach to Risk scale is measured from 1 for avoidance of risky behavior to 10 for willingness to engage in risk.

Although not given to risky behavior or quick decisions, you will act appropriately in a crisis. You will scrupulously avoid unnecessary risk, particularly if it could lead to accidents, damage or loss. You prefer to refrain from ad hoc solutions but, if matters are pressing, you can react swiftly, even impulsively. Those who value steadiness will like your typically mindful approach. Others, who want quick answers and fast actions, will find your performance satisfactory.



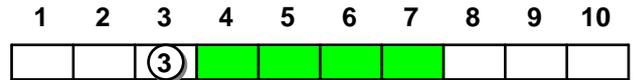
Approach To Work

Jack Campbell

Approach to Listening

CONTROLLING (1) VS. SYMPATHETIC (10):- The Approach to Listening scale is measured from 1 for a person who tends to dominate a conversation to 10 for a person who is an exceptionally sympathetic listener.

You tend to get caught up in enthusiasm for your own ideas and this can result in little opportunity for others to express their thoughts. Being outspoken and self-confident, you may well talk too much without realizing that this stifles contribution from the team. If peers or subordinates are strident, you may hear only their tone and miss their meaning. You could benefit from using more active listening skills such as paraphrasing, questioning, and neutral repetition. Setting specific goals to promote more dialogue would increase the involvement/inclusion of others.



Validity

Jack Campbell

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" response 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.

The total number of "B" responses chosen for this report 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 Corporate Coach report can be considered accurate and reliable.