

Prevue Assessment™

Learning & Reasoning Report

Jack Campbell

regarding the position of

Electrician

at **Daugharty Group Inc.**

Wednesday, August 15, 2012

Understanding this Report

What is the Prevue Learning & Reasoning Assessment?

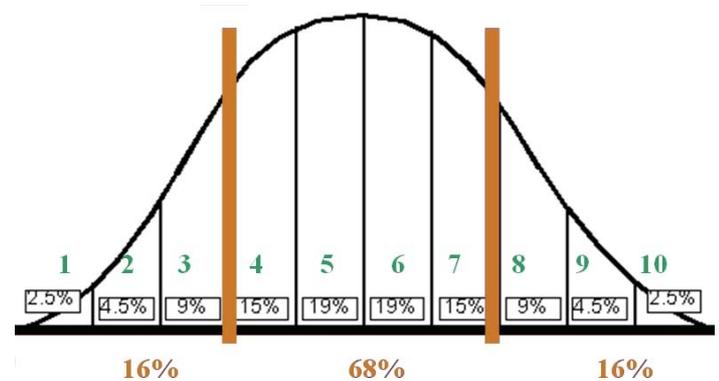
The Prevue Learning & Reasoning Assessment provides important information about an individual's capacity to learn and use information, develop skills, solve problems, and understand instructions. This assessment examines four cognitive dimensions: General Mental Ability, Working with Numbers, Working with Words, and Working with Shapes. The Prevue Learning and Reasoning Assessment is part of the Prevue Assessment, the cornerstone of all Prevue products.

What is the Prevue Learning & Reasoning Benchmark?

The Prevue Learning and Reasoning Benchmark is a profile of preferred mental abilities for the Electrician position at Daugharty Group Inc.. This Benchmark has been scientifically designed with Prevue Assessment tools and customized by Daugharty Group Inc. management. The Benchmark shows the preferred range of scores on the four dimensions or scales of learning and reasoning noted above.

What do Prevue scores mean?

Prevue results for thousands of people have been graphed to form a bell-shaped curve. The area under this curve is divided into 10 standard areas called stens. This creates a 1 to 10 scoring system. Few people will score either very low or very high (in the tails of the curve). Most people will score in the mid-range (where the curve is highest). Approximately 16% of the working population will score 1 to 3 (low). The 68% majority will score 4 to 7. The remaining 16% will score 8 to 10 (high).



1. Candidate's Learning and Reasoning Profile — information on Jack Campbell's:
 - Overview of learning and reasoning abilities
 - Scores on four dimensions of learning and reasoning
 - Match to the Benchmark for the Electrician position
 - Learning & Reasoning Benchmark Suitability score
2. Interview Questions and Suggestions — information to plan the interview and develop questions to explore areas where the candidate does not match the Benchmark for the Electrician position.
3. Candidate's Strengths — know where the candidate matches the Benchmark to capitalize on the candidate's strengths.
4. Best Practice Recommendations and Validity — ensure validity of the assessment results.

"General Mental Ability is the best single predictor of performance, job competence and flexibility" (David Bartram 1998)

Candidate's Learning and Reasoning Profile

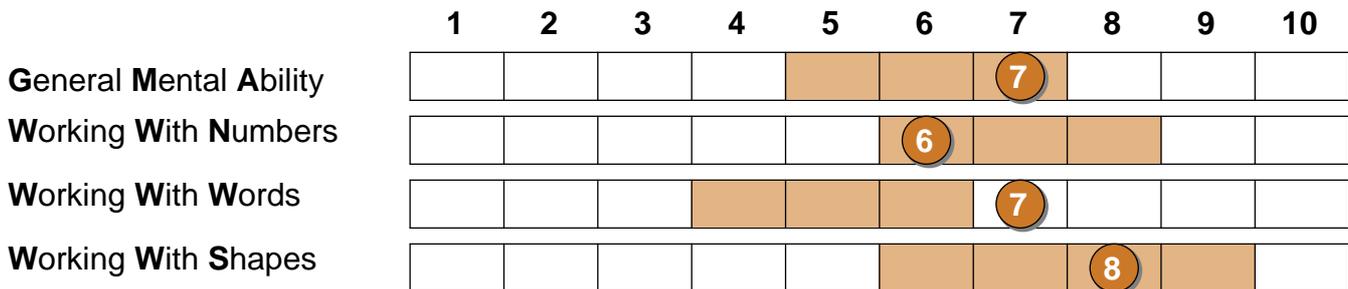
Overview

This overview compares the candidate's scores on four dimensions of learning and reasoning to the mental abilities of the general working population worldwide. This comparison puts Jack Campbell's scores in an international context without regard to gender, race, age, nationality, or ethnic origin.

