PREVUE® ASSESSMENT

Benchmark Description Report

Tuesday, April 26, 2016

Australia Taxi Driver

Assess to Succeed, Melbourne, Victoria, Australia

Contents

Part 1 – Report Introduction

Purpose of the Benchmark Description Report

This report is designed to provide management at Assess to Succeed, Melbourne, Victoria, Australia with a better understanding of the characteristics of the preferred candidate for the Australia Taxi Driver position.

Part 2 of this report offers a graphic presentation of the abilities, interests and personality traits evident in top performers in the Australia Taxi Driver position. This graph appears in all Prevue Assessment reports to provide candidate information for screening, selection, coaching and succession planning activities.

Part 3 presents detailed descriptions of each of the benchmarks for the four Abilities scales, three Interests/Motivation scales, and thirteen Personality scales. The Prevue Assessment examines all of these scales with respect to the Australia Taxi Driver position.

What is a Prevue benchmark?

The Prevue Benchmark that will be developed for the Australia Taxi Driver position at Assess to Succeed, Melbourne, Victoria, Australia is a profile of the work-related abilities, interests/motivation, and personality traits of top performers in the position. The benchmark provides data about the requirements of the job and can be used to supplement, organize, and analyze the information provided in résumés, background searches, or the interview. The Prevue Benchmark is customized to address the unique requirements of the job within a particular corporate culture.
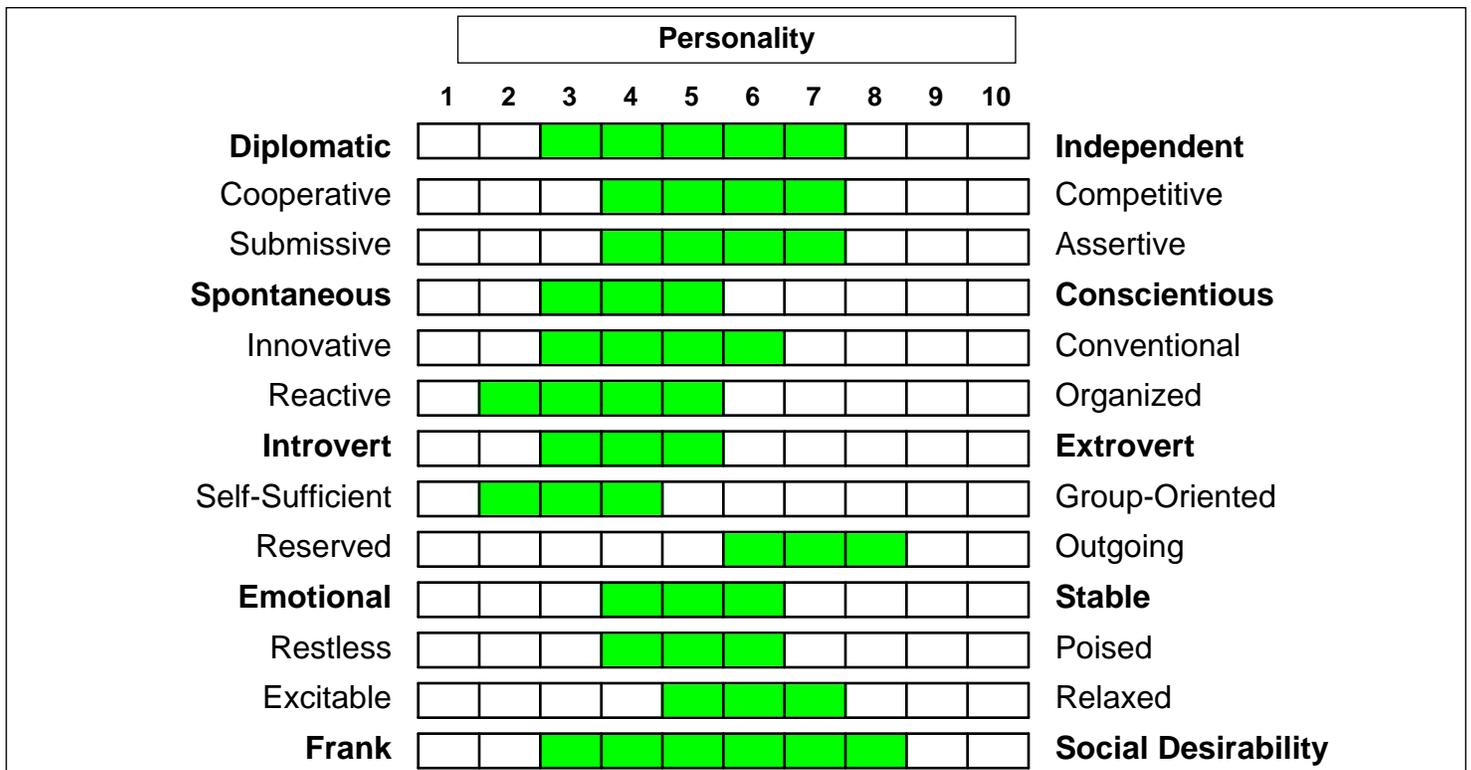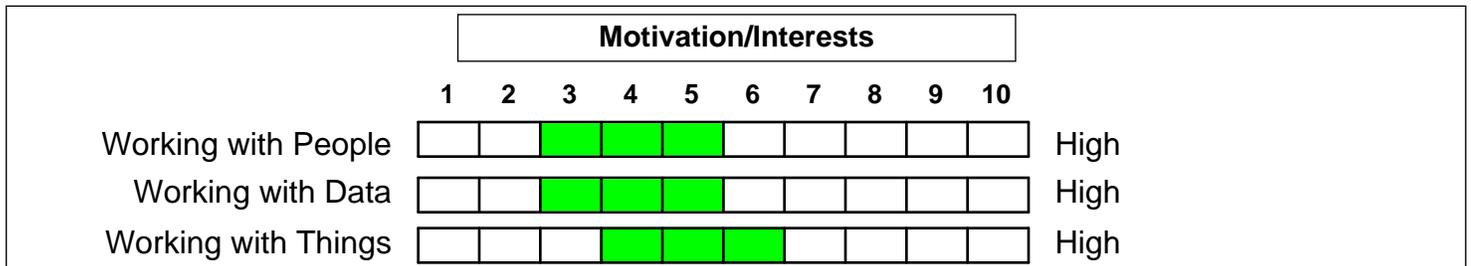
How is the Prevue Benchmark used?

