

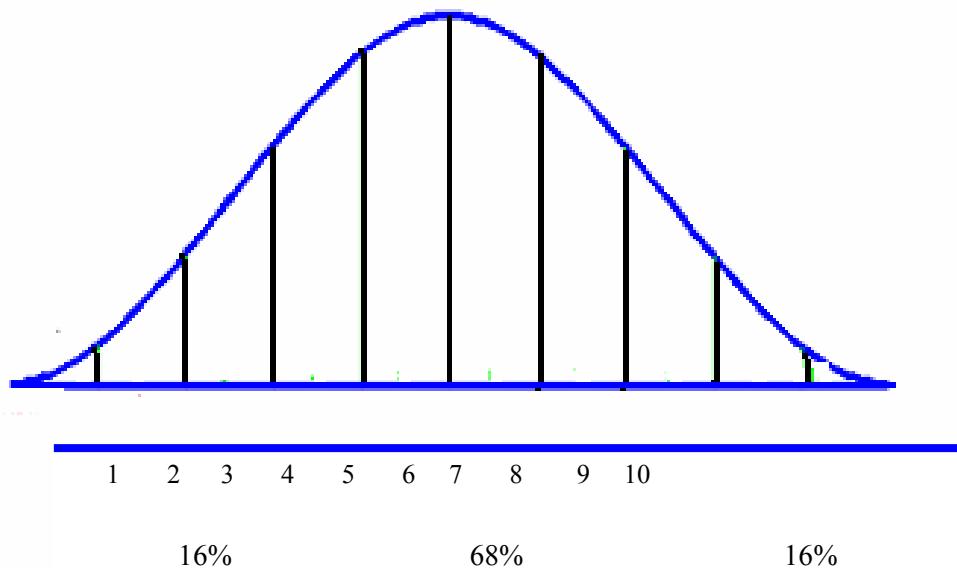
UNDERSTANDING THE PREVUE ASSESSMENT

A. The Prevue Assessment

The Prevue Assessment is a scientifically-designed method for measuring work-related characteristics and matching people with occupational responsibilities. It is used by government and industry to identify the necessary training and staffing requirements of the work force by determining the general abilities, motivation/interest, and personality characteristics of their candidates.

B. The Measurement Scale

The scoring grid used is a Sten Scale. Sten means the standard tenth of a normal bell curve as shown below. *This scale compares abilities, interests and personality traits with those of the general population.* The scoring grid on the Prevue Summary Page currently represents a compilation of twenty (20) bell curves to demonstrate how each score compares to the general population's. Please note only 16% of the population will score in either the 8,9,10 or 1,2,3 range. However, 68% of all people will have results in the 4,5,6,7 range. For example, a 10 score indicates the people in the top 2.5% of the general population.



ABILITIES

GENERAL ABILITY measures a person's capacity to deal with ideas, to solve problems and to assimilate new information. It is an indication of how well a person thinks ahead to anticipate the effects of actions and decisions and how quickly he or she learns.

LOW

1 2 3 4 5 6 7 8 9 10

HIGH

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Working with Numbers is an evaluation of numerical reasoning ability. It shows how well an individual reasons with new information, data and numbers. It indicates ability to think logically and solve problems.

Low

1 2 3 4 5 6 7 8 9 10

High

People who will be likely to take longer than most other people in dealing with information that is derived from simple numbers.

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People who have an extremely high learning speed and capacity when dealing with information that is derived from simple numbers.

Working with Words relates to reasoning with and using written language effectively. It is an indication of written communication skills.

Low

1 2 3 4 5 6 7 8 9 10

High

People who are likely to take longer and be less accurate when dealing with information that involves words and written material.

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People who have the highest level of ability to use language as a vehicle for reasoning and problem solving.

Working with Shapes has to do with spatial skills, or how well a person is able to manipulate objects, both physically and visually. It is an indication of a person's ability to think in three dimensions.

Low

People who are not competent in mentally manipulating or visualizing shapes.

1 2 3 4 5 6 7 8 9 10

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High

People who are in the top percentile in both speed and accuracy when reasoning with information that involves manipulating shapes and objects.

MOTIVATION/INTEREST

These three evaluations reveal a person's interest and what they like to be involved with.

Working with People measures the extent to which an individual needs or wants involvement with people. It also indicates whether a person wants to mentor, negotiate, instruct, supervise, delegate, persuade, interact, serve and help.

Little

People who, while not necessarily avoiding contact with other people, would not want interpersonal relations to be a key function of their responsibility.

1 2 3 4 5 6 7 8 9 10

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High

People who are likely to be very interested in work which involves considerable contact with people.

Working with Data measures how a person feels about working with statistics, symbols, facts and figures. It is different from *Working with Numbers* because it measures interest, not ability. *Working with Data* indicates interest in synthesizing, coordinating, analyzing, compiling, computing, copying and comparing.

Little

People who have little interest in working with data.

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High

People who are often interested in data for its own sake, and who enjoy working with figures, symbols, statistics and accounts.

