



CONFIDENTIAL REPORT

(COACH'S COPY)

for

Mr. John Sample

Wednesday, October 03, 2007

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UNDERSTANDING THIS REPORT

The Purpose of This Report

The Prevue Corporate Coach Report provides information that will assist a Coach in understanding John Sample's unique profile. It can also provide Mr. Sample with a better understanding of himself. The report provides insight into John Sample's personality profile and important work related characteristics. It is intended to assist the coaching or mentoring relationship by providing a starting point for meaningful discussion about Mr. Sample's personality profile and important work related characteristics. It is intended to assist the coaching or mentoring relationship by providing a starting point for meaningful discussion about Mr. Sample's 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 John Sample.

The Prevue Corporate Coach Assessment is specifically designed to provide general work related information that will initiate a positive and effective coaching or mentoring experience. It is not intended for use in screening, selection, succession planning or other human resource management functions. The Prevue Assessment System, with its sophisticated job benchmarking features, would be the appropriate assessment product to address such human resource functions. For more information on the Prevue Assessment System, see www.prevueonline.com.

Where Does The Information in This Report Come From?

The information in this report is derived from John Sample's 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, the TotalView Assessment System and the Career Mapper Assessment. Those products have been used to assess more than one million people in North America alone. For more information about the ICES Plus Assessment, the Prevue Corporate Coach Assessment or the Prevue Assessment System, see www.prevueonline.com.

Recommendation

Both the Coach and the Coaching Candidate should read their copies of this Assessment carefully. We generally recommend the Candidate be encouraged to have his Assessment reviewed by a spouse or personal friend. Candidates are sometimes surprised to find the Assessment presents such an accurate profile.

Total Person Description

John Sample

Mr. Sample is interested in people and would probably be most happy in a job that involves contact with others. He has little interest in abstract information, but he is well motivated to work with tools or machinery. Although he can work with technology, he would perform best where he can take advantage of his preference for interpersonal activity. In a computer context, he would do best in direct communication with others via Internet connections, E-mail, and word processing.

Mr. Sample has well-balanced desires to compete and to cooperate. He will put himself forward in some situations but not so far as to compromise team spirit. He will balance his own need for achievement against the need to maintain good relations with others. Although he will usually submit to the will of the group or more assertive opponents, he will occasionally defend his ideas and promote his own ambitions, particularly if he feels secure within the group or knows the other people well. On the whole, he prefers to avoid rather than confront conflict. John Sample will use tact and diplomacy to maintain harmony in the workplace.

Mr. Sample prefers to have a well-thought-out plan before beginning any project. In an organized, structured environment, he is careful and reliable and may produce his best work. When the situation is less clear and disorderly, he will cope by imposing his own structure. Mr. Sample recognizes the value of planning, and has good time management skills. He may have some difficulty reacting to unpredictable events but with a bit of patience, he can cope with these situations.

John Sample prefers to work in the company of others. He believes that the more people involved the better the outcome. Extended periods of solitude will be frustrating for him. Often wanting to be in the spotlight, he will usually lead any discussion. He enjoys meeting new people and exploring new ideas. He often acts impulsively and long-term assignments must include variety or else he will lose interest. Mr. Sample will not tolerate a great deal of monotony and he will thrive on challenging assignments, particularly if these contain an element of risk.

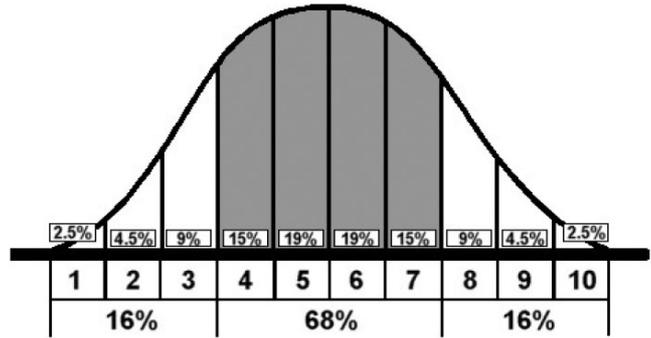
John Sample is generally positive, rational, and calm. He takes criticism well and he strives to be objective. He is usually able to shrug off rejection and continue with his work. He is so relaxed and copes so well with pressure that some might misinterpret his lack of excitability as indifference. Less scrupulous people may attempt to exploit his easy trust and remarkable patience. Ideally, he should work on demanding, high pressure, long-term projects that require dealing with people openly and objectively. Whether he is required to give a fast response to a crisis or methodical attention to a routine task, Mr. Sample will work effectively under pressure.

