



CONFIDENTIAL REPORT

*(CANDIDATE'S COPY)*

for

**Ms. Sara Sample**

Thursday, April 10, 2008

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# UNDERSTANDING THIS REPORT

## **The Purpose of This Report**

The Prevue Corporate Coach Report provides information that will assist your Coach in understanding your unique profile. It can also provide you with a better understanding of yourself. The report provides insight into your personality profile and important work related characteristics. It is intended to assist the coach-client relationship by providing a starting point for meaningful discussion about your values, needs and objectives.

Further, the report should assist the Coach to ask pertinent questions and provide relative feedback and ideas that are tailored for you.

## **Where Does The Information in This Report Come From?**

The information in this report is derived from your responses to the Prevue Corporate Coach Assessment. The Prevue Corporate Coach Assessment is comprised of the personality and interests inventories from the valid and reliable ICES Plus Assessment, a psychometric test battery developed in the early 1990's by View Assessments International Inc. 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 established and respected employment and vocational assessment products including the Prevue Assessment System. Those products have been used to assess more than one million people in North America alone. For more information about the ICES Plus Assessment, or other View products, see [www.prevueonline.com](http://www.prevueonline.com).

## **Recommendation**

We ask that you review this Assessment carefully, particularly the Total Person Description. We even recommend that you show this Assessment to your spouse or a personal friend. We have found that people are frequently surprised to find the Assessment presents such an accurate profile.

# Total Person Description

Sara Sample

You have balanced, average interests in working with people and with data. And increased motivation is marked when working directly with material objects such as tools or machinery. You are mechanically inclined and will prefer a hands-on approach whenever possible. If a practical solution is available, you may view the collection of further information as inefficient. Similarly, you may think that discussions with other people are a less effective method of problem solving.

You see yourself as a cooperative and spirited team player that puts the team's goals ahead of your own aims. You will use persuasion and encouragement to pull others together and to achieve goals. You will generally avoid conflict but will be prepared to speak out when necessary. However, you can be gently assertive in non-threatening situations and with familiar people. You are likely to be valued for your diplomacy, and have a useful role as peacemaker or mediator. While you do not seek to be a leader, you might act alone if you feel the team is lagging.

You are innovative and flexible, believing that rules can be interpreted loosely. You often seek new ways to solve problems rather than following traditional methods. Being creative and spontaneous, you prefer to react to situations as they develop rather than to make detailed plans. You see the overall picture rather than focusing on the details, and you are more concerned with getting the job done than how you do it. Your workspace is likely to be cluttered and untidy, and would have to go against your own nature to do well in a structured organization with many rules, tight deadlines, and strict codes of behavior. You enjoy change and a shifting and unpredictable environment.

You are easygoing and companionable, but your need for attention also varies with your mood and the circumstances. With familiar people, you will be conversational and outgoing, and sometimes you seek to be the center of their attention. At other times, you would rather work anonymously. Your desires for privacy and for company are evenly balanced. As a team member, you will contribute readily, but you need time alone to reflect on your efforts and plan your offerings. Most often, you will work unobtrusively, without drawing attention to yourself or your efforts. You are not bored by routine tasks but you prefer some variety.

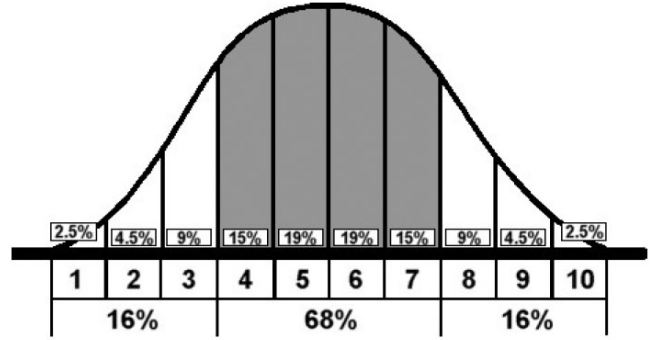
You are sensitive to the emotions of others and yourself, but this is kept in perspective. Certainly, inappropriate criticism can upset your equilibrium, but you are not bothered by the normal give and take of human relations. You are generally calm and, while aware of stress, you do not let it stop you from achieving your goals. You exemplify an effective combination of emotional awareness without excessive vulnerability. You tolerate stress without being indifferent to it. Whether you are required to give a fast response to a crisis or methodical attention to a routine task, you will work well under most pressures.