Working with Things measures interest in working with inanimate objects such as machinery, tools and equipment. Interest in *Working with Things* include setting up, precision working, operating-controlling, driving-operating, manipulating, tending, feeding-unloading and handling.

Little

People who are not likely to be interested in working with machinery, computers and equipment.

1 2 3 4 5 6 7 8 9 10

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High

People who are interested in a “hands-on” approach to design and management with inanimate objects such as machinery, tools or equipment.

PERSONALITY TRAITS

DIPLOMATIC

- Tactful
- Considerate
- Wants to satisfy
- Will suppress personal views
- Skillfully and smoothly interacts with others
- Good-natured

1 2 3 4 5 6 7 8 9 10

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INDEPENDENT

- Highly Individualistic
- Single-minded
- Dedicated to purpose
- Totally focused
- Not influenced by other person's reactions
- Can be hard-headed or skeptical
- Proud

Co-Operative

- Team-player
- Maintains personal relationships
- Helpful
- Not focused on win/lose
- Joins forces towards common goal
- Sensitive to needs of others

1 2 3 4 5 6 7 8 9 10

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Competitive

- Win at any cost
- Does not accept defeat easily
- Goal-oriented
- Frequently insensitive
- Able to attain goals in a competitive situation
- Physical

Submissive

- Not confrontational
- Peacemakers
- Unresisting
- Compliant
- Subdued

1 2 3 4 5 6 7 8 9 10

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Assertive

- Rational
- Outspoken
- Not afraid of controversy
- Sticks to own belief
- Aggressive
- Positive
- Dogmatic
- Prone to Dominate

SPONTANEOUS

- Innovative
- Looks forward to change
- Flexible, responsive
- Tendency to carelessness
- Problem Solver
- Creative
- Good Adapters

1 2 3 4 5 6 7 8 9 10

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CONSCIENTIOUS

- Detail-oriented
- Tidy
- Appreciates guidelines
- Traditional values
- Honest, faithful
- Dedicated, dependable

Innovative

- Casual attitude towards rules
- Will sketch new solutions
- Likes fast-paced environments
- Likes to change existing structures

1 2 3 4 5 6 7 8 9 10

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Conventional

- Follows regulations
- High principles
- Predictable
- Usual, habitual
- Rule bound

Reactive

- Creative
- Prone to tardiness
- Not detail-oriented
- Conceives "Big Picture"
- Expedient

1 2 3 4 5 6 7 8 9 10

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Organized

- Orderly
- Likes controlled environments
- Considers all options
- Well planned
- Needs set up time
- Systematic
- Pro-active

INTROVERT

- Avoids group activities
- Peacemakers
- Unresisting
- Compliant
- Subdued

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EXTROVERT

- Rational
- Outspoken
- Not afraid of controversy
- Sticks to own belief
- Aggressive
- Positive
- Dogmatic
- Optimistic

Self-Sufficient

- Happy to work alone
- Does not rely on others or network
- Enjoys quiet environment
- Uses own ideas

1 2 3 4 5 6 7 8 9 10

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Group-Oriented

- Associates with others
- Sociable
- Needs involvement
- Seeks approval and support
- Natural team player

Reserved

- Conservative
- Cautious, anxious
- Likes repetition
- Withdrawn, distant
- Good listener
- Mild-mannered
- Risk adverse

1 2 3 4 5 6 7 8 9 10

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Outgoing

- Seeks spotlight, center of a attraction
- Enjoys busy environment
- Likes the unexpected, impulsive
- Talkative, not good listener
- Sensation seeker

EMOTIONAL

- Slightly suspicious
- Sensitive
- Questioning
- Easily upset
- Effected by emotion rather than reason
- Tends to look on dark side

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STABLE

- Unassuming
- Secure, self-controlled
- Untroubled
- Open to change
- Constant, reliable, steady
- Very social, involved
- Gregarious

Restless

- People sensitive
- Easily embarrassed
- Not too confident
- Inability to remain calm
- Uneasy
- Handles rejections poorly

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Poised

- Realistic
- Accepts criticism, supervision
- Dignified
- Self-assured

Excitable

- Emotional
- Passionate
- Fiery
- Tense
- Tendency to irritability

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Relaxed

- Calm
- Copes with pressure
- Not worrisome
- Trusting

SOCIAL DESIRABILITY is a reliability scale that serves as an indicator of possible behaviour. A low score (1,2) indicates people who are overly frank and have either presented an overly negative picture of themselves or lack a number of socially acceptable skills.

A high score (9,10) could be a very conscientious person giving a valid self-report. It could also be representative of a person who is attempting to “fake good”. This could be someone who never tells lies, is always nice to people and always tries to do the “right” thing and is possibly naive. A person with a high score on Social Desirability will frequently tend to be high on the conscientiousness (particularly conventional) and also stable (relaxed) dimensions.

Social Desirability scales should be taken as a warning sign of someone possibly exaggerating their finer qualities and trying to appear very socially acceptable.

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