Managers can use the Prevue Benchmark to:
- Select the best candidate for the position
- Obtain essential information beyond résumés, background searches or interviews
- Compare candidates to a preferred standard
- Identify individual training and coaching requirements
- Provide succession planning for the position and career planning for employees

Part 2 – The Prevue Benchmark Graph

This graph illustrates the required characteristics for the Australia Taxi Driver position as determined by management at Assess to Succeed, Melbourne, Victoria, Australia. Preferred candidates will produce scores within the shaded areas shown on the scales of the benchmark.

Abilities

	1	2	3	4	5	6	7	8	9	10	
General Abilities			■	■	■						**High**
Working With Numbers				■	■	■	■				High
Working With Words			■	■	■						High
Working With Shapes			■	■	■						High

Motivation/Interests

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

Personality

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

Part 3 –Prevue Scale and Benchmark Descriptions

The Prevue Benchmark is comprised of benchmarks for each of the Abilities, Interests/motivation and Personality scales measured by the Prevue Assessment. These characteristics should be evident in prospective top performers in the Australia Taxi Driver position. The preferred candidates for the position will produce scores on the Prevue Assessment that fall on or are very close to the benchmarks shown on each of the scales. The following pages provide both Scale and Benchmark Descriptions.

Abilities Scales

General Abilities

Scale Description

General Ability (based on **Working with numbers**, **words** and **shapes**) is an excellent predictor of performance in a wide range of occupations and training courses. Low to moderate levels are good for jobs requiring monotonous repetition and/or unskilled manual labour; mid-range is usually better for jobs requiring more training such as clerical work, administration, and/or skilled labour; and high levels are often important for decision-makers, managers, and advanced technical positions.

	1	2	3	4	5	6	7	8	9	10
Benchmark Graph			■	■	■					
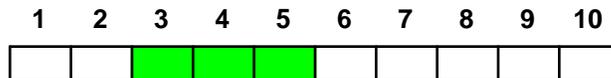
Benchmark Description

This benchmark indicates that below average to average General Abilities are required for successful performance in the Australia Taxi Driver position. Depending on the specific ability required, a top performer might learn new procedures at a moderately slow to normal pace. The best work environment will likely be somewhat challenging with reasonable demands and a slow rate of change. Candidates with either low or above average General Abilities may not be suitable for this position.