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

Total Person Description

John 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 revueCorporateCoachAssessment**. 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				█	█	█	█	7			High
Working with Data			3	█	█	█	█				High
Working with Things				█	█	█	█	7			High

Personality

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

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

Individual Characteristics

John 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 Mr. Sample's 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.

Working With People

John Sample shows a higher than average interest in work that involves dealing with people. He is likely to prefer employment with a reasonable degree of contact with others and would not be happy working on his own all the time. He will enjoy work that requires difficult and demanding interpersonal skills.



COACH'S TIP: Because John Sample is well motivated to work with people, he will like interpersonal tasks such as training, advising or negotiating. He may give lower priority to indirect supervision and administration as these tasks offer less social contact. You may want to encourage him to make the best use of his social interests at work.

Working With Data

John Sample is slightly interested in working with data, but he lacks real enthusiasm for information. This could be an advantage if peers or clients share his views. Because he is disinclined to work with data, he may find job scheduling, detailed paperwork, and record maintenance to be tedious chores.



COACH'S TIP: If Mr. Sample's job requires work with data, you might want to investigate his minimal enthusiasm for information. He may avoid data-related chores because he needs updating in information management. If so, you could recommend a course in logic as this is a more stimulating approach to data gathering and analysis. Similarly, training in file management and data structures would help him to keep orderly statistics and accounts. On the other hand, you may find that he only needs technical or clerical support to give more attention to administrative duties.

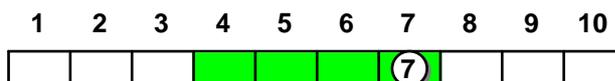
Individual Characteristics

John Sample

Working With Things

John Sample has a good interest in work that involves inanimate objects such as machinery, tools, and equipment. He will likely take a hands-on approach to designing, managing or working with things. He will probably like working with electronic devices and he may apply himself vigorously when using new technology.

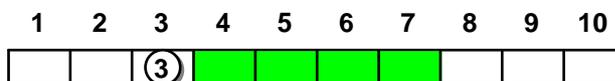
COACH'S TIP: If a fully-developed mechanical faculty will help Mr. Sample to achieve his business goals, you might want to reinforce his positive inclination to work with things.



Diplomatic / Independent

John Sample is a considerate person, readily capable of pulling people together. He achieves goals by encouraging and persuading others, rather than by forcefully asserting his own views. He will often put others before himself and gain satisfaction from being a team player. Likable and good-natured, individuals like John Sample can be relied on to create harmony.

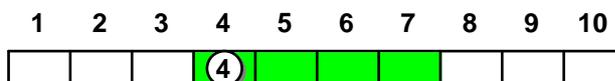
COACH'S TIP: Being diplomatic and empathetic, Mr. Sample will be at his best when persuading and encouraging others. However, he may hesitate to deal with important issues or crises because he prefers to avoid controversy. You may choose to offer him nonconfrontational techniques for conflict resolution with a direct approach. Also, consider the potential benefits of training in assertiveness, leadership, and crisis management.



Cooperative / Competitive

John Sample is somewhat competitive and will play hard to win for the good of the group. He prefers being cooperative so he can work well on a team, but his tendency to be helpful rather than self-serving might hinder his performance as a leader. He may also tend to discourage competition among subordinates and this could limit his (and their) success.

