

3. Prevue Assessment Reports (PAR) - Premium Analysis - Benchmark Driven.

The PAR is the most powerful, complete, and thorough, assessment available today. Prevue measures behavioral and motivation traits, the ability to use words and language, the ability to work with people, reliability, cognitive reasoning, and the ability to solve problems.. When used for technical and IT positions Prevue also measures abstract thinking and spatial concepts. Using custom benchmarks, and an individual review of each report by our analysts, PAR reports provide overall job suitability percentile rankings with uncanny accuracy.

Prevue uses an extremely powerful Bench marking system where a custom benchmark and testing criteria is established for each job. The data comes from a Job Description form completed by management and/or assessment of top performers (or both).

There are two basic Prevue formats:

1. **Pre-employment Selection ***
(Includes custom interview questions for each candidate).
2. **Post-hire performance development Performance Appraisal and Review ***
(This report is delivered in two parts, one for management and one for the examinee. The management portion includes development and facilitation questions and guidelines).

*** Prevue pre-employment and development report ratings are customized and job specific.**

The PAR program compares the examinee to a job specific custom benchmark. It uses the benchmark data to create a "job suitability" range and percentile rating for each position. Most Prevue reports take one hour (or less) to administer and include behavioral, cognitive reasoning, math, spatial, abstract thinking, and personality segments. Corporate Coach and the Personality profile take 20 minutes to administer.

Prevue reports are available in two report styles:

1. *Automated report with instant delivery*
2. *Prevue with Analyst review (delivery in one business day)*

Prevue Analyst Review Reports include both the Prevue rating AND the opinion and job suitability rating of our analyst who uses a combination of the examinees education, work-history, and our proprietary statistical job rankings. PAR is an outstanding instrument for Executive, Sr. Management, Professional, IT, and Engineering positions. When configured for sales, the PAR can be merged with the Sales Skill Index.

Other Prevue Reports:

- **CORPORATE COACH**
Corporate Coach examines the behavioral and motivational profile of the individual. We produce a two-part report; one for management and one for the examinee. Management report includes coaching questions and facilitation guidelines.

- **LEARNING AND REASONING REPORT**

This report measures the ability to learn and reason. It can be combined with the ASL or SFA for Technical Specialists, IT, Engineering or Programming positions. This report is included in the Prevue pre and post-hire assessments.
