

Maximize

Prevue Report

Selection
Personal Development
Individual
Succession Planning
- Working Characteristics

on

Mr. John Sample

Wednesday, October 03, 2007

PLEASE NOTE: This report may be invalid due to the UNUSUAL NUMBER OF B RESPONSES that the candidate answered in the personality section.



Working Characteristics

John Sample

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

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?	May prefer swift and novel solutions but will curb this tendency if circumstances demand sound planning.
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?	A well-grounded individual who is inclined to hold pessimistic views.

Working Characteristics

Compensation Preference

This Working Characteristic identifies whether Mr. Sample 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. Sample better motivated by fixed salary or by an incentive remuneration program?

Prefers Salary Prefers Bonus

- Mr. Sample 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 John Sample. 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 John Sample will fit with the culture of the workplace or with the team that he may be assigned to.

Does Mr. Sample 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. Sample 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. Sample likely to make risky decisions?

Not Risk Inclined Risk Inclined

- John Sample may prefer swift and irregular solutions, but he will curb this tendency if circumstances demand sound planning.
- He is inclined to operate on the premise that "the end justifies the means", but he rarely behaves recklessly.
- Generally, he will avoid spontaneous decisions and will want to balance risks with benefits.
- Clients will approve his willingness to make quick decisions and his ad hoc approach to problem-solving.

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. Sample fits on the continuum between these diametric requirements.

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

Prefers Routine Prefers Change

- Mr. Sample 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

John Sample'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. Sample perceive and approach problems and events?

Sees Drawbacks Sees Opportunities

- John Sample is a well-grounded individual who is inclined to hold pessimistic views.
- He sees the world as containing some dangers but not as a hostile place.
- He might be anxious about expressing negative opinions, but he would not hide his concerns.
- He will proceed cautiously with new and potentially risky ventures.