**The components of this Total Person Description are graphically displayed on the next page.**

# Total Person Description

Sara Sample

The assessment scores collected from a large sample of the population, when graphed, produce a bell shaped curve as shown in the diagram to the right. The bell curve can be divided into ten equally wide dimensions called standard tenths or stens. The 1 to 10 scoring scale is used throughout the Prevue Corporate Coach Assessment. Approximately 16% of the population will have sten scores in the 1-3 ranges and 16% in the 8-10 ranges. The other 68% will score in the middle ranges 4-7.



## Motivation/Interests

	1	2	3	4	5	6	7	8	9	10	
Working with People				4							High
Working with Data					5						High
Working with Things							7				High

## Personality

	1	2	3	4	5	6	7	8	9	10	
<b>Diplomatic</b>			3								<b>Independent</b>
Cooperative		2									Competitive
Submissive				4							Assertive
<b>Spontaneous</b>	1										<b>Conscientious</b>
Innovative	1										Conventional
Reactive		2									Organized
<b>Introvert</b>				4							<b>Extrovert</b>
Self-Sufficient					5						Group-Oriented
Reserved				4							Outgoing
<b>Emotional</b>						6					<b>Stable</b>
Restless				4							Poised
Excitable							7				Relaxed
<b>Frank</b>			3								<b>Social Desirability</b>

Each of the personality and interest dimensions displayed above are examined in more detail in the next section of the report that describes your Individual Characteristics.

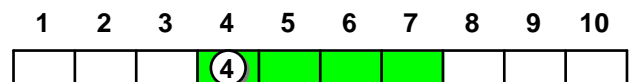
# Individual Characteristics

Sara Sample

This section of the report provides more detailed information on each of the interests and personality dimensions shown on the preceding graph. First is a review of your responses to three recognized interest scales, working with people, working with data and working with things. This is followed by an examination of twelve personality dimensions which are based on four established major personality scales, independence, conscientiousness, extroversion and stability (ICES). These major scales provide a measure of the overall structure of personality. Each of the major scales is supported by two related minor scales that provide a richer description of personality. The examination of the personality scales is followed by a social desirability scale which checks for consistency in the responses to the questions in the personality section. For more information on the origin and development of the interests and personality scales, see [www.prevueonline.com](http://www.prevueonline.com).

## Working With People

Your score indicates that you are well motivated to work with occasional interaction with people. Although you can function efficiently on a team or in a social setting, you do not need continual direct contact with others. In fact, you will probably be most productive if you have some time and space to work alone. Regarding communication, you will more often prefer telephone calls, e-mail, teleconferencing, or virtual gatherings rather than face-to-face meetings.



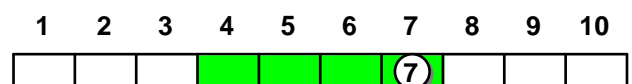
## Working With Data

Are you generally comfortable with facts and figures? You are probably aware that information is a tool that you can use fairly well. As you may have expected, your assessment reveals that your interest in data is moderate. Considering your motivation, you will likely put sufficient effort into scheduling tasks, managing paperwork, and maintaining records. While you may use and understand data analysis with little difficulty, your moderate interest in working with data means that you will likely keep a balanced view of business reports.



## Working With Things

Equipment, whether it's a simple hand tool or a complex computer, probably appeals to you. Your results show a good interest in working with inanimate objects such as machinery, electronic devices, and other types of equipment. You will likely take a hands-on approach to designing, managing or working with things. Because you prefer mechanized tasks, you should have little or no difficulty accepting new technology.

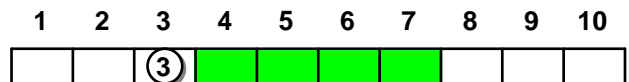


# Individual Characteristics

Sara Sample

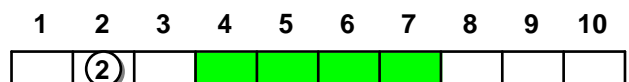
## Diplomatic / Independent

Being considerate, you are readily capable of pulling people together. You tend to achieve goals by encouraging and persuading others, rather than by forcefully asserting your own views. In fact, you may hesitate to confront difficult issues or people head-on because you prefer to avoid controversy. You will often put others ahead of yourself and gain satisfaction from being a team player. Your co-workers probably find you likable and good-natured, and they may rely on you to create harmony.



