

The logo consists of the letters 'PSI' in a bold, green, sans-serif font, centered within a grey square. This square is enclosed by a thick green border that has a slight 3D effect, with a darker green shadow on the left and bottom sides.

PREVUE Pre-employment Program

Candidate : - **DAVID ANDERSON**

Company: - ABC Industries

Position: - Sales Representative

Date: - October 1, 2010

PREVUE SUCCESS INDEX - MANAGEMENT REPORT -

- **PREVUE SUCCESS INDEX - ANALYST COMMENTARY**
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CONFIDENTIAL

SAMPLE REPORT

- ANALYST REVIEW & COMMENTARY -

Examinee: David Anderson
Company: ABC Industries
Job Title: Sales Representative
Date: 10/01/10
Basic Prevue Benchmark Rating: 68.00 Very Good

Analyst Rating Considerations:

Low level Word aptitude.
Education meets or exceeds minimum requirements of the job.
Job history within normal range.
Work experience within normal range.
Above Average Numerical Aptitude.
Well developed People Skills.
Well developed capacity for working with data and reports.
Well developed aptitude for working with machinery & equipment.

- TOTAL ANALYST-LINK RATING - **

Category: **Sales** 63.69 *Acceptable*



Achievement	Task	Sales Focus	Diligence	Total
65.25	77.00	55.00	67.50	66.19

VALIDITY: Above Average. Assessment should be considered highly valid.

** Analyst-link rating includes Prevue job suitability rating plus analyst reviews using statistical job specific averages.

Notes:

UNDERSTANDING THIS REPORT

IMPORTANT: The Analyst-Link Commentary analysis that follows uses the Prevue Benchmark for this position along with a review by our analysts, taking into account, education, work-history, stability, intelligence, and other factors. Whilst the Prevue rating is totally benchmark driven and may contain highly focused organizational preferences, the Analyst-Link rating compares the examinee to successful people in a similar type of job using PSI National Statistical Averages. The Analyst-link rating evaluates overall job suitability in an impartial and global manner. The Analyst-Link rating will often be higher or lower than the Prevue Benchmark rating.

■ THE PURPOSE OF THIS REPORT:

The Prevue Pre-employment program is designed to provide information that will assist the hiring manager in understanding the candidate's unique profile. It provides management with the insight to better understand the candidate's approach to the job, the company, and the work environment. The Prevue report also provides insight into the candidate's personality and a wide range of important work related characteristics. Properly matching the candidate to the job is beneficial to the organization and to the candidate as job matching virtually ensures job satisfaction, reduces turnover, and is a catalyst for high levels of performance and productivity.

■ BENCH MARKING:

The Job Suitability Survey submitted by management is used to define the behavioral, motivational, and skill requirements of the job and create the percentile rank showing JOB SUITABILITY. The acceptable range for each trait or competency is shaded. Special attention should be paid and the interview should be focused on any trait where the candidate tests below, or is less than the benchmark for the job. Likewise, carefully examine traits that are far in excess of the requirements of the job (two points or more) to make certain the candidate will be comfortable within the constraints of the job.

■ THE INTERVIEW PROGRAM:

This report includes a series of Interview Questions that are custom designed and specific to the candidate. Management should use the recommended questions as a guide and focus on those most important to success on the job. The quantity and level of intensity of the interview questions should vary depending on level of responsibility required by the job. Make careful notes of the candidate responses.

■ INDIVIDUAL TRAITS, COMPETENCIES, AND ATTRIBUTES:

This section is self explanatory. Focus on any comments where the candidate either does not meet the requirements of the job or the behavior is contrary to the job or there are indications the candidate may not fit within the Corporate Culture.

■ WHERE DOES THE INFORMATION IN THIS REPORT COME FROM?