COACH'S TIP: You might consider a detailed discussion of personality profiles to make Mr. Sample more aware of his competitive and cooperative traits and how these compare with the general population and those of his team. Given his blend of these traits, he may only need temporary support if particular projects require either a very high level of collaboration or single-minded determination to win.

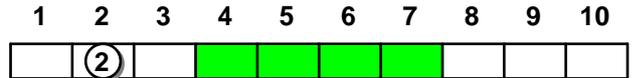


Individual Characteristics

John Sample

Submissive / Assertive

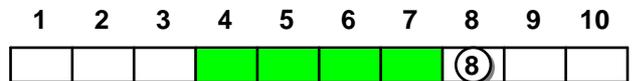
John Sample is remarkably tactful and compliant. These are excellent qualities for getting along with others, but he may be unwilling to assert himself, to give directions, and to show leadership when necessary.



COACH'S TIP: If Mr. Sample's submissive tendencies are holding him back, you might recommend assertiveness and leadership training. Similarly, if you observe that he is reluctant to speak up and express opinions, a public speaking course would teach him to put forward his ideas without offending others.

Spontaneous / Conscientious

Conscientious and detail-oriented, John Sample works well in an orderly environment with clear guidelines. This steadiness is an excellent attribute for project work. However, he may take a little time to adapt to unexpected changes in personnel, sudden demands on his team, or other disruptions.



COACH'S TIP: If Mr. Sample will encounter business problems requiring flexibility, lateral thinking, and quick decisions, you might consider focussing on coping skills, creativity exercises, and decision support strategy to develop his mild tendency for spontaneity.

Innovative / Conventional

John Sample is very conventional and reliable, and often meticulous in his attention to details. He likes to do things "by the book" and prefers a structured environment with a definite plan. Because he tends to be time conscious and strategic, he may find it difficult to adapt to delays, personnel changes, or emotional upheaval in the workplace.



COACH'S TIP: Considering Mr. Sample's outstanding conventionality, you might consider reviewing his job description to identify issues that require flexibility or innovation. If there are significant issues in this category, consider having Mr. Sample experiment with a flexible time management plan so that he will have more leeway to deal with disruptions. Similarly, if creativity is definitely needed for success, you might want to introduce lateral-thinking exercises and logic puzzles that stimulate originality.

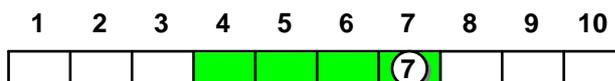
Individual Characteristics

John Sample

Reactive / Organized

Meticulous and well-organized, John Sample plans ahead but can tolerate last minute changes. He will likely prefer subordinates to follow his diligent work habits. When unforeseen events disrupt his schedule, he is inclined to think things through before responding.

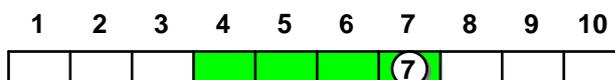
COACH'S TIP: If Mr. Sample's job warrants speedier reactions and less concern for detail, you might emphasize flexibility and help him to set priorities so that he can react quickly when necessary.



Introvert / Extrovert

John Sample is moderately extroverted and enthusiastic about being with people, but he can also work alone and be reasonably content with his own company. His people skills are very likely to be good and, generally, he has the right amalgam of extroversion and introversion. On occasion, he might act impulsively but he can usually tolerate mundane tasks such as paperwork and administration.

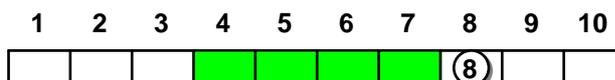
COACH'S TIP: Consider showing Mr. Sample how he can best use his interpersonal and communication skills to achieve corporate goals. Also, if you observe that he defers repetitious tasks more often than is warranted by his job, you might try reinforcing the importance of mundane work and advise scheduling techniques that will allow varying the time and sequence of commonplace duties.