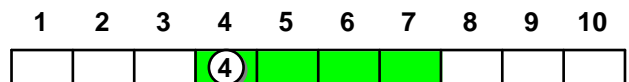
## Cooperative / Competitive

Your score implies that you are often cooperative and more involved with maintaining personal relationships than with competition. You are a team-spirited person who enjoys the company of others and, in some circumstances, you may even postpone or forego your own success to help others. Although you likely derive a great deal of satisfaction from contributing to the work of the team, you may occasionally be concerned about limiting your own ambition.



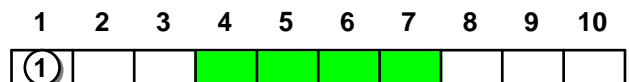
## Submissive / Assertive

You tend to be tactful and willing to compromise. While you are not likely to over-promote yourself or your ideas, you can be mildly assertive when necessary. Your usual tact and helpfulness make you well able to deal with many personnel issues, but do you prefer to avoid controversy? You may have to overcome your usual concern for others' comfort when giving directions or resolving conflict.



## Spontaneous / Conscientious

Flexible and responsive to change, you may well be creative in crisis management but you may not cope as easily with mundane tasks. You are likely to be most comfortable in an unstructured environment and you probably prefer unorthodox work habits. Being exceptionally spontaneous, you may even be tempted to disregard corporate policy and procedures.

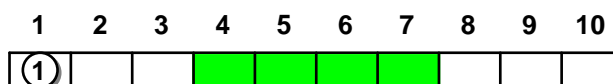


# Individual Characteristics

Sara Sample

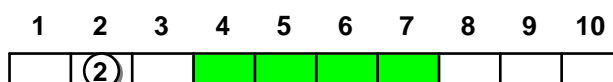
## Innovative / Conventional

Believing that rules can be interpreted loosely, you are extremely innovative and flexible. You will often seek new solutions to problems rather than following traditional methods. While this can be a good approach to many issues, it may detract from your co-workers' perceptions of your performance if you appear overly casual about guidelines or regulations.



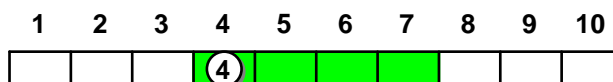
## Reactive / Organized

Your assessment suggests that you are highly creative and intuitive. You probably prefer to react to events rather than to plan for them. While this attitude may yield original, even profitable solutions, it might also result in overlooked details, missed deadlines, or incomplete records. Generally, you really like to focus on the overall picture and, if possible, leave technicalities to someone else.



## Introvert / Extrovert

Do you enjoy meeting people yet you still want time to work alone? You are probably aware that you do well in a small group in a quiet, calm environment and you rarely need to be the center of attention. Your moderate introversion means that you are usually content with solitary tasks, but you occasionally require an audience to stimulate and test your ideas.



## Self-Sufficient / Group-Oriented

With your balance of self-sufficiency and group orientation, you can work quietly on your own yet you can also function well in a group in a lively environment. To be fully productive, you probably require some private time and space to reflect and plan. Similarly, when you set your own goals for accomplishment, you will be more motivated to reach corporate objectives, especially if these achievements are recognized by the group.

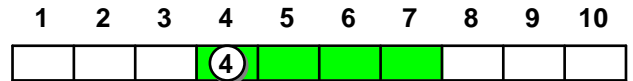


# Individual Characteristics

Sara Sample

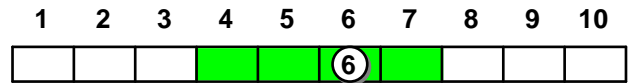
## Reserved / Outgoing

Fairly quiet and reserved, you do not need constant social contact but you can enjoy working with others. If circumstances occasionally require you to be outgoing, you can respond well as long as this is a temporary or short-duration demand. While generally more comfortable with routine tasks, you will like the challenge of some ad hoc assignments, especially if these involve working with familiar people.



