



PREVUE Learning & Reasoning Report

Candidate : - **TAMMY PHILLIPS**

Company: - ABC Industries

Date: - March 23, 2010

LEARNING & REASONING DEVELOPMENT:

To obtain a worksheet to assist in Learning and Reasoning Development

Go to: www.analyst-Link.net

Click on SDP Workbook - Select and print worksheet # 23

SAMPLE REPORT

Understanding this Report

What is the Prevue Learning & Reasoning Assessment?

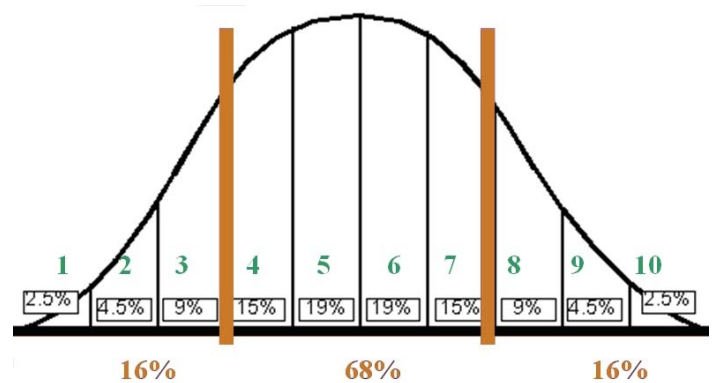
The Prevue Learning & Reasoning Assessment provides important information about an individual's capacity to learn and use information, develop skills, solve problems, and understand instructions. This assessment examines four cognitive dimensions: General Mental Ability, Working with Numbers, Working with Words, and Working with Shapes. The Prevue Learning and Reasoning Assessment is part of the Prevue Assessment, the cornerstone of all Prevue products.

What is the Prevue Learning & Reasoning Benchmark?

The Prevue Learning and Reasoning Benchmark is a profile of preferred mental abilities for the Statistical Cognitive Rank position at Evaluationcentre. This Benchmark has been scientifically designed with Prevue Assessment tools and customized by Evaluationcentre management. The Benchmark shows the preferred range of scores on the four dimensions or scales of learning and reasoning noted above.

What do Prevue scores mean?

Prevue results for thousands of people have been graphed to form a bell-shaped curve. The area under this curve is divided into 10 standard areas called stens. This creates a 1 to 10 scoring system. Few people will score either very low or very high (in the tails of the curve). Most people will score in the mid-range (where the curve is highest). Approximately 16% of the working population will score 1 to 3 (low). The 68% majority will score 4 to 7. The remaining 16% will score 8 to 10 (high).



1. Candidate's Learning and Reasoning Profile — information on Tammy Phillips's:
 - Overview of learning and reasoning abilities
 - Scores on four dimensions of learning and reasoning
 - Match to the Benchmark for the Statistical Cognitive Rank position
 - Learning & Reasoning Benchmark Suitability score
2. Interview Questions and Suggestions — information to plan the interview and develop questions to explore areas where the candidate does not match the Benchmark for the Statistical Cognitive Rank position.
3. Candidate's Strengths — know where the candidate matches the Benchmark to capitalize on the candidate's strengths.
4. Best Practice Recommendations and Validity — ensure validity of the assessment results.

"General Mental Ability is the best single predictor of performance, job competence and flexibility" (David Bartram 1998)