Working With Numbers

Scale Description

Working with numbers shows the ability to use numbers for abstract reasoning and problem-solving. In many occupations—clerical, accounting, technical, sales, and managerial—the ability to work with numbers is essential.

Benchmark Graph

1	2	3	4	5	6	7	8	9	10

Benchmark Description

Based on this wide benchmark, a top performer might have below to above average ability for working with numbers. The position probably requires simple arithmetic skills and competence for number recognition. There may also be some higher-level tasks such as statistical analysis. Candidates with low ability may have difficulty with some tasks. Candidates with high scores in numerical ability could also be a poor fit for this position.

Working With Words

Scale Description

Working with words is the ability to use written language for reasoning and problem-solving. In many occupations—clerical, administrative, technical and managerial—the ability to work with written language is a fundamental requirement. While fluency or direct communication is different from verbal reasoning, there is a moderate correlation between scores on this scale and communication skill. People who score at the upper end of **Working with words** are more likely to be good communicators, but excellent fluency and good communication skills can occur irrespective of scores on this scale.

Note: Fluency can be assessed from the résumé and covering letter, and oral communication skills should be measured in the interview.

Benchmark Graph

1	2	3	4	5	6	7	8	9	10
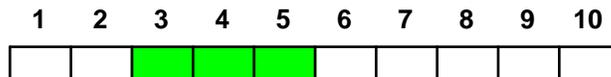
Benchmark Description

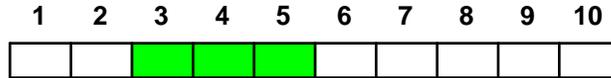Based on this benchmark, a top performer could have below average to average ability with written language. The position may require mainly simple verbal skills such as straightforward reading, writing, and recognition of spelling errors. Candidates with above average ability with words might not reach their potential in this position. Candidates with low ability might find some tasks overly challenging.

Working With Shapes

Scale Description

Working with shapes involves a several facets of mental ability. Most important is the ability to imagine how something will look when it is moved in space or when its component parts are rearranged. Spatial visualization skills are important for tasks such as interpreting blueprints and diagrams, understanding graphs and charts, arranging objects for display or storage, and so on.

Benchmark Graph

1	2	3	4	5	6	7	8	9	10

Benchmark Description

Based on this benchmark, a top performer will have below average to average spatial ability. The position probably involves basic shape recognition and organization tasks such as packing or arranging objects for storage, display, or delivery. Candidates with low ability may have difficulty with some tasks. Candidates with above average spatial ability could also be a poor fit for this position.
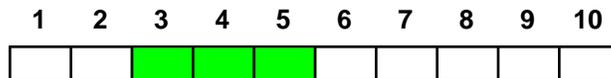
Interests/Motivation Scales

Working With People

Scale Description

Working with people indicates the preferred frequency, quality, and intensity of social contact for optimal job satisfaction. This satisfaction influences performance, especially in the long term.

Benchmark Graph

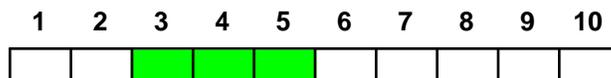| 1	2	3	4	5	6	7	8	9	10

Benchmark Description

This benchmark denotes that the Australia Taxi Driver position requires a candidate with below average to average interest in Working with People. The preferred candidate will be content to work with moderate interaction with people and will likely choose e-mail and telephone calls (rather than face-to-face meetings) as contact methods. The top performer might be inclined to avoid frequent tasks needing advanced people skills. Candidates with either low or above average interest in people could be less suitable for this position.

Working With Data

Scale Description

Working with data measures interest in information and analytical processes as well as overall motivation to work with facts and figures.

Benchmark Graph

1	2	3	4	5	6	7	8	9	10

Benchmark Description
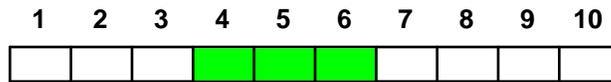
This benchmark denotes that the Australia Taxi Driver position requires candidates with below average to average scores on Working with Data. The preferred employee likely wants some tasks involving figures, statistics, or accounts. Candidates with above average interest in information could be less suitable for this position. Candidates with low interest could also be a poor fit.

Working With Things

Scale Description

Working with things measures willingness to manipulate tools and machines and to operate equipment, computers, and other inanimate objects.

Benchmark Graph

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Benchmark Description

This benchmark denotes that the Australia Taxi Driver position requires a candidate with a below average to average score on Working with Things. The preferred employee likely performs reasonably well with simple, reliable equipment and may infrequently operate more complex machinery. Candidates with either low or above average motivation for hands-on tasks with tools and objects could be less suitable for this position.

