

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

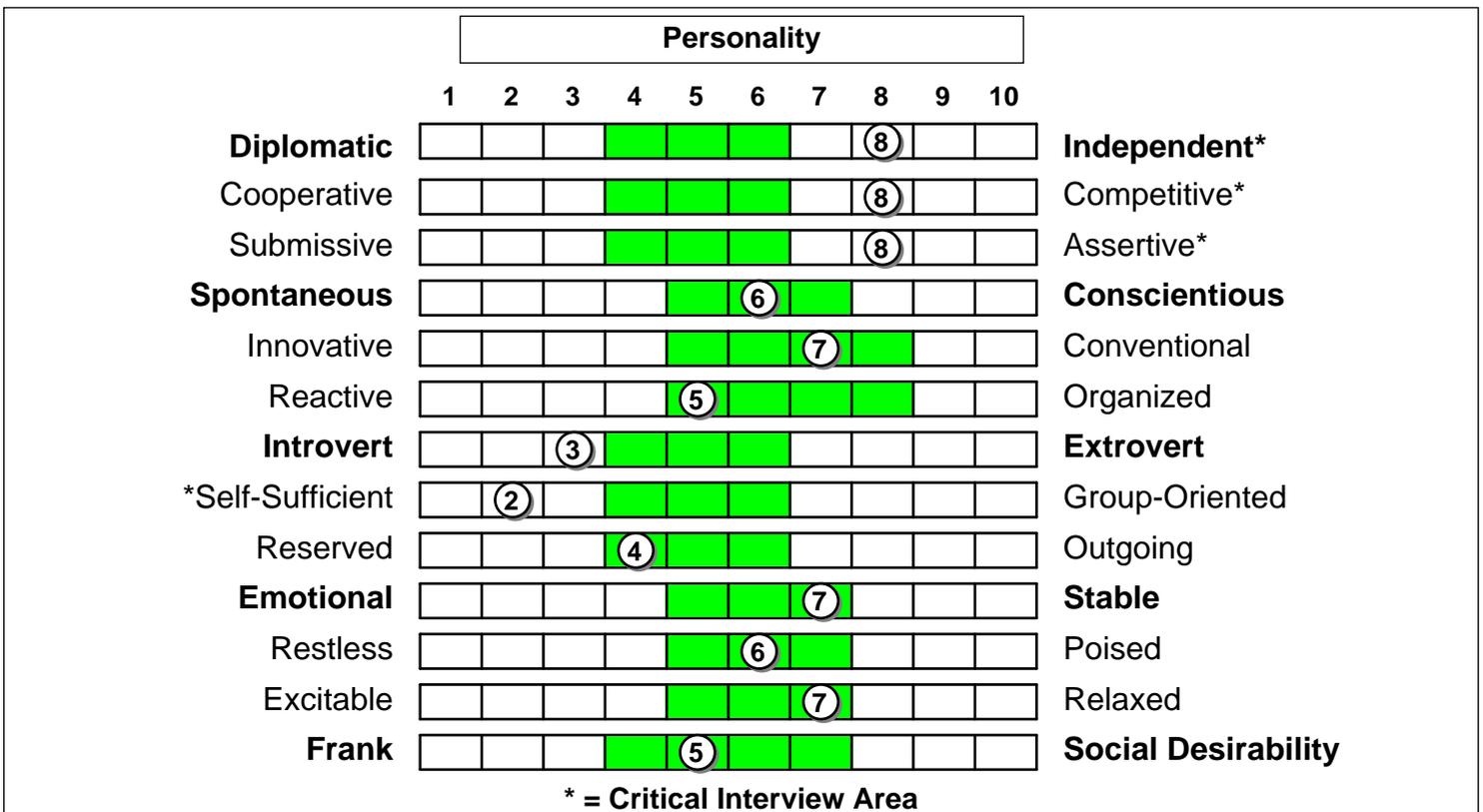
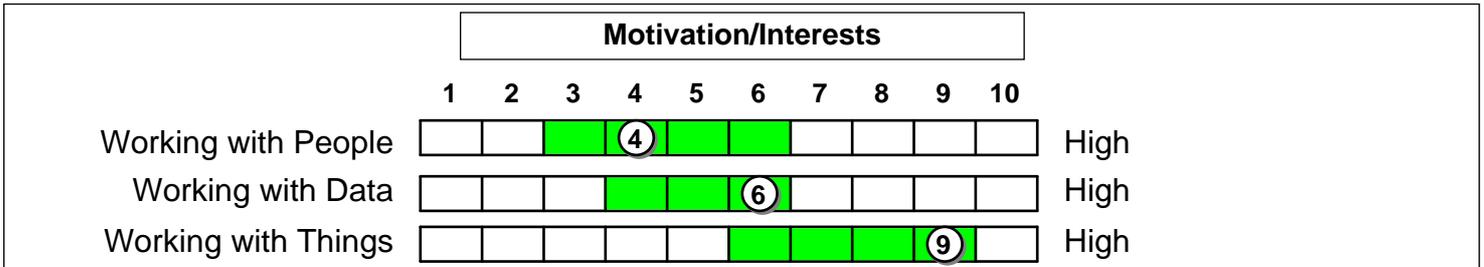
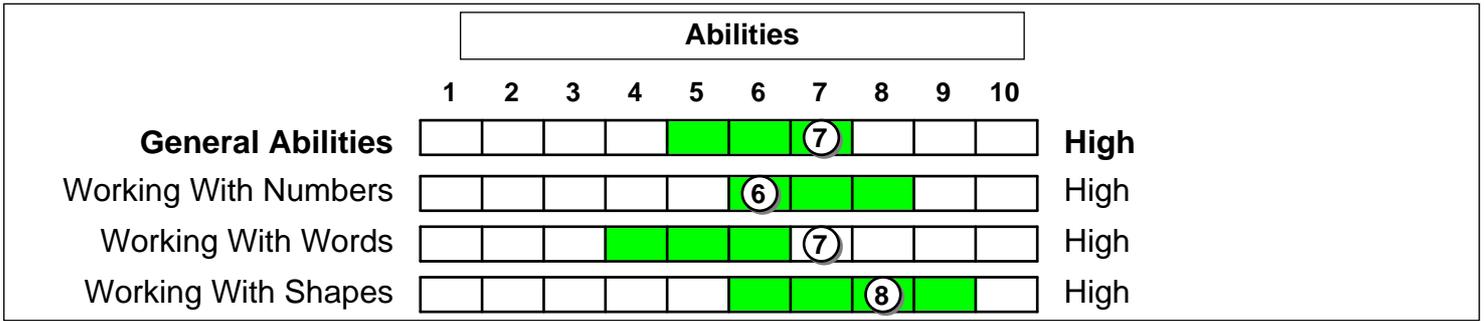
Wednesday, August 15, 2012