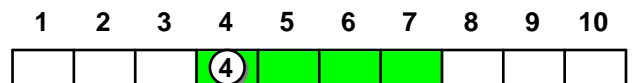
## Emotional / Stable

Your score implies that you are calm and confident for the most part and generally emotionally stable. These qualities enable you to deal efficiently with staff predicaments, career setbacks, or unrealistic expectations of supervisors or subordinates. You can be wary of other's motives, however, and would likely react quickly and appropriately to anyone who tried to take advantage of your easygoing nature.



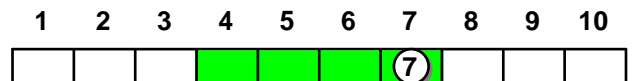
## Restless / Poised

Do you find that, while generally composed, you can be upset by prolonged stress or exceedingly demanding tasks? Your assessment suggests that, while your poise may be threatened, you can usually maintain a business-like attitude. If involved in a personal dispute, however, you could find it difficult to remain objective. While these adverse situations may not occur frequently, you should be prepared for them.



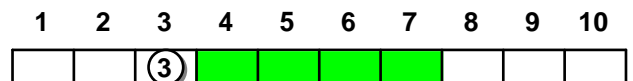
## Excitable / Relaxed

Only moderately sensitive to stress, you will be collected and patient in all but the most trying situations. You will tend to accept people at face value and rarely suspect other's motives. While composure and optimism are positive attributes, the expedient response to some problems may require more emotional intensity and some reasonable doubt.



## Social Desirability

You accept your own flaws and appear more willing than most to recognize them. You have likely presented a frank, if somewhat negative, picture of yourself in this assessment.



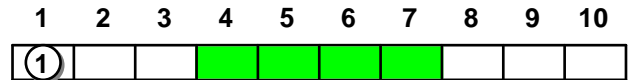
# Approach To Work

Sara Sample

This section of the Prevue Corporate Coach Report provides information on your responses to a number of work related subjects or situations. Each of the Approach to Work scales is derived from one or a composite of the personality scales reviewed in the Total Person and Individual Characteristics sections of this report. The information in this section should provide a better understanding of your natural approach to several significant work situations or requirements that are experienced in various types of employment.

## Focus On Work

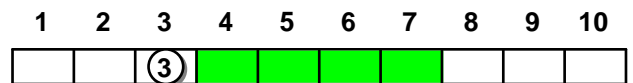
WORKS TO LIVE (1) vs. LIVES TO WORK (10):- The Focus on Work scale provides information on the importance of work to you. Some see work as a means to an end while others define themselves by their work.



Your career is more often a means to an end and only rarely becomes a defining characteristic of your life. If there is a conflict between home and work, your personal life will usually take precedence over your career. Home, family and leisure activities are highly significant for you and probably help you to deal with a greater variety of business problems.

## Approach to New Ventures

CAUTIOUS (1) vs. OPTIMISTIC (10):- This scale distinguishes those who approach new ventures or issues with caution from those who approach new ventures with optimism.



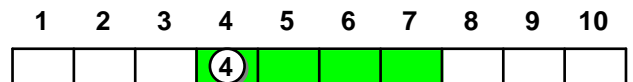
You may hesitate to join in new ventures because you occasionally focus on possible flaws rather than potential success. To assess risk, you prefer hard, objective data such as sample studies or pilot projects over theory-based forecasts. Although you are firm in your own opinions, you may be less comfortable when expressing negative or unpopular views. Despite your occasionally less-than-cheery outlook, you are fairly open to others and usually at ease in the business world.

# Approach To Work

Sara Sample

## Leadership Style

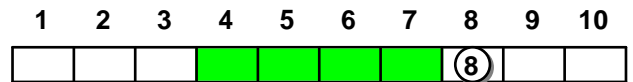
DEMOCRATIC (1) vs. COMMANDING (10):- Leadership Style is measured from 1 for those who prefer a nurturing style of leadership to 10 for those who are naturally inclined to a more demanding style.



You have a nearly balanced approach to leadership with a moderate inclination to be the "guide on the side." When gentle direction is needed, you will function as a democratic leader. On the other hand, in a crisis, you can take command, get out in front, and exhort the team to do the right things in the right way at the right time.