Self-Sufficient / Group-Oriented

John Sample is evidently group-oriented and most often wants to be with other people in a lively environment. A quiet time to reflect and recover is the exception rather than the rule for him. He gravitates to the center of groups or social activities, and seeks the approval of others, but he does not necessarily need to be the leader. These traits are assets when dealing with people at any level.

COACH'S TIP: If Mr. Sample's key tasks require him to work in isolation, you may want to promote autonomy and increase his mild self-sufficiency. However, if he usually works with many people in an open plan setting, you may find that Mr. Sample needs minimal coaching regarding this trait.



Individual Characteristics

John Sample

Reserved / Outgoing

Outgoing and talkative with a sociable person, John Sample can still hold back and be quiet when dealing with co-worker who is "strictly business." While he will handle most routine tasks well, he probably prefers some variety and challenge in his assignments. Generally, he will be cautious about taking risks and will not rely exclusively on his own judgement.

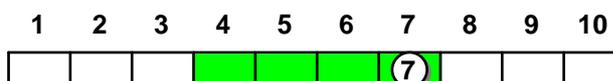
COACH'S TIP: If many of Mr. Sample's tasks require restraint and formality, you can readily build on his inclination to be reserved, but he will likely need less support for ad hoc assignments. If you think that Mr. Sample should develop a more forceful leadership style with greater tolerance for risk, you might want to advise an Outward Bound type of endurance course.



Emotional / Stable

Usually calm and easygoing, John Sample is emotionally stable and well able to handle normal stress. These qualities help him to deal efficiently with staff predicaments, career setbacks, or unrealistic expectations of supervisors or subordinates. He can be wary of other's motives and would likely react appropriately to anyone who tried to take advantage of him.

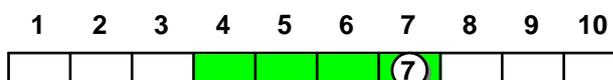
COACH'S TIP: Mr. Sample has good coping skills and may only need your intermittent guidance to remain impartial when resolving contentious issues. If he wants your help to keep his cool demeanor, you might consider stress management and relaxation exercises to ease tension.



Restless / Poised

Objective and rational, John Sample copes well with challenges and setbacks. He can usually maintain his composure even if embarrassed or upset because he is aware of stress but not deterred by it. Subordinates and peers alike will appreciate his poise in all but the most trying circumstances.

COACH'S TIP: If Mr. Sample seeks your assistance, you might encourage him to be more alert to other's motives and less removed from his own feelings. Role-playing exercises would encourage him to be more empathetic. However, if he needs an even higher degree of self-control, you might advocate stress and anger management courses.

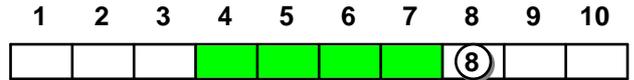


Individual Characteristics

John Sample

Excitable / Relaxed

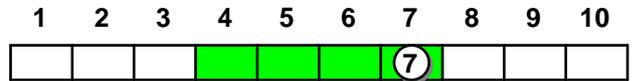
John Sample is a relaxed, easygoing individual who copes well with most work related pressures. He is likely to accept most people and to be generally trusting. For the most part, he keeps troubles in proportion and does not worry unduly about his job. While his composure and optimism are positive attributes, the expedient response to some problems may require more emotional intensity and reasonable doubt.



COACH'S TIP: After reviewing Mr. Sample's potential job requirements, you might want to encourage a little more fervor, critical thinking, and vigilance.

Social Desirability

Mr. Sample describes himself as being well aware of social rules and expectations, and a person who frequently conforms to them. He has most likely presented a reasonably frank and fair picture of himself.



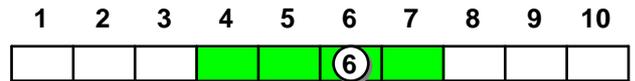
Approach To Work

John Sample

This section of the Prevue Corporate Coach Report provides information on your response 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 Mr. Sample.