Prevue Benchmark

Jack Campbell

Electrician



A Prevue benchmark illustrates the required characteristics for this job 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. The following percentage reflects the degree of suitability of his scores when compared to this benchmark.

Prevue Job Suitability

The Prevue benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.

Benchmark Suitability

71%*

Planning the Interview

Your interview should be a formal meeting with the objective of assessing Mr. Campbell qualifications for this Electrician position. Planning for the interview should begin with an examination of any areas of confusion or concern identified in the previous steps in the selection process, including your review of his resume or reference checks. This background information, in conjunction with this report, will assist you in determining this candidate's overall suitability for this position.

How to Use the Prevue Assessment in the Interview Process

Good hiring and promoting practices require that the personality traits, interests and abilities of job candidates should be matched to those required for the job for which the candidate is being considered. This can be accomplished by creating a Benchmark of the characteristics that your experience has confirmed are required for the job and that are evident in people who may have prior success in the job. The more closely Mr. Campbell scores match the Benchmark, the higher is his suitability for that specific job. Scores that are off the Benchmark should provoke closer scrutiny.

Interview questions directed to specific on-the-job conduct will improve the selection process. In most cases you should customize these questions for this particular Electrician position. Mr. Campbell responses should be clarified with further behavioral questions until you are comfortable you can make a proper decision on his overall job suitability.

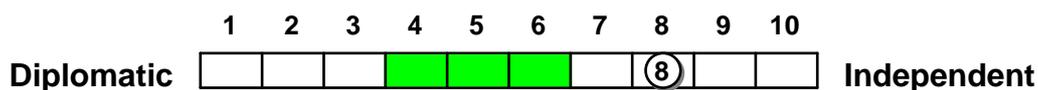
Critical Interview Questions

As part of this benchmark's design process, management resolved that certain **critical interview areas** of 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 fallen in a critical interview area. As a result, the following series of questions should be **the first questions asked in your interview.**

These critical interview areas are quite significant, therefore extra effort should be taken to understand Mr. Campbell's responses, and how they relate to his previous work history.