Personality Scales

Diplomatic / Independent

Scale Description

Diplomatic to Independent major scale measures willingness to compromise self-interest to be diplomatic in establishing relationships with others. It is based on a person's competitive instincts and assertiveness.

Benchmark Graph

1	2	3	4	5	6	7	8	9	10

Benchmark Description

This broad benchmark signifies that moderately diplomatic to moderately independent candidates could all be suitable for the Australia Taxi Driver position. Future concurrent studies might identify a narrower range of tact and self-reliance. Current data indicate that only extremely diplomatic or highly independent candidates could be less successful in this position.

Cooperative / Competitive

Scale Description

Cooperative to Competitive minor scale measures a person's need to win. Some people are eager to be cooperative and refuse to engage in any form of competition. Conversely, others are driven to compete for high achievement but to the detriment of all other considerations.

Benchmark Graph

| 1	2	3	4	5	6	7	8	9	10

Benchmark Description

This wide benchmark shows that moderately cooperative to moderately competitive candidates could all become top performers in this position. Future concurrent studies might suggest a narrower benchmark. The present benchmark indicates that only candidates with extreme traits could be less suitable for the Australia Taxi Driver position. This means that extremely cooperative people, with little or no concern about winning or losing, may be less effective. Similarly, highly competitive candidates, with total concentration on personal achievement and little concern for relationships, could also be a poor fit.

Submissive / Assertive

Scale Description

Submissive to Assertive minor scale measures willingness to dominate people and events.

Benchmark Graph

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
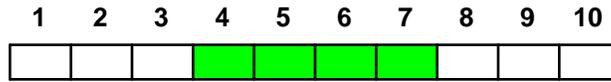
Benchmark Description

The broad benchmark indicates that moderately submissive to moderately assertive candidates could all be effective in this position. More extensive data might reveal a smaller range of compliance and dominance. Currently, only candidates exhibiting extreme traits are less likely to be successful. This means extremely submissive people, who avoid all confrontation and are very reluctant to express their own views, might be a poor fit. Similarly, highly assertive candidates, with singular zeal to express their own views and willingness to engage in head-on confrontation, could also be less suitable for this position.

Spontaneous / Conscientious

Scale Description

Spontaneous to Conscientious major scale describes the actions of those who seldom plan anything and whose responses are almost always spontaneous versus those who tend to display consistent, planned and predictable behavior. This scale is based on the minor scales relating to conventional and organized behavior.

Benchmark Graph

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
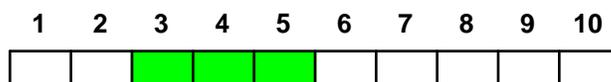
Benchmark Description

This benchmark signifies that moderate spontaneous to balanced person is required for the Australia Taxi Driver position. The top performer will tend to be fairly flexible, able to work with or without clear guidelines, and usually responsive to situations as they arise. The preferred candidate generally follows rules, but probably works best in an unstructured setting with casual work practices. This position might not suit a conscientious candidate who prefers traditional methods and meticulous planning in an orderly environment. Similarly, an extremely spontaneous person might lack the preparation skills necessary for excellent performance.

Innovative / Conventional

Scale Description

Innovative to conventional minor scale measures the likelihood of creative thinking and reliable behavior.

Benchmark Graph

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
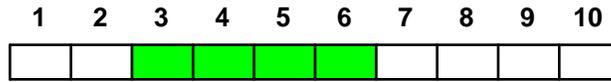
Benchmark Description

This benchmark denotes that a moderately innovative to balanced person is required. The top performer will likely prefer creative thinking, a neutral approach to change and upgrading, and some flexibility regarding rules. This person will be able to invent or adapt to new methods when necessary, and should function productively in a less predictable work environment with some irregularity in the pace of assignments. A conventional candidate, who might adapt slowly to new situations and probably does not welcome change, could be less effective in this position. Similarly, an extremely innovative candidate, who likes a fast-moving, unpredictable environment with few rules, might also be a poor fit.

Reactive / Organized

Scale Description

Reactive to organized minor scale determines preference for planning, detail, schedules and order. Some people would rather innovate and improvise while engaging in "big picture" thinking but, for others, meticulous planning is essential for job satisfaction.