The information in this report is derived from the candidate's responses to the assessment. This evaluation is comprised of the personality and interest inventories from the validated and reliable ICES Plus Assessment test, a psychometric test battery developed in the early 1990's by View Assessments International under the direction of Dr. David Bartram, one of the world's leading psychometricians. The ICES Plus Assessment is the cornerstone of a number of respected and established employment and vocational assessments. These products have been used to assess more than one million people in North America alone.

BEHAVIORAL PROFILE CATEGORY ANALYSIS
David Anderson

MOTIVATION - DRIVE

Drive to Succeed	80.00
Innovative - Out of the box thinking	85.00
Unafraid to go it alone.	20.00
Overall Approach to the job	60.00
TOTAL Motivation - Drive	61.25 Average

LEADERSHIP:

Team and Group Oriented	80.00
Assertive - Strong willed	80.00
Assertive, in control	80.00
Independent but may lack tact & diplomacy	80.00
Well developed People Skills.	80.00
Seeks Solutions	80.00
Unafraid to make significant decisions	73.33
Frank, forthright, direct.	40.00
Poised, thoughtful, political.	30.00
TOTAL Leadership	69.26 Very Good
TOTAL Achievement/Leadership	65.25 Normal Range

TASK ORIENTATION:

Above Average Numerical Aptitude.	60.00
Ability to work with Data & Reports	70.00
Working with things	85.00
Overly organized, seeks perfection, exacerbating.	90.00
Highly conscientious, careful with details	80.00
TOTAL Task	77.00 Above Average
Cognitive Reasoning - IQ	0.00
Total Task Orientation	77.00 Above Average

COMMUNICATIONS:

Emotional Intelligence rating not applicable	0.00
Outgoing/Engaging/Social	45.00
Low level Word aptitude.	40.00
Ability to interact with & influence others	80.00
TOTAL Communication	55.00 Normal Range

SALES TRAITS - Persuasive and Influential:

Presentations	67.50	
First Impression with new prospects	30.00	
Highly competitive, Achievement driven.	80.00	
Situationally Extroverted, Outgoing.	60.00	
Closing Ability	66.67	
Generally Outgoing	50.00	
Ability to Prospect/seek new business	38.81	
Overall Sales Focus	65.85	Normal Range
Sales Strategy Index	0.00	
TOTAL Sales & Influence Traits	65.85	Normal Range

DILIGENCE - RELIABILITY:

Overly organized, seeks perfection, exacerbating.	90.00	
Perfectionistic, may create bottlenecks.	90.00	
Conventional, Sequential thinking.	20.00	
Stable, Steady	70.00	
TOTAL - Diligence	67.50	Normal Range
Reliability Register	0.00	
TOTAL Diligence/Reliability	67.50	Normal Range

GROUP INTERACTION:

Independent	20.00	
Competitive	80.00	
Generally Outgoing	50.00	
Socially adept	60.00	
	80.00	
TOTAL Group/Team Interaction	58.00	Normal Range