Candidate's Learning and Reasoning Profile

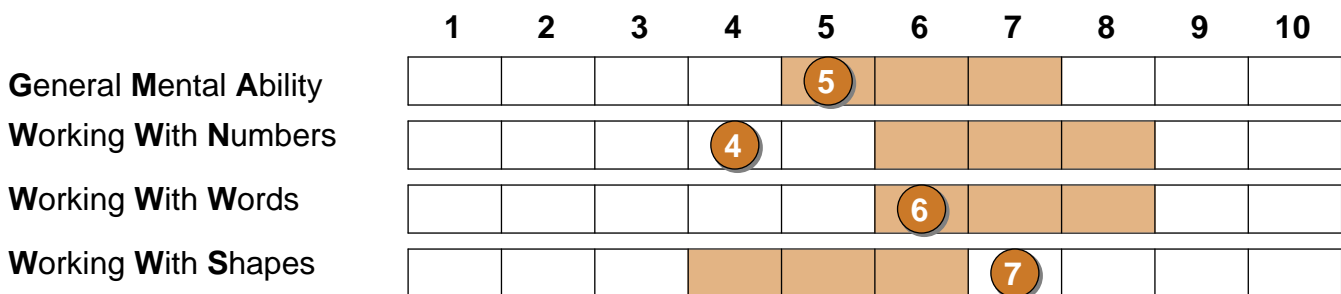
Overview

This overview compares the candidate's scores on four dimensions of learning and reasoning to the mental abilities of the general working population worldwide. This comparison puts Tammy Phillips's scores in an international context without regard to gender, race, age, nationality, or ethnic origin.

Tammy Phillips has above-average ability to work with words and shapes, and average ability with numbers. Most assignments that involve working with text will be accomplished easily. This person will be quick and accurate when processing moderately difficult paperwork and written material. Similarly, this individual is well equipped for assignments that involve mental manipulation of shapes or objects. These could include reading blueprints, estimating space requirements, interpreting graphs, and following moderately difficult diagrams. Being reasonably proficient with numbers, this individual will also be able to do simple arithmetic tasks and to work with routine spreadsheets, data tables, etc. Most new tasks should be learned quickly and only numeric work will require extra effort. Tammy Phillips has good skills and will perform best in an environment with a moderate rate of change.

Benchmark and Scores

The Prevue Learning & Reasoning Benchmark illustrates the preferred level of abilities for the Statistical Cognitive Rank position at Evaluationcentre. The shadowed areas graphically represent the Benchmark for the position. The circled numbers are Tammy Phillips's actual scores. The Benchmark Suitability score (shown below) is the candidate's overall rating based on the candidate's match to the Benchmark.



Learning & Reasoning Benchmark Suitability

The Learning and Reasoning Benchmark Suitability score is relevant to determining the mental abilities aspects of Job Fit and supports the selection process. The selection decision should consider all factors in the selection process, including job interview, candidate history, and background check. For crucial selection decisions, a full Prevue Assessment of mental abilities, work-related motivations/interests, and personality traits is recommended.

L&R Benchmark Suitability

79%

Interview Questions and Suggestions

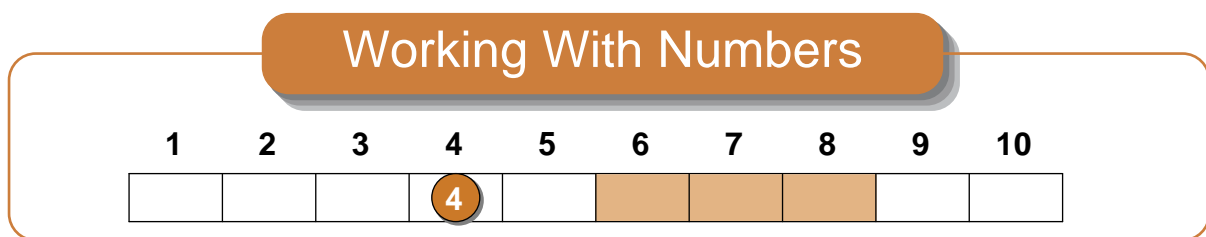
Planning the Interview

Planning the interview ideally begins with examining concerns identified in the resume review, reference checks and the candidate's scores off the Benchmark for the Statistical Cognitive Rank position. Where the candidate's mental abilities do not match the Benchmark, this report will provide behavioral interview questions and performance-based suggestions to help you predict on-the-job learning and reasoning. Background information plus this report will help you to structure the interview and, ultimately, make the best hiring decision.

Scores off the Benchmark

Tammy Phillips's scores were off the Benchmark for the Statistical Cognitive Rank position with Evaluationcentre in the following areas:

- Working with Numbers - Below the Benchmark
- Working with Shapes - Above the Benchmark



Working with Numbers measures a candidate's speed and accuracy in dealing with information derived from simple numbers.