Benchmark Graph

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
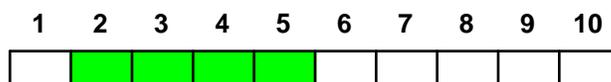
Benchmark Description

This benchmark indicates that successful performance in this position most likely requires an extremely reactive to balanced person. The appropriate employee probably responds to situations as they arise and could have minimal interest in planning and details. The ideal candidate may be lively, unpretentious, and reasonably to exceedingly impulsive. This position may not be a good fit for an organized candidate, who likes to plan ahead and works best in a logical environment with controlled rate of change.

Introvert / Extrovert

Scale Description

Introvert to Extrovert major scale describes how a person interacts with others and measures the degree of social contact required. This scale is based on the minor scales for group-oriented and outgoing behavior.

Benchmark Graph

| 1	2	3	4	5	6	7	8	9	10
		■	■	■					
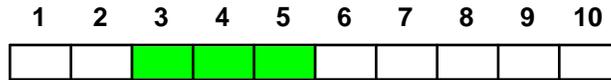
Benchmark Description

This benchmark signifies that moderately introverted to balanced people are required for the Australia Taxi Driver position. The top performer will likely have nearly equal needs for companionship and time alone. This employee will probably thrive in a range of moderate social situations and contribute without drawing undue personal attention. The position might not suit an extreme introvert, who may prefer to avoid meeting people in business activities. Conversely, moderately to highly extroverted candidates, who want lively, social interaction with co-workers and clients, could also be a poor fit for this position.

Self-Sufficient / Group-Oriented

Scale Description

Self-sufficient to Group-oriented minor scale measures whether a person prefers to generate ideas and stimulation in solitude or with a group.

Benchmark Graph

1	2	3	4	5	6	7	8	9	10
	■	■	■						
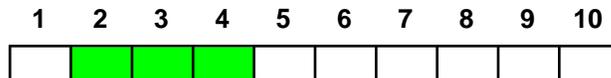
Benchmark Description

This benchmark denotes that a moderately to extremely self-sufficient person is required. The appropriate employee will function well with prolonged periods of little or no direct social contact. While capable of working with others, the preferred candidate will tend to prefer quiet solitude and to avoid noisy, busy work areas. This position could be less appropriate for balanced to highly group-oriented candidates, who may be more at ease in social settings.

Reserved / Outgoing

Scale Description

Reserved to Outgoing minor scale measures whether a person's nature is to be somewhat detached from others or overtly friendly.

Benchmark Graph

1	2	3	4	5	6	7	8	9	10

Benchmark Description

This benchmark indicates that a balanced to moderately outgoing candidate is required for the Australia Taxi Driver position. The top performer will tend to be genial and talkative. This person will likely enjoy variable tasks with some excitement, but will also tolerate routine work. With slight to moderate impulsiveness, the appropriate employee occasionally looks for extra attention and likes to choose when to speak out at meetings. Moderately to extremely reserved candidates might be too detached to be fully effective in this position. At the other end of the scale, highly outgoing candidates would most likely prefer much more variety and excitement.

Emotional / Stable

Scale Description

Emotional to Stable major scale describes reactions to changing conditions and new people. This scale is based on the minor scales related to restlessness and excitability.

Benchmark Graph

1	2	3	4	5	6	7	8	9	10

Benchmark Description

This benchmark signifies that a moderately emotional to balanced candidate is required for the Australia Taxi Driver position. The top performer tends to be expressive and reasonably self-aware. This person may be somewhat tense, possibly anxious under heavy pressure, and cautious in unfamiliar situations. An extremely emotional employee might be unduly stressed in this position and some steadiness is necessary for excellent performance. This position also might be less suitable for a moderately to highly stable candidate, who could seem less self-aware and even impassive under stress.

Restless / Poised

Scale Description

Restless to Poised minor scale indicates of how people respond to stress such as adverse events and the negative things that other people say, think or do. Some people can be unduly sensitive to this stress while others may seem impervious.

Benchmark Graph

1	2	3	4	5	6	7	8	9	10

Benchmark Description

This benchmark denotes that a moderately restless to balanced person is required. The top performer may tend to get upset and take criticism personally, but could have near-average coping skills for setbacks and embarrassment. The preferred candidate will might see the world as unsympathetic and could show little objectivity. More poised candidates, who tend to be rational and tolerant and could be perceived as unfazed by adversity, might be a poor fit for this position. At the low end of the scale, an extremely restless person, who is easily upset and irritated with little or no tolerance for criticism, might also be less effective