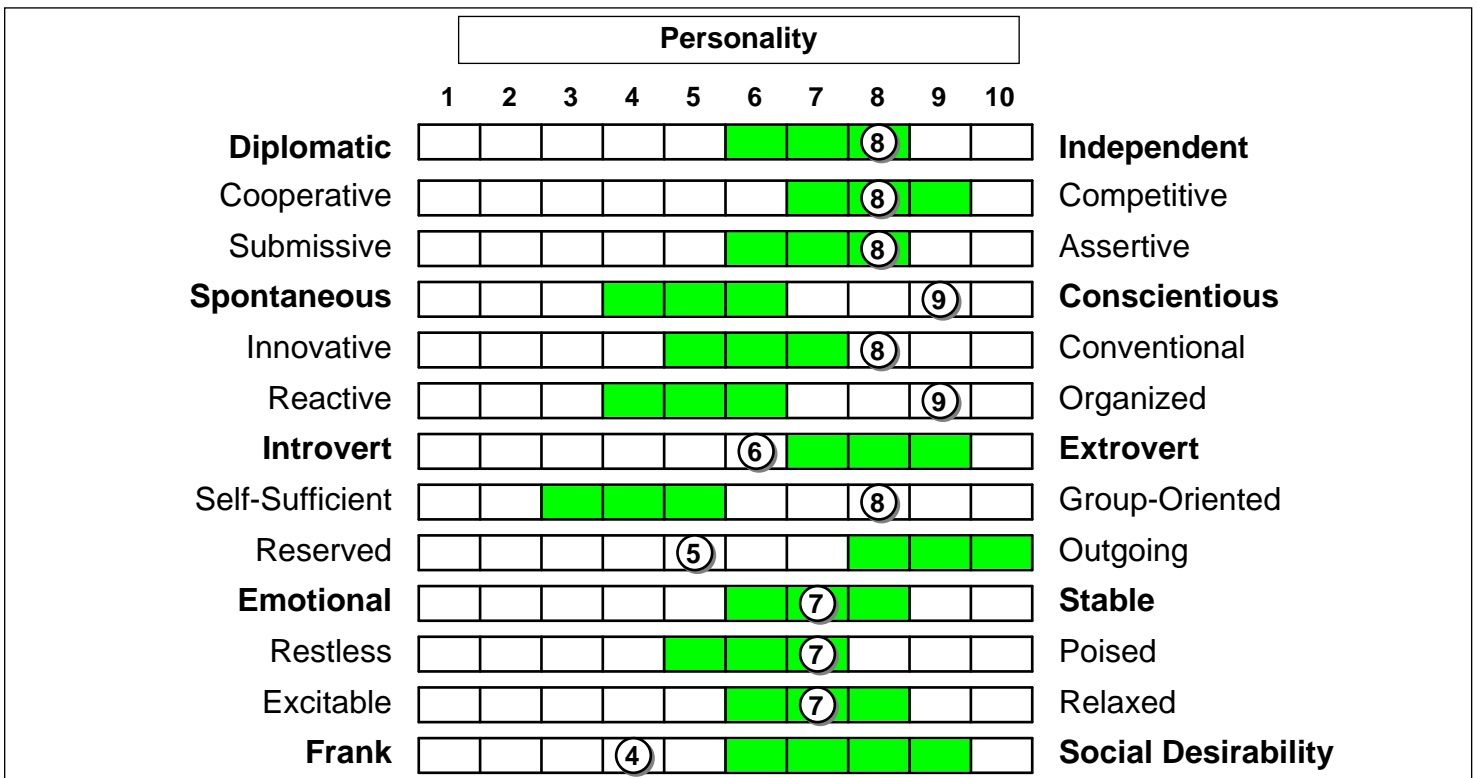
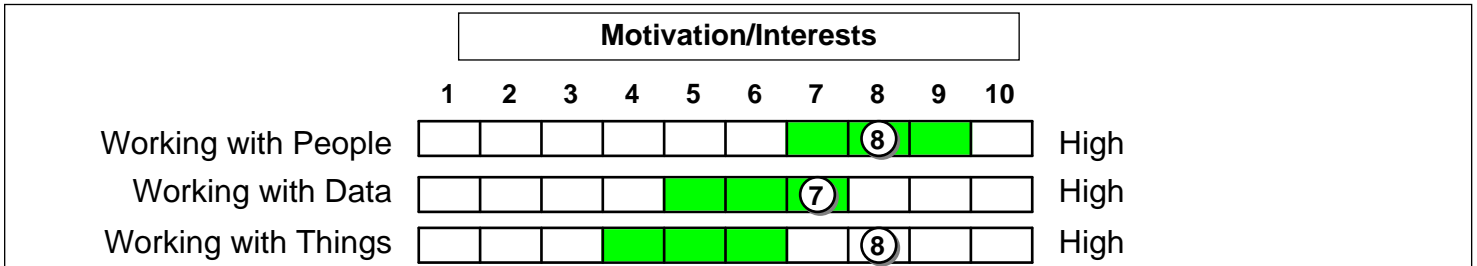
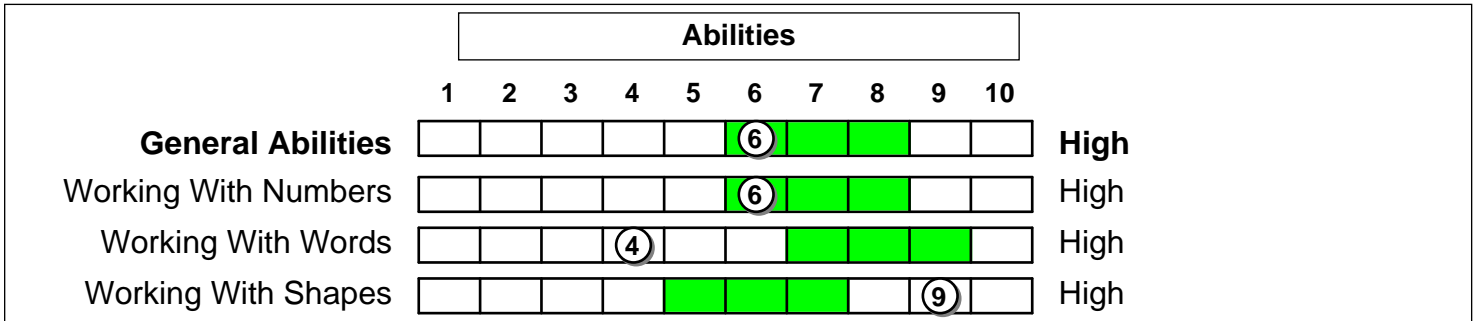
STATE of MIND:

Spontaneous/Erratic		
Reactive not Proactive		
Extroverted		
Overly Reserved		
Emotional		
Restless	70.00	Discuss.
Excitable	70.00	Discuss why?
Submissive, Non-participative		
TOTAL State of Mind	70.00	Stress + Job Dissatisfaction

Prevue Benchmark

David Anderson

Entrepreneurial Sales



A Prevue benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this Entrepreneurial Sales position. The number on each scale is David Anderson'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

68%

Planning the Interview

Your interview should be a formal meeting with the objective of assessing Mr. Anderson qualifications for this Entrepreneurial Sales 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. Anderson 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 Entrepreneurial Sales position. Mr. Anderson responses should be clarified with further behavioral questions until you are comfortable you can make a proper decision on his overall job suitability.

Areas Off the Benchmark

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

	1	2	3	4	5	6	7	8	9	10	
Working With Words				④							High
Working With Shapes									⑨		High

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

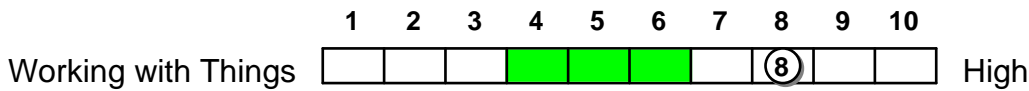
A score above any of the Abilities Benchmarks will not generally be detrimental to overall performance. However, consideration should be given to whether the position will provide sufficient challenge, stimulation and opportunity for Mr. Anderson.

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

The Interview

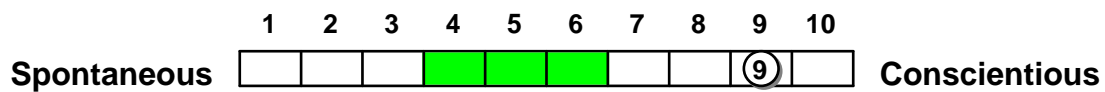
David Anderson

Entrepreneurial Sales



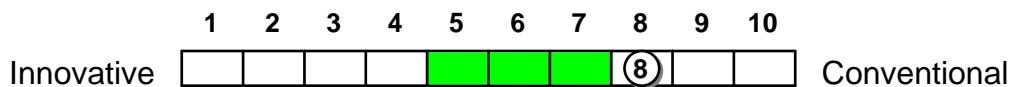
Mr. Anderson expresses a high level of interest in work which deals with inanimate objects such as electronic devices, machinery, tools, and equipment.