Tammy Phillips's Score - With below average ability for Working with Numbers, Tammy Phillips is below the given benchmark but may still be reasonably competent for many numeric tasks. This level of ability usually translates to moderate performance on number recognition tasks such as finding and recording data. Similarly, rough estimates based on simple calculations should be acceptable. However, more time is necessary for calculating totals, averages, or percentages. More advanced numerical tasks such as interpreting business financial reports or using complex statistics will require thorough training and support.

1. INTERVIEW QUESTION: If you need to give an estimate that requires a quick computation, how would you deal with this? What would you do if you couldn't use a calculator?

SUGGESTION: Tammy Phillips may have developed coping strategies such as using a calculator or a spreadsheet, or writing down numbers and figuring calculations on paper. These strategies often compensate for below average numerical ability.

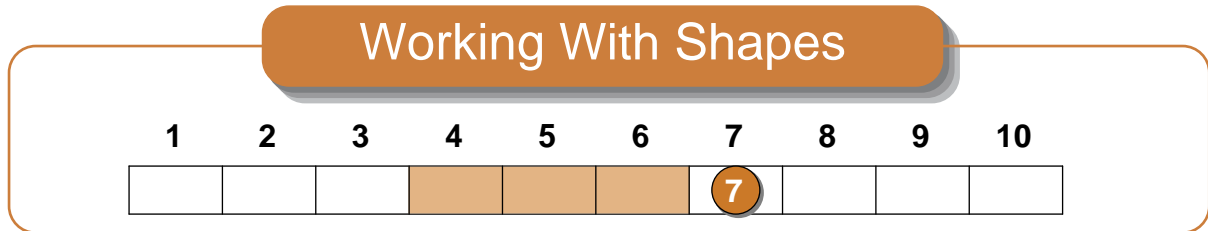
2. INTERVIEW QUESTION: When writing dates, do you use a particular format such as DD/MM/YY? Why do you use this format? If your supervisor required a different format, would you learn to use this new format? How would you remind yourself to use the new format?

SUGGESTION: This candidate should use a standard format with a solid explanation for that format. Willingness to master a new format indicates a positive attitude to on-the-job numeric learning. To remember a new format, writing the sequence in words may be necessary.

3. INTERVIEW QUESTION: Describe what you do if your calculator or spreadsheet gives you a result that seems far too large.

SUGGESTION: A person with below average numerical ability often relies on computing devices and may need more time to input data. Readily accepting potential errors increases risk exposure. A good coping strategy is to have a rough estimate and double-check unusual results with another source.

Working With Shapes



Working with Shapes measures a person's ability to imagine or project how something will work when organized or rearranged. These spatial visualization skills are important for activities such as interpreting and responding to diagrams, graphs and charts or in arranging objects for display or storage.

Tammy Phillips's Score - Tammy Phillips is above the given benchmark and shows above-average ability for Working with Shapes. This frequently means fast and accurate shape recognition in tasks such as visualizing objects or relating symbols or diagrams to operations. Efficient arrangement of physical objects may also be expected. Exceptional spatial challenges such as using or creating complex diagrams might require training and support.

1. INTERVIEW QUESTION: **The Statistical Cognitive Rank position currently offers limited application for your good spatial ability. Will this affect your job satisfaction? How will you deal with limited opportunities to work with shapes on the job?**

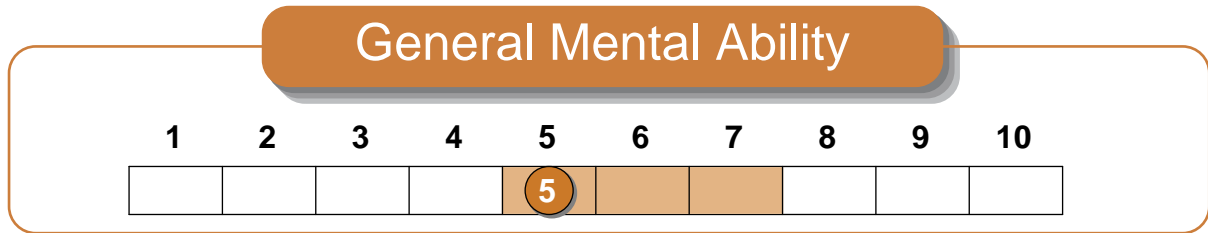
SUGGESTION: Look for willingness to use ability in other areas, to enhance performance on required tasks, and to add value with good ability for Working with Shapes.

