

Daugharty Group Inc.

Prevue Report

Selection

- Personal Development

Individual

Succession Planning

Working Characteristics

Short Form Personality

on

Mr. Jack Campbell

regarding the position of

Electrician

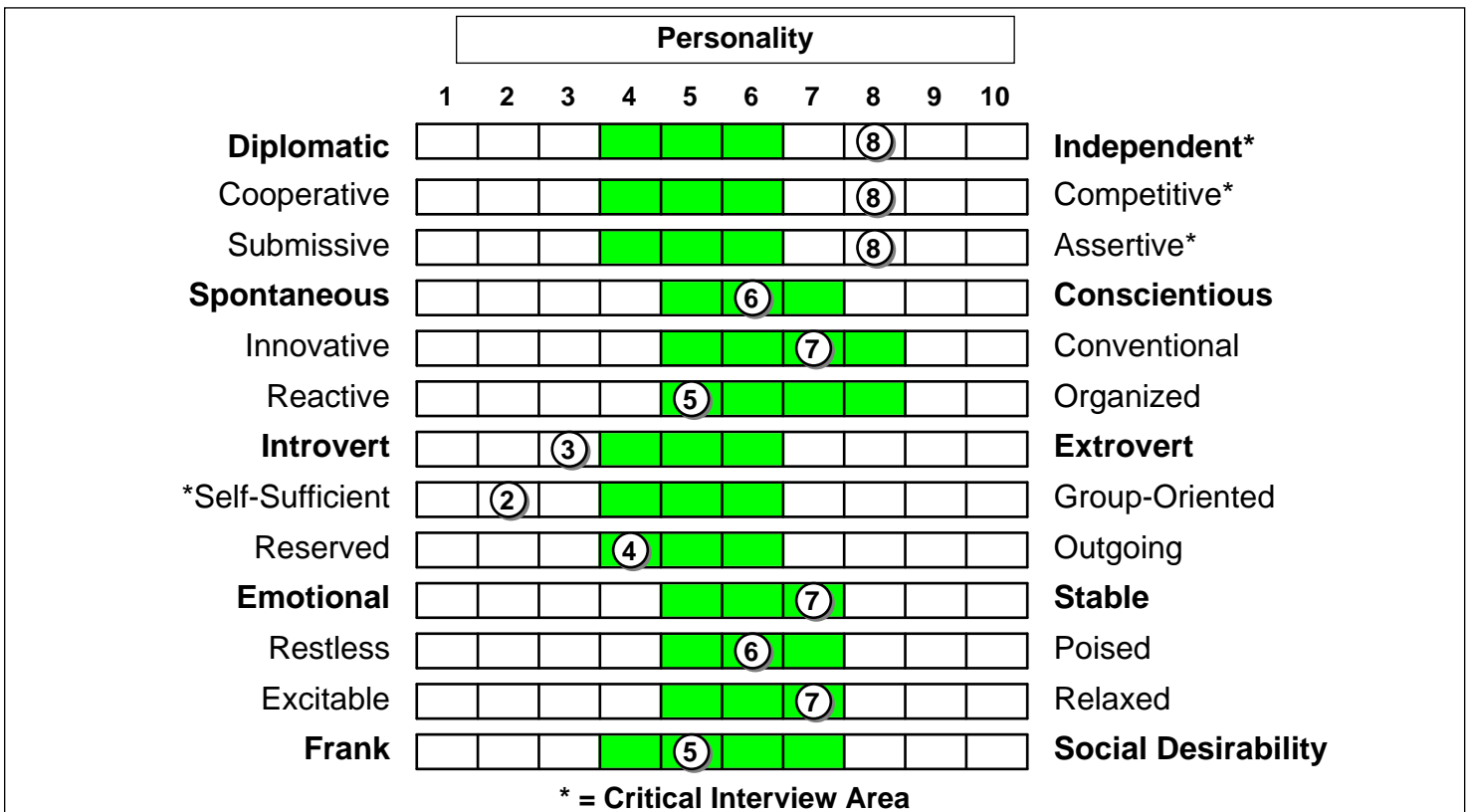
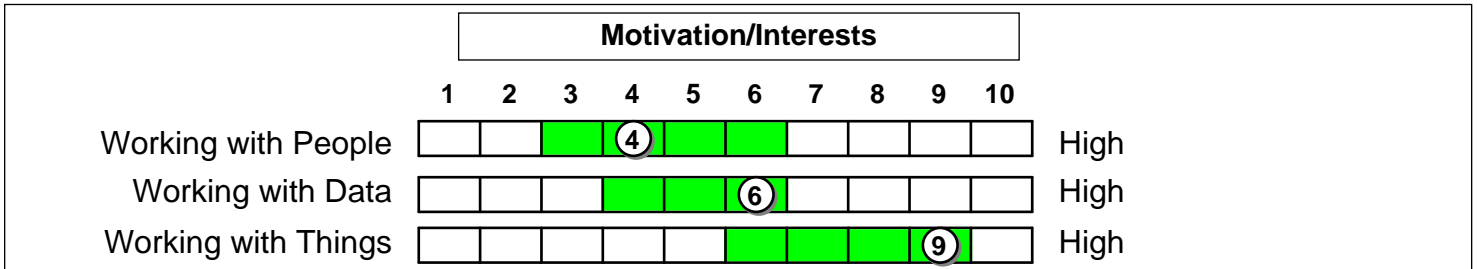
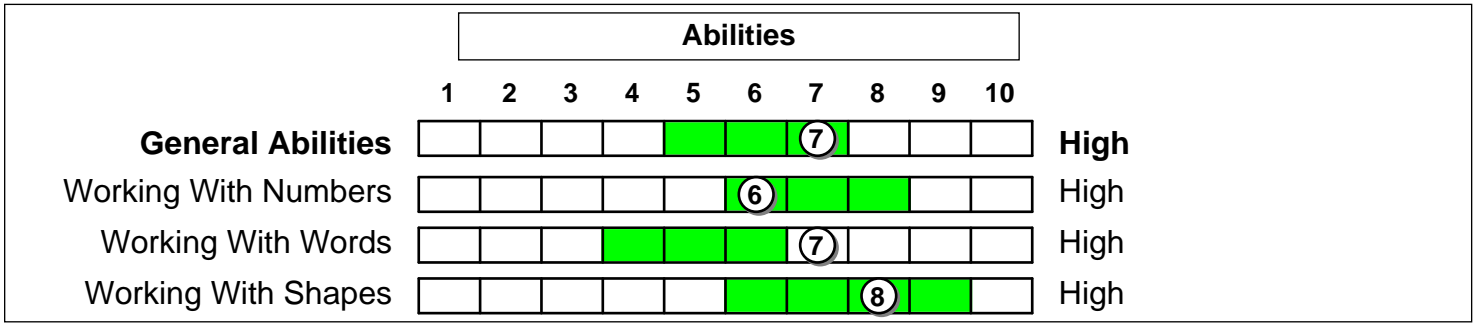
Wednesday, August 15, 2012