1. Describe which aspects of this Entrepreneurial Sales job that deal with equipment are of particular interest to you.
2. Explain, by example, how you have used technology to make your previous job easier.
3. Describe the most complicated piece of machinery that you have operated.



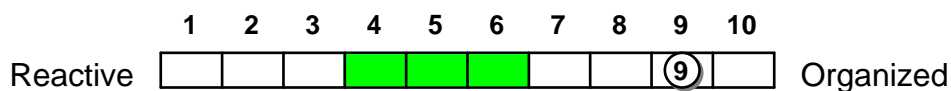
Mr. Anderson is likely to be extremely conscientious, well organized, tidy, and detail conscious.

1. Recall a typical work situation that caused you to vary from your normal routine.
2. Describe the various ways you manage your time.
3. During your workday we expect many occasions to occur when you will have to 'think on your feet'. Describe how you have accommodated these types of situations before.



Mr. Anderson is likely to be very conscientious, meticulous and reliable.

1. Describe the most innovative systems change you have accomplished in order to make your job easier.
2. You seem to be a meticulous and conscientious person. Give a recent on-the-job example of how you made sure that everything that needed to get done for a specific project was done on time.
3. Explain the various practices you have put in place to insure that you track the progress of your work.



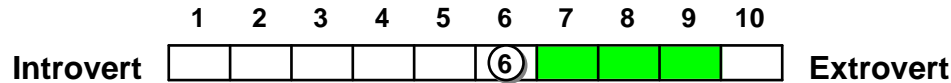
Mr. Anderson regards himself as being a very well-organized tidy person, who works from a controlled and rational base.

1. Describe how you keep track of ongoing projects.
2. Explain how you approach a work situation that you have not had enough time to prepare for properly.
3. How do you organize your workspace?

The Interview

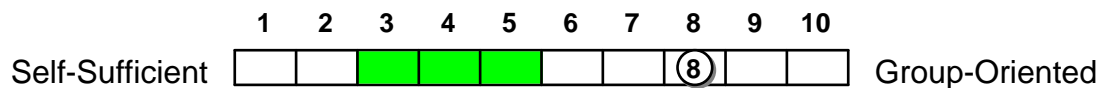
David Anderson

Entrepreneurial Sales



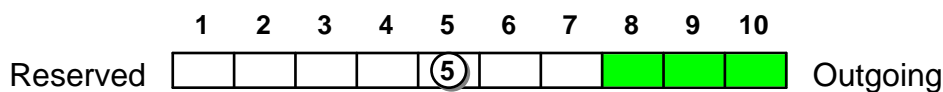
Mr. Anderson is usually stimulated by people.

1. Describe a work-related situation where you felt you had to induce people to work together. How did you accomplish that?
2. Describe the social characteristics of this Entrepreneurial Sales position that appeal to you.
3. What kind of work situations do you prefer?



Mr. Anderson is a very sociable person who actively seeks out a lively environment where he can meet lots of people.

1. Describe the advantages of working in noisy, active places.
2. Describe the business-related groups, clubs, or activities you are involved with.
3. How often do you work independently?



Mr. Anderson describes himself as someone who is fairly quiet and reserved, preferring infrequent periods of social contact.

1. Please give me some examples of the techniques you use to establish rapport with a fellow employee.
2. Describe the type of work environment that you find the most unproductive.
3. Describe the recent job routine changes you felt it was necessary to make.

Total Person Description

David Anderson

Entrepreneurial Sales

Note:

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

Mr. David Anderson has superior spatial skills, above average numeric skills, and average verbal skills. 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. Anderson 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 average ability with words means that common paperwork, most office duties, and some writing are within his scope. He should learn most new tasks quickly and only written work will require extra effort. Mr. Anderson has good skills and will perform best when his environment and work practices change slowly.