Jack Campbell has superior spatial skills, coupled with above-average skills in working with both numbers and words. This person is very well equipped for assignments that involve mental manipulation of shapes or objects and any work requiring visual imagery. Fast, accurate performance can be expected for interpreting multi-use graphs, following complex diagrams, reading technical blueprints, and estimating space requirements. This individual is also likely to be proficient with reasonably challenging numeric assignments such as working with complex spreadsheets and data tables. Good ability with words means that moderately difficult paperwork and most writing assignments are also well within scope. With versatile, very good abilities, Jack Campbell should demonstrate excellent problem-solving and information processing.

Benchmark and Scores

The Prevue Learning & Reasoning Benchmark illustrates the preferred level of abilities for the Electrician position at Daugharty Group Inc.. The shadowed areas graphically represent the Benchmark for the position. The circled numbers are Jack Campbell's actual scores. The Benchmark Suitability score (shown below) is the candidate's overall rating based on the candidate's match to the Benchmark.



Learning & Reasoning Benchmark Suitability

The Learning and Reasoning Benchmark Suitability score is relevant to determining the mental abilities aspects of Job Fit and supports the selection process. The selection decision should consider all factors in the selection process, including job interview, candidate history, and background check. For crucial selection decisions, a full Prevue Assessment of mental abilities, work-related motivations/interests, and personality traits is recommended.

L&R Benchmark Suitability

93%

Interview Questions and Suggestions

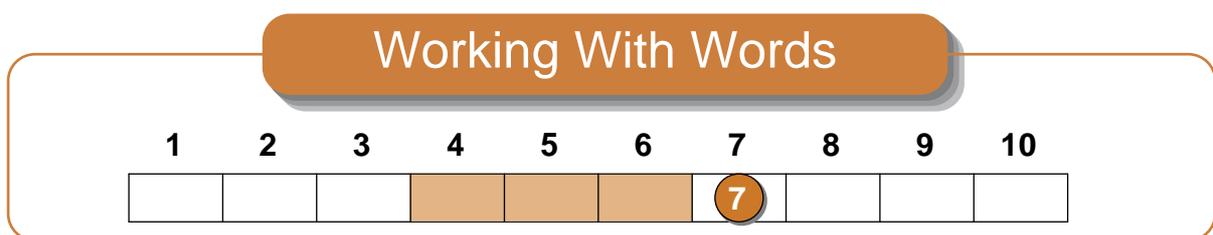
Planning the Interview

Planning the interview ideally begins with examining concerns identified in the resume review, reference checks and the candidate's scores off the Benchmark for the Electrician position. Where the candidate's mental abilities do not match the Benchmark, this report will provide behavioral interview questions and performance-based suggestions to help you predict on-the-job learning and reasoning. Background information plus this report will help you to structure the interview and, ultimately, make the best hiring decision.

Scores off the Benchmark

Jack Campbell's scores were off the Benchmark for the Electrician position with Daugharty Group Inc. in the following areas:

- Working with Words - Above the Benchmark



Working with Words measures the ability to use written language for reasoning and problem-solving.

Jack Campbell's Score - 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.

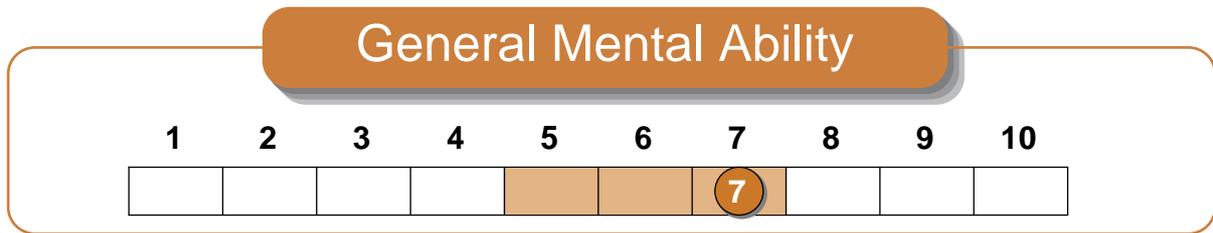
- INTERVIEW QUESTION:** **The Electrician position currently offers limited application for your good verbal ability. Will this affect your job satisfaction? How will you deal with limited opportunities to work with words on the job?**

SUGGESTION: Look for willingness to use this ability in other areas, to enhance performance on required tasks, and to add value with good ability for Working with Words.
- INTERVIEW QUESTION:** **If written work is infrequent or not challenging, how will you apply your above average verbal ability?**

SUGGESTION: Candidate might offer scripting for calls, developing an activity log, or creating manuals for the Electrician position. Also, hobbies or pastimes such as word games could have potential job applications.