Prevue Benchmark

Jack Campbell

Electrician



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

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

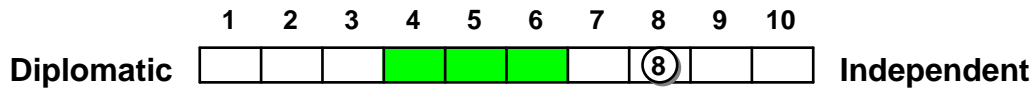
One of the challenges management faces in coaching and training individuals is the process of correctly identifying developmental needs. The Prevue Personal Training Report provides specific coaching and training information by simply matching Mr. Campbell's assessment to this Electrician benchmark.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

Critical Coaching Topics

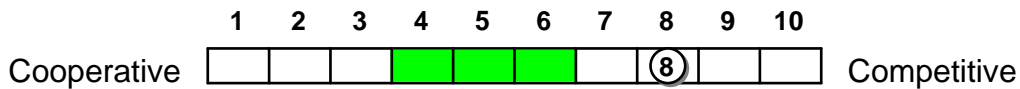
As part of this benchmark's design process, management resolved that certain **critical coaching or training topics** in relation to the Prevue sten graph are of significant importance to successful job performance. The benchmark suitability percentage score on the graph page has been modified accordingly.

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

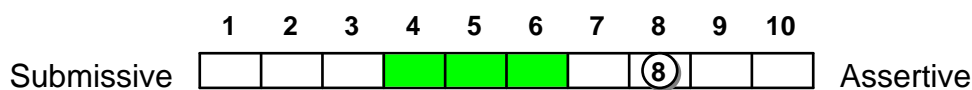
The following identify the relationship between these areas and the Prevue score.