Mr. Anderson is happiest when working with people and also very interested in operating machinery or tools. In addition, he has a strong inclination to work with data, to collect, organize, and analyze information. Nonetheless, he prefers a direct, hands-on approach to problem-solving whenever possible. David Anderson should work in a populated, social environment where he can interact with others and use tools or technology. Regarding computer tasks, because he enjoys performing tasks that require tools or machines, he is better suited to use as many peripheral devices as possible. Being intensely interested in people, he would prefer direct communication with others via Internet connections, E-mail, and word processing. Having a marked interest in data, he would also enjoy working with spreadsheets, databases, or any detailed paperwork. For maximum performance, any long-term assignments for David Anderson should include contact with people. Because of his good motivation to work with all three major factors in the workplace, he should enjoy a wide range of occupations.

Mr. Anderson 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, David Anderson is driven to succeed and will work hard to reach his goals.

David Anderson works in a conventional, meticulous way and is completely reliable when following established practices, but he may find it difficult to adapt to new or rapidly changing circumstances. He prefers to have a well-thought-out plan before beginning any project. He values punctuality, and may resent tardiness in others or unexpected changes in the schedule. Dealing with spontaneous events will be frustrating for him. He prefers working with proven procedures and established policies, and is uncomfortable in unstructured situations, although he will strive to bring order out of chaos. Mr. Anderson can deal with procedural changes if they are carefully explained and justified. Ultimately, he wants to get the job done and will work hard to achieve his goals.

David Anderson enjoys the attention of others in a lively environment. As a team member, he will contribute readily but he needs time alone to reflect on his efforts and plan his offerings. He enjoys meeting new people and exploring new ideas. He often acts impulsively and long-term assignments must include variety or else he will lose interest. Mr. Anderson will not tolerate a great deal of monotony and he will thrive on challenging assignments, particularly if these contain an element of risk.

Total Person Description

David Anderson

Entrepreneurial Sales

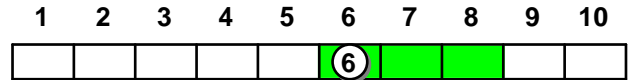
David Anderson is generally rational and calm. He can take criticism quite well and, because he strives to be objective, he is usually able to shrug off rejection and continue with his work. Most times he is relaxed and able to cope well with pressure but can become anxious when things do not go well.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

NOTE:

The individual traits on the following pages are descriptions of Mr. Anderson'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.

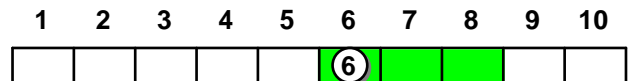
General Abilities

David Anderson has a level of speed and accuracy in reasoning and problem solving that indicates he is as able as most other adult workers. He can learn and absorb new information without too much difficulty. He is efficient working in an environment that makes reasonable demands, however, under high levels of mental work load, he may find it difficult to cope.



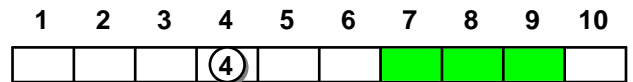
Working With Numbers

Mr. Anderson 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.



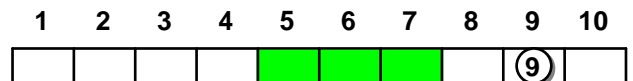
Working With Words

A sten score of four indicates a low average ability for working with words. People with this capacity are likely to be reasonably competent in dealing with written material, and their learning speed could be acceptable. When under time pressure they are more likely to make mistakes.



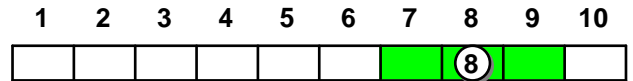
Working With Shapes

This indicates exceptional skills in spatial ability when compared with other adults in the general working population. Mr. Anderson has excellent capacity in both speed and accuracy when reasoning with information that involves thinking about 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.