## Preference for Change

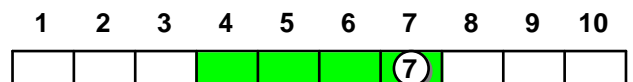
LIKES ROUTINE (1) vs. LIKES CHANGE (10):- This scale identifies where you fit in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.



You usually enjoy change and value innovation. Given mundane tasks, you will look for new ways to deal with routine work. You prefer to take control of events and will react proactively to new trends. You may tend to seek change for its inherent excitement, rather than because it is strictly necessary.

## Approach to Conflict

FORCEFUL (1) VS. ACCOMMODATING (10):- This scale distinguishes those who are forceful in their approach to conflict from those who avoid conflict by being accommodating.



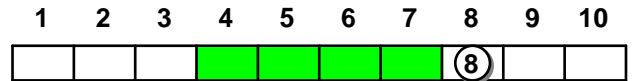
For the most part, you prefer an indirect, neutral approach to conflict and this is usually effective for all parties concerned. Your approach will tend to be accommodating and based on your very good soft skills. When pressed, however, you can take a harder, more vigorous approach and will only occasionally be worn down by the impact of others.

# Approach To Work

Sara Sample

## Compensation Preference

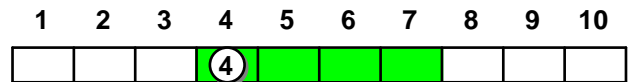
**FIXED SALARY (1) vs. COMMISSION/BONUS (10):-** The Compensation Preference scale identifies whether you are more motivated to work for a secure salary or performance based remuneration.



You enjoy striving for performance-based remuneration, but you also like having some regular income. A modest salary with a good bonus or commission plan should suit you well. If most of your compensation is steady income rather than profit-sharing or performance-based earnings, you will need support to accept this. Given the excitement of incentive-based pay, you will always find ways around obstacles but you will not risk things of real importance.

## Approach to Self Promotion

**RELUCTANT (1) vs. ASSURED (10):-** People who score 1 on this scale are reluctant to put themselves forward while those who score 10 are extremely assured.



When you are comfortable with your audience, you are good at putting yourself forward. In some instances, however, you truly believe in yourself but others might see you as vaguely tentative or unsure. You are probably more at ease when you can do a "faceless" presentation via teleconferencing or e-mail, but thorough preparation for live encounters will build your confidence and allow you to do your best work.

## Approach to Risk Taking

**CAREFUL (1) vs. DARING (10):-** This Approach to Risk scale is measured from 1 for avoidance of risky behavior to 10 for willingness to engage in risk.



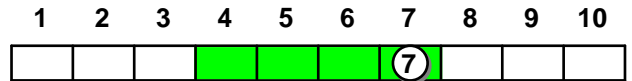
Although not given to risky behavior or quick decisions, you will act appropriately in a crisis. You will scrupulously avoid unnecessary risk, particularly if it could lead to accidents, damage or loss. You prefer to refrain from ad hoc solutions but, if matters are pressing, you can react swiftly, even impulsively. Those who value steadiness will like your typically mindful approach. Others, who want quick answers and fast actions, will find your performance satisfactory.

# Approach To Work

Sara Sample

## Approach to Listening

CONTROLLING (1) VS. SYMPATHETIC (10):- The Approach to Listening scale is measured from 1 for a person who tends to dominate a conversation to 10 for a person who is an exceptionally sympathetic listener.



You often provide a sympathetic ear and encourage others to open up. While you tend to be a more passive listener, you will occasionally stimulate debate. Good listening requires active involvement, questioning, paraphrasing, probing for complete understanding--and you may sometimes hesitate to be so assertive. Unless you can manoeuvre others into discussing difficult issues, you may not be able to deal effectively with controversy. Further development of your active listening skills may be beneficial.

# Validity

Sara Sample

The rules for identifying patterns of responses in the Personality Section of the Prevue Corporate Coach 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 Corporate Coach Assessment. The second option, the "B" choice, is always an unsure or in-between answer.

The total number of "B" responses chosen for this report was: 10

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 Corporate Coach Assessment can be considered accurate and reliable.