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



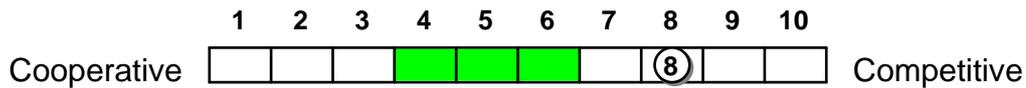
Jack Campbell is apt to be extremely competitive, single-minded, and determined to win at all costs.

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?

The Interview

Jack Campbell

Electrician



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.



Mr. Campbell appears to be an extremely rational, assertive, and outspoken person.

1. In a departmental meeting, when is reaching consensus not the best course of action?
2. Describe an example of a circumstance where it was important to change your mind and agree with the rest of your team.
3. How long does it typically take you to make work-based decisions?



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?

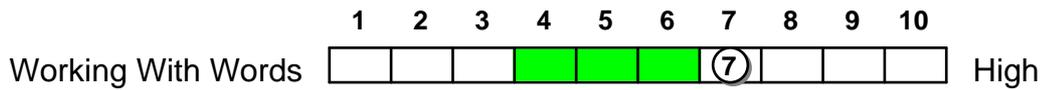
Areas Off the Benchmark

The following are areas where Mr. Campbell did not match this Electrician benchmark. A brief explanation of the score result and Benchmark is followed by suggested behavioral interview questions.

The Interview

Jack Campbell

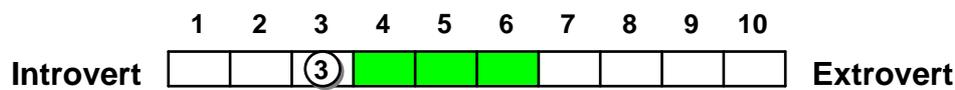
Electrician



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. However, consideration should be given to whether the position will provide sufficient challenge, stimulation and opportunity for Mr. Campbell.

A score below any of the Abilities Benchmarks could be significant. Such results suggest Mr. Campbell may have difficulty in quickly and effectively addressing and completing those aspects of the job where he is below the Benchmark.



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?

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.

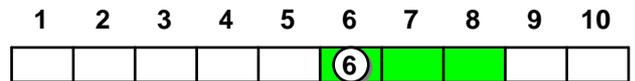
General Abilities

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.



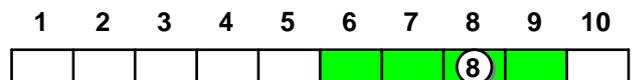
Working With Words

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.



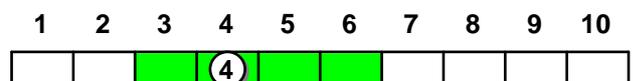
Working With Shapes

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.



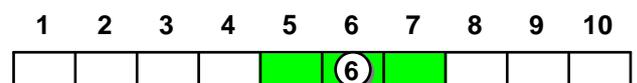
Submissive / Assertive

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.



Individual Traits

Jack Campbell

Electrician

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.



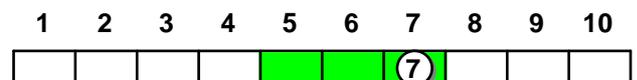
Reserved / Outgoing

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.



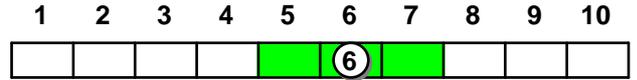
Individual Traits

Jack Campbell

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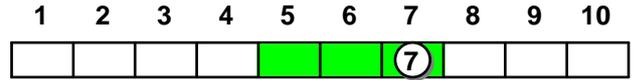
Restless / Poised

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.



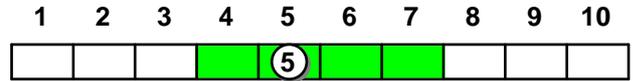
Excitable / Relaxed

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.