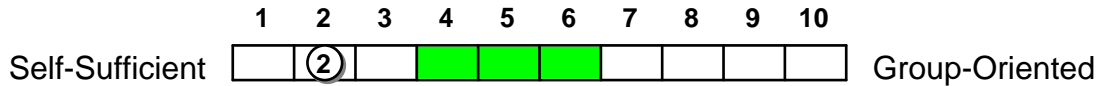
Mr. Campbell is ambitious and determined to be successful. He will be proficient at getting things done, but he may sometimes be insensitive to both clients and co-workers. Training should include analysis of specific abilities such as listening skills (to improve response to complaints or commentary)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



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



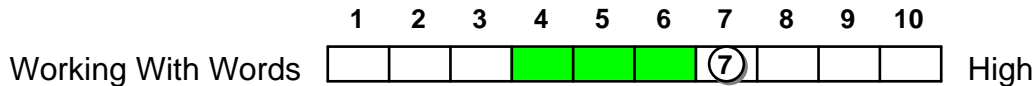
Mr. Campbell is rational, assertive, and outspoken. These good qualities but an Electrician should avoid being argumentative, both with clientele and co-workers. Coaching for Mr. Campbell should emphasize that, while he cannot control others, he can control his response to them. Mr. Campbell may benefit from considering tactful rather than forceful ways of expressing himself.



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

Coaching Areas Off the Benchmark

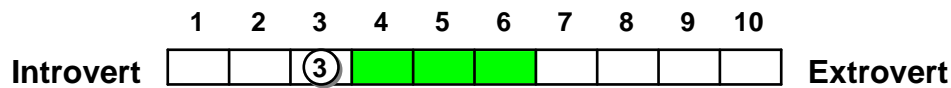
The following are areas where Mr. Campbell did not match this benchmark. A brief explanation of the benchmark and score result is followed by suggestions and statements which may assist you in coaching his future performance as an Electrician.



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

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

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



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

Total Person Description

Jack Campbell

Electrician

Note:

The Total Person is a combination of all the elements Mr. Jack Campbell completed in his Prevue Assessment.

Mr. Jack Campbell has superior spatial skills, coupled with above average skills with both numbers and words. He is best equipped for assignments that involve mental manipulation of shapes or objects. He will have no difficulty doing any work requiring visual imagery. He would also be quick to interpret and create multi-use graphs, to follow complex diagrams, to read blueprints, and to estimate space requirements. These tasks would allow Mr. Campbell to make the most of his excellent spatial reasoning. He is also well able to do challenging numeric assignments such as working with complex spreadsheets and data tables. His good ability with words means that moderately difficult paperwork and most writing assignments are well within his scope. With his versatile abilities, Mr. Campbell should be good at problem-solving and information processing.

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.

Individual Traits

Jack Campbell

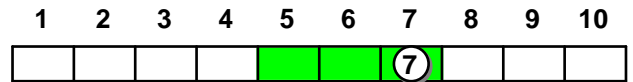
Electrician

NOTE:

The individual traits on the following pages are descriptions of Mr. Campbell's characteristics as determined by the Prevue Assessment. The 1 - 10 scoring scale used throughout the Prevue Assessment is called a sten scale. Sten simply means the standard tenth of a normal bell curve. Approximately 16% of the population would have sten scores in the 1 - 3, and 16% in the 8 - 10 ranges. The other 68% of the population will score in the middle ranges 4 - 7.

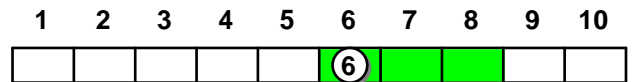
General Abilities

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.



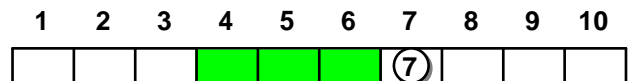
Working With Numbers

Mr. Campbell has an average capacity for numerical reasoning. This indicates that he is as able as most adult workers to deal with information derived from simple numbers.



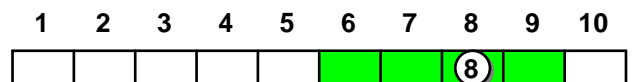
Working With Words

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.



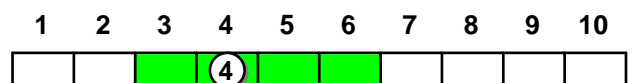
Working With Shapes

Mr. Campbell has excellent reasoning abilities when dealing with information that involves mentally manipulating shapes and objects. He will 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 shows an average level of interest in work that involves dealing with people. He is likely to prefer employment that involves a degree of contact with others. However, he is unlikely to want interaction with other people to be the major function of his work.