2. INTERVIEW QUESTION: **If work with shapes is infrequent or not challenging, how will you apply your above average spatial ability?**

SUGGESTION: Candidate might suggest charting activities, graphing performance, or arranging equipment for the Statistical Cognitive Rank position. Hobbies or pastimes such as sketching or handicrafts could have potential job application.

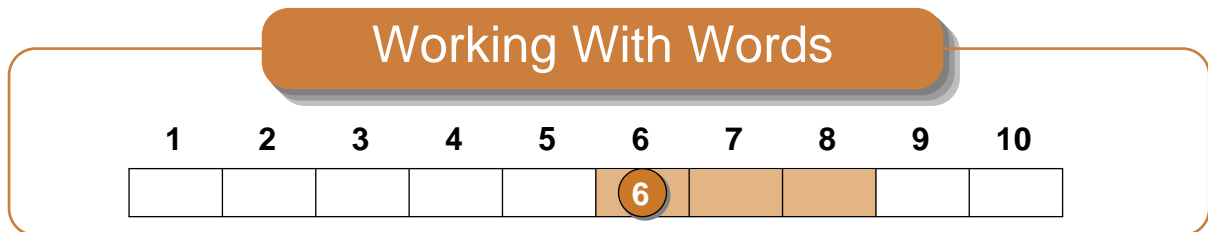
Candidate's Strengths

Tammy Phillips has matched the benchmark for the following dimensions of learning and reasoning. This candidate can build on these strengths to improve overall job performance.



General Mental Ability is an overall indicator of how people work and learn. It is the single most effective predictor of future job performance for a wide range of occupations.

Tammy Phillips's Score - Tammy Phillips's score is average and is on the given benchmark for General Ability. This score implies an efficient learning pace with adequate reaction to changing business issues and satisfactory information processing. Work requiring initial training and upkeep of skills is suggested. Work with very high stress levels or information overload may necessitate assistance and support training.



Working with Words measures the ability to use written language for reasoning and problem-solving.

Tammy Phillips's Score - Tammy Phillips matches the given benchmark and has average ability for Working with Words. Usually this means dependable performance on word recognition tasks such as finding and recording written information. Reasonable proficiency is also expected with common spelling and standard grammar. More advanced tasks, such as handling complicated paperwork, require initial training and occasional support.

Best Practice Recommendations and Validity

Administration

Best practice protocol recommends that assessments be administered in a controlled environment. The accuracy of reports based on unsupervised assessments cannot be guaranteed. For high stakes decisions, consider having candidates take the Prevue Assessment in a controlled environment.

The Prevue Cognitive Reasoning Assessment limits the amount of time the candidate has to answer the questions in the Working with Numbers, Working with Words, and Working with Shapes sections of the assessment. If the candidate does not read the instructions or misunderstands this time restriction, the candidate could score lower than expected.

The online administration of the assessment will terminate if the candidate:

- Uses the keyboard to answer questions contrary to the written instructions.
- Uses the refresh or backspace keys while taking the assessment contrary to the written instructions.
- Voluntarily elects to exit the assessment

In any of these events, an unsupervised candidate can log back into the section of the assessment where the administration of the assessment was interrupted but only with the approval of the person who issued the invitation to the candidate. If the candidate previously reviewed that section, the candidate may therefore have an opportunity to improve his or her score in that section.

For more information on the administration of the Prevue Assessment, please see "Administering the Prevue Assessment" in the Prevue User Guide posted at www.prevueassessments.com.

Assessment Weighting

The weight given to the Prevue Assessment in any human resource selection or other high stakes decision should not exceed one-third of the total process. The remainder of the process, including the candidate's work history, interview, background checks, etc., should be considered in association with the results of this report.

Ensure Fairness

When properly administered, the use of the Prevue Assessment will help to ensure that applicants are treated fairly without regard to race, color, religion, gender, or national origin. The Prevue Assessment was designed and developed to conform to the human rights legislative and best practice requirements prevailing in the various countries where the Prevue Assessment is distributed. This includes the EEOC Guidelines, the Americans for Disabilities Act and the standards for test development and administration published by the American Psychological Association, the British Psychological Society and the Association of Test Publishers.