

ALR

# PREVUE Analyst-Link Review Report

*Examinee* - **DAVID ANDERSON**

*Company:* - ABC Industries

*Date:* - October 01, 2010

The Analyst-Link Review (ALR) is a review and analysis of the examinee using the Prevue Assessment combined with the examinee's Education and Work History.

When the Prevue Assessment is being used as a screening tool, the ALR can be used to further qualify your short list. The ensuing report categorizes skill, behavioral and motivation traits, and compares them to national statistics.

The Analyst-Link Review can also be used to accept and merge data and information from ancillary assessments such as the Sales Strategy Index when the examinee is being evaluated for sales, or the ALR can be merged with the Emotional Intelligence Quotient (EIQ) when the examinee is being evaluated for a management position.

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## 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:**

**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
<b>TOTAL Motivation - Drive</b>	<b>61.25</b> 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
<b>TOTAL Leadership</b>	<b>69.26</b> Very Good
<b>TOTAL Achievement/Leadership</b>	<b>65.25</b> 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
<b>TOTAL Task</b>	<b>77.00</b> Above Average
Cognitive Reasoning - IQ	0.00
<b>Total Task Orientation</b>	<b>77.00</b> 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
<b>TOTAL Communication</b>	<b>55.00</b> 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	
<b>Overall Sales Focus</b>	<b>65.85</b>	Normal Range
Sales Strategy Index	0.00	
<b>TOTAL Sales &amp; Influence Traits</b>	<b>65.85</b>	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	
<b>TOTAL - Diligence</b>	<b>67.50</b>	Normal Range
Reliability Register	0.00	
<b>TOTAL Diligence/Reliability</b>	<b>67.50</b>	Normal Range

**GROUP INTERACTION:**

Independent	20.00	
Competitive	80.00	
Generally Outgoing	50.00	
Socially adept	60.00	
	80.00	
<b>TOTAL Group/Team Interaction</b>	<b>58.00</b>	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		
<b>TOTAL State of Mind</b>	<b>70.00</b>	Stress + Job Dissatisfaction