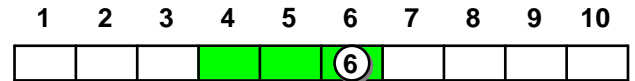
Individual Traits

Jack Campbell

Electrician

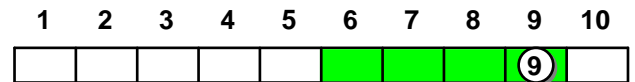
Working With Data

Mr. Campbell has some interest in working with data. Such a person will 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.



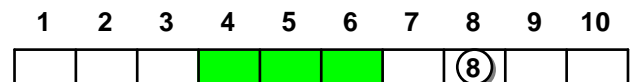
Working With Things

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.



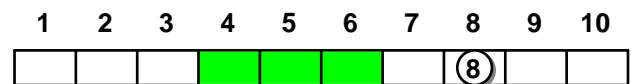
Diplomatic / Independent

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.



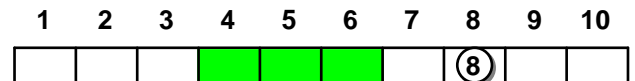
Cooperative / Competitive

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.



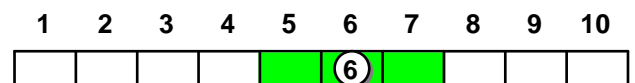
Submissive / Assertive

Jack Campbell is often straight forward, assertive and outspoken. He usually respects other opinions, yet is unafraid of confrontation. He tends to take control.



Spontaneous / Conscientious

This individual will be dependable, while striving to do things well in the most expedient manner. You will find that Mr. Campbell will consider the rules and work within them, rather than ignore or break them. This may lead to innovative solutions without making radical changes.



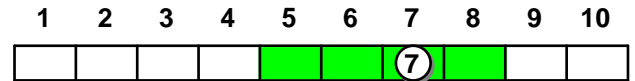
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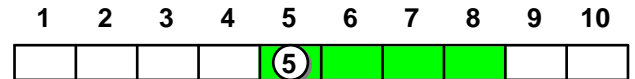
Innovative / Conventional

Mr. Campbell sees himself as an Electrician who is somewhat conventional. He can cope with change when necessary. Overall, Mr. Campbell will prefer the status quo to change.



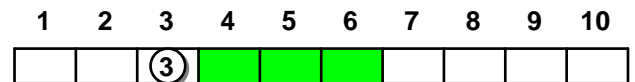
Reactive / Organized

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



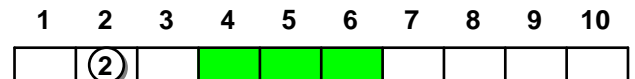
Introvert / Extrovert

This individual prefers his own company and working in a quiet, calm environment. Within a group, he is most likely to be an observer and rarely the center of attention. His social preference will be the company of a few close friends. Jack Campbell would be described by others as reserved.



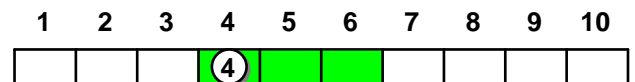
Self-Sufficient / Group-Oriented

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.



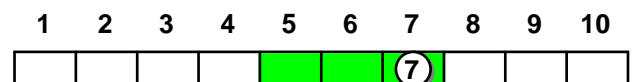
Reserved / Outgoing

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

As a relaxed and easygoing person, he is able to face most setbacks with calmness and ease. He rarely gets irritable or upset, as he is fairly secure in himself, and self-assured even under normal stress.



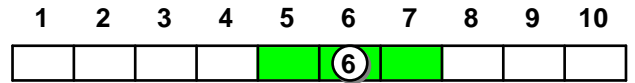
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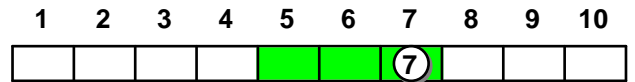
Restless / Poised

In the face of difficult situations, Mr. Campbell has an average balance between calm objectivity and any tendency to be upset and take things personally.



Excitable / Relaxed

Usually he is calm and relaxed in response to most situations. For the most part, such people are able to manage their problems without anxiety. It should not be difficult for him to cope with very demanding and high-pressure jobs.



Social Desirability

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



VALIDITY INTRODUCTION:

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

VALIDITY COMMENTARY:

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

BEST PRACTICE RECOMMENDATIONS:

- **Assessment Administration:** Best practice protocol recommends that assessments be administered to candidates in a controlled environment under the supervision of a proctor to ensure that:
 - The person who completes the Assessment is in fact the candidate;
 - A candidate's responses to the Assessment questions are not affected by collusion with others or by other actions that would invalidate the Assessment;
 - The supervisor is able to address unexpected conditions or problems affecting a candidate and to provide reasonable accommodation for candidates where required;

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

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

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