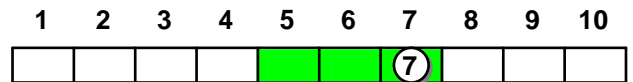
Working With People

Mr. Anderson is likely to be very interested in work that involves considerable contact with people. This may be at a complex level rather than just making contact. People with scores in this range are unlikely to feel satisfied in jobs in which interaction with people does not play a significant role.



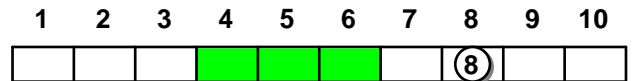
Working With Data

Mr. Anderson has an above average interest in working with data. Such a person may relate this interest in data to its application in working with people and/or machinery and equipment. They would be unlikely to enjoy a position that did not provide an opportunity for this type of work.



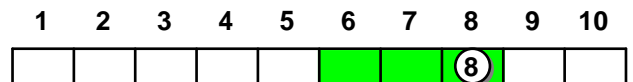
Working With Things

David Anderson has a 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 designing, managing or working with things.



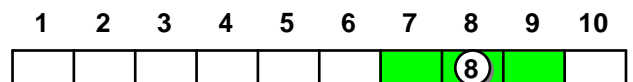
Diplomatic / Independent

Mr. David Anderson 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. Anderson 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.



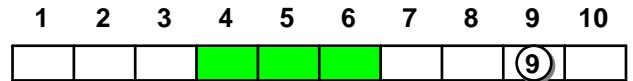
Submissive / Assertive

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



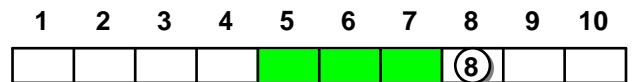
Spontaneous / Conscientious

This individual has a strong moral code and adheres to traditional methods and values. He will always follow rules, established procedures and policies, therefore, he can be a dependable and detail-conscious employee. He is likely an adapter rather than an innovator, with a preference for tidiness and being well prepared.



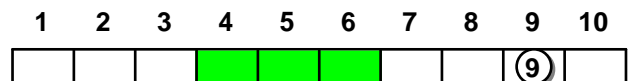
Innovative / Conventional

Mr. Anderson sees himself as an Entrepreneurial Sales who abides by rules, and whose work will be structured. He behaves conventionally, and strives to preserve existing standards. David Anderson will produce his best work in a climate where the structure is clear and unambiguous.



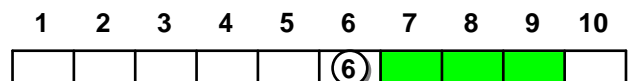
Reactive / Organized

This individual is well organized and meticulous, preferring to plan ahead while thinking through all possibilities before acting. An Entrepreneurial Sales like this expects everything in it's place.



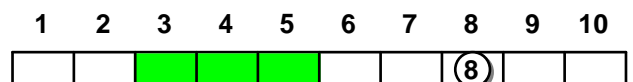
Introvert / Extrovert

Individuals like Mr. Anderson show moderate levels of enthusiasm and liveliness, contributing to social interaction without drawing undue attention to themselves.



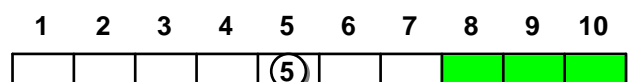
Self-Sufficient / Group-Oriented

He is a sociable person who desires to be supported by others in a lively environment. A quiet time alone to reflect and recover is the exception rather than the rule. He is also happiest in work situations where he has considerable contact with others.



Reserved / Outgoing

David Anderson will occasionally choose the situations in which he will take center stage. He can be fairly talkative and outgoing, and will prefer some variety in his work.