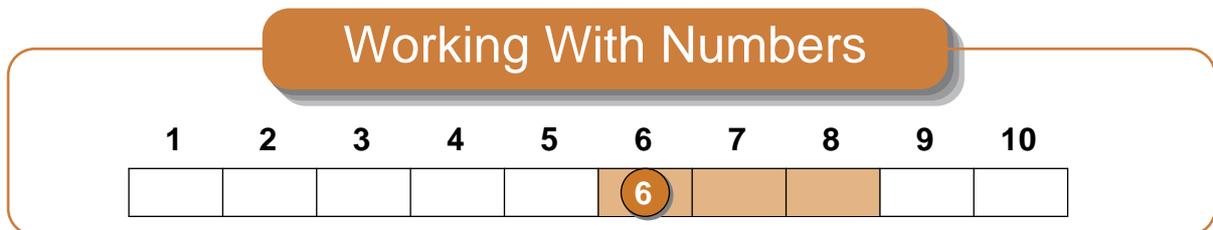
Candidate's Strengths

Jack Campbell has matched the benchmark for the following dimensions of learning and reasoning. This candidate can build on these strengths to improve overall job performance.



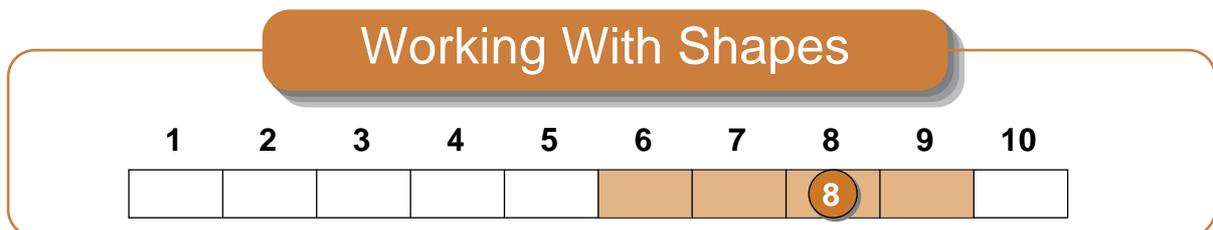
General Mental Ability is an overall indicator of how people work and learn. It is the single most effective predictor of future job performance for a wide range of occupations.

Jack Campbell's Score - Jack Campbell's score is above-average and is on the given benchmark for General Ability. This implies a good learning pace with easy acquisition of new skills, quick reaction to changing business issues, and satisfactory processing for corporate information. Challenging work that requires initial training, some decision-making, and upkeep of advanced skills is suggested. Work with exceptional levels of information overload may necessitate assistance and support training.



Working with Numbers measures a candidate's speed and accuracy in dealing with information derived from simple numbers.

Jack Campbell's Score - Jack Campbell is on the given benchmark and has average ability for Working with Numbers. Generally, this means reliable performance on number recognition tasks such as finding and recording data. Reasonable competence is also expected for estimates and basic arithmetic in percentages, totals, and averages. Advanced tasks such as interpreting financial reports or using business statistics will require training and support.



Working with Shapes measures a person's ability to imagine or project how something will work when organized or rearranged. These spatial visualization skills are important for activities such as interpreting and responding to diagrams, graphs and charts or in arranging objects for display or storage.

Jack Campbell's Score - Jack Campbell fits the given benchmark and has above-average ability for Working with Shapes. This frequently means fast and accurate shape recognition in tasks such as visualizing objects or relating symbols or diagrams to operations. Efficient arrangement of physical objects should also be expected. Exceptional spatial challenges such as using or creating complex diagrams might require training and support.

Best Practice Recommendations and Validity

Administration

Best practice protocol recommends that assessments be administered in a controlled environment. The accuracy of reports based on unsupervised assessments cannot be guaranteed. For high stakes decisions, consider having candidates take the Prevue Assessment in a controlled environment.

The Prevue Cognitive Reasoning Assessment limits the amount of time the candidate has to answer the questions in the Working with Numbers, Working with Words, and Working with Shapes sections of the assessment. If the candidate does not read the instructions or misunderstands this time restriction, the candidate could score lower than expected.

The online administration of the assessment will terminate if the candidate:

- Uses the keyboard to answer questions contrary to the written instructions.
- Uses the refresh or backspace keys while taking the assessment contrary to the written instructions.
- Voluntarily elects to exit the assessment

In any of these events, an unsupervised candidate can log back into the section of the assessment where the administration of the assessment was interrupted but only with the approval of the person who issued the invitation to the candidate. If the candidate previously reviewed that section, the candidate may therefore have an opportunity to improve his or her score in that section.

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, color, religion, gender, or national origin. The Prevue Assessment was designed and developed to conform to 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.