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on

Mr. Jack Campbell

Wednesday, August 15, 2012



Working Characteristics

Jack Campbell

This report provides additional information on certain Working Characteristics of Mr. Campbell. This summary will be significant for Managers, Supervisors, and Human Resource Professionals. The Working Characteristics are derived from personality traits as referred to in the Prevue Assessment. Distinct from the Prevue Benchmark, these work-related features help to answer questions such as:

- 1. Is Mr. Campbell inclined to take risks?**
- 2. Does he live to work or work to live?**
- 3. Does he prefer a fixed salary or flexible income?**

This information, in conjunction with the Prevue Assessment and the job interview, previous work history, and a background check, will assist with Human Resource decisions regarding Mr. Campbell.

Working Characteristics Summary

How does he want to be paid?	Prefers performance-based remuneration over a more modest but certain income.
How important is work to him?	Work is important, but not at the expense of home or family.
Does he make risky decisions?	Prefers to avoid ad hoc solutions and will want to think things through.
How does he deal with change?	Prefers to follow the tried and tested but recognizes change is sometimes required.
What is his perception of the world?	Tends to see opportunity and excitement in new ventures.

Working Characteristics

Compensation Preference

This Working Characteristic identifies whether Mr. Campbell is more motivated to work by either performance-based remuneration or a fixed wage or salary. This helps to determine if he will be satisfied with the remuneration this position offers. It will also expedite the design of a compensation package that will encourage his best performance.

Is Mr. Campbell better motivated by fixed salary or by an incentive remuneration program?

Prefers Salary Prefers Bonus

- Mr. Campbell prefers striving for performance-based remuneration rather than being on salary.
- He enjoys taking chances and likes the excitement of bonus or commission work.
- He will find ways to get around obstacles, even if that requires bending the rules.
- He does not always count the costs and can be difficult to manage.

Focus on Work

This Working Characteristic provides information on the importance of work for Jack Campbell. Some people define themselves by their work. They are often labeled workaholics. Others see work as a means to an end, rather than an end in itself. While such differences are not a function of personality, they are related to it. This Working Characteristic is particularly significant for assessing whether Jack Campbell will fit with the culture of the workplace or with the team that he may be assigned to.

Does Mr. Campbell live to work or work to live?

Works to Live Lives to Work

- Work is important to Jack Campbell but not at the expense of home or family.
- If conflicts arise between home and work, his personal life may take priority.
- Leading a full social and business life, he may sometimes be overextended.
- Long or irregular working hours could be a strain on this sociable person.
- The social skills he develops in his leisure activities should translate well to business.

Working Characteristics

Tolerance for Risk

This Working Characteristic indicates the likelihood of Mr. Campbell engaging in risky behaviors or actions. This attribute will be relevant in determining whether he can accommodate the decisions required in this particular job. It also provides insight regarding his fitness to be a member of an existing team.

Is Mr. Campbell likely to make risky decisions?

Not Risk Inclined Risk Inclined

- Although not given to risky behavior or quick decisions, Jack Campbell will act appropriately in a crisis.
- He will 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.

Preference for Change

Good performance in some jobs requires a quick response to fast changes, but efficiency in other positions depends on tolerance for routine and working carefully at a steady pace. This Working Characteristic explains where Mr. Campbell fits on the continuum between these diametric requirements.

Does Mr. Campbell prefer to work in rapidly changing circumstances or with a set routine?

Prefers Routine Prefers Change

- Mr. Campbell prefers tried and tested methods, but he recognizes change is sometimes required.
- He likes a well-defined schedule in a structured environment.
- He is inclined to be insular and may be disconcerted by confrontations or strident requests.
- He usually reacts well to rational changes in personnel or corporate structure.
- He typically adopts old policy for a new agenda rather than invent new policy.

Working Characteristics

Perception of the World

Jack Campbell's attitude to day-to-day events in the workplace is important to his overall job performance. This Working Characteristic identifies whether he will approach problems and issues with optimism or with caution. The job itself defines which approach is appropriate.

How does Mr. Campbell perceive and approach problems and events?

Sees Drawbacks Sees Opportunities

- Jack Campbell tends to see opportunity and excitement in new ventures.
- He generally sees the world as a safe place with manageable dangers.
- He reacts quickly to problems partly because he does not fear the consequences of fast action.
- He will readily try new methods to boost performance and productivity.
- He will not adopt uncommon practices merely because they are novel: he must be persuaded they are also timely and effective.