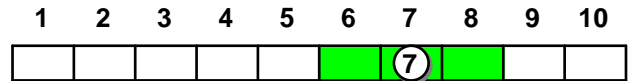
Individual Traits

David Anderson

Entrepreneurial Sales

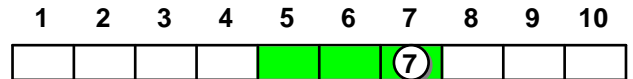
Emotional / Stable

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.



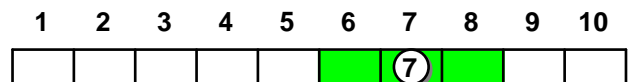
Restless / Poised

David Anderson is fairly calm and unruffled. An Entrepreneurial Sales like this will remain objective in all but the most difficult work related situations.



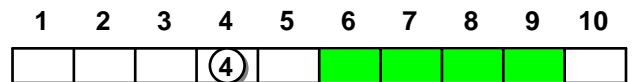
Excitable / Relaxed

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

Given this level of score, there is reason to believe that Mr. Anderson has 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 3.
- 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.

WORKING CHARACTERISTICS

- **APPROACH TO THE WORK ENVIRONMENT**
REVIEW TO MAKE CERTAIN THE APPROACH TO THE WORK ENVIRONMENT IS CONSISTENT WITH THE REQUIREMENTS OF THE JOB.

NOTES:

If this candidate is hired submit the On boarding & Orientation voucher that follows.

Working Characteristics - Page 1

Working Characteristics

David Anderson

This report provides additional information on certain Working Characteristics of Mr. Anderson. 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. Anderson 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. Anderson.

Working Characteristics Summary

How does he want to be paid?	Prefers a modest salary with a good bonus or commission plan.
How important is work to him?	Emphasizes work more than outside activities.
Does he make risky decisions?	Prefers to avoid ad hoc solutions and will want to think things through.
How does he deal with change?	Enjoys challenges and change but wants some order and regularity.
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. Anderson 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. Anderson better motivated by fixed salary or by an incentive remuneration program?

Prefers Salary Prefers Bonus

- Mr. Anderson enjoys gambling on performance goals, but he also wants some regular income.
- A modest salary with a good bonus or commission plan should suit him well.
- While enjoying the excitement of incentive-based earnings, he will not be inclined to risk things of real importance.
- He likes the challenge of new ventures as long as he can think things through and be ready for potential problems.

Focus on Work

This Working Characteristic provides information on the importance of work for David Anderson. 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 David Anderson will fit with the culture of the workplace or with the team that he may be assigned to.

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

Works to Live Lives to Work

- He takes pride in professional accountability, putting greater emphasis on work than most other activities.
- He is not so zealous as to let his career precede all aspects of his life, but he will try to get the job done, even if this inconveniences friends and family.
- He will rationally prioritize work versus family or leisure activities on the basis of their importance.
- Leading a full social and business life, he may sometimes be overextended.
- The social skills he develops in leisure activities should translate well to business.

Working Characteristics

Tolerance for Risk

This Working Characteristic indicates the likelihood of Mr. Anderson 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. Anderson likely to make risky decisions?

Not Risk Inclined Risk Inclined

- Although not given to risky behavior or quick decisions, David Anderson 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. Anderson fits on the continuum between these diametric requirements.

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

Prefers Routine Prefers Change

- Mr. Anderson enjoys challenge and change but wants some order and regularity.
- He likes an efficient organization, but he will chafe under narrow guidelines.
- He can do routine work as long as he is free to develop new concepts.
- He will likely adapt well to new trends, given that these are improvements.
- He will react proactively to change. He does not value change simply for its intrinsic excitement.

Working Characteristics

Perception of the World

David Anderson'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. Anderson perceive and approach problems and events?

Sees Drawbacks Sees Opportunities

- David Anderson 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.

On-Boarding & Orientation

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Candidate : - **DAVID ANDERSON**

Company: - ABC Industries

Position: - Sales Representative

Date: - October 1, 2010

SAMPLE REPORT