Some see work as a means to an end while others define themselves by their work. Work is very important to John Sample but not at the expense of home or family. If conflicts arise between home and work, his personal life will sometimes take priority. Long or irregular working hours could be inconvenient for him. Leading a full social and business life, he may sometimes be overextended but the social skills he develops in his leisure activities should translate well to business.

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.



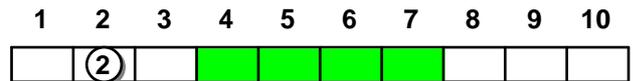
John Sample is a well-grounded individual who is inclined to hold some pessimistic views. Although he could be uneasy about voicing negative opinion, he would not hide his concerns. Given his regard for consequences, he will proceed cautiously with new and potentially risky ventures. He recognizes that there are dangers in the business world but it is largely an exciting, rather than hostile, place for him.

Approach To Work

John 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 Leadership Style.



John Sample tends to prefer a nurturing, caring approach to leadership and this is very productive when the team has shared and predictable goals. If his work merits a gentle touch, Mr. Sample's pliant style will be highly successful. Most businesses, however, experience some transition, even crisis, and these situations demand more hard-edged leadership. Although it could be a stretch for him, in an emergency, John Sample may need to take command.

Preference for Change

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



John Sample prefers tried and tested methods, but he recognizes change is sometimes required and he usually reacts well to rational shifts in personnel or corporate structure. Whenever possible he adapts standard policy for new agenda. If and when there is a clear requirement for it, he will invent new policy. In short, he will not seek change for change's sake or because it is exciting, but rather because it provides a better solution.

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.



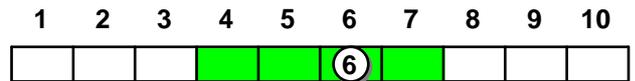
John Sample will strive to avoid conflict. His approach will tend to be subtle, accommodating, and representative of the best that soft skills have to offer. Unfortunately, in some instances, a harder, more vigorous approach would get faster, more lasting results. If passive acceptance is inappropriate, he may have to remind himself that honest disagreement can be worthwhile and effective.

Approach To Work

John Sample

Compensation Preference

FIXED SALARY (1) VS. COMMISSION/BONUS (10):- The Compensation Preference scale identifies whether John Sample is more motivated to work by a secure salary or by performance based remuneration.



John Sample slightly prefers bonus or commission over a fixed salary, but he will readily agree to a blended package of compensation. If a sizable portion of his compensation is steady income rather than the excitement of profit-sharing or performance-based earnings, he may need some support to accept this. However, he will not 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.

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.



John Sample tends to be rather reticent about putting himself forward. In some instances, he truly believes in himself but others might see him as vaguely tentative or unsure. He is probably more at ease if he can do a "faceless" presentation via teleconferencing or e-mail or, if he must perform in person, he may want to focus the group's attention on his concept or product rather than on himself.

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.



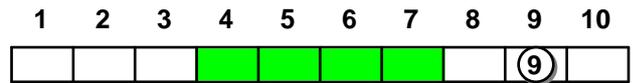
Although sometimes tempted by chancy behavior or quick decisions, John Sample will act appropriately in most situations and expediently in a crisis. He will avoid unnecessary risk, particularly if it could lead to accidents, damage or loss. He prefers to refrain from ad hoc solutions but, if matters are pressing, he can react swiftly, even impulsively. Those who value steadiness will like his typically mindful approach. Others, who want quick answers and fast actions, will appreciate his competent performance.

Approach To Work

John 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.



John Sample may provide a sympathetic ear but this could be more passive hearing than complete listening. Real listening requires active involvement, questioning, paraphrasing, probing for complete understanding and he may hesitate to be so assertive. Because he is unusually willing to accept other points of view, he may not achieve goals unless he can manoeuvre others into discussing difficult issues. A review of active listening skills is recommended.

Validity

John 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: 110

This number of "B" choices is excessive and could affect the validity of this report by making the candidate appear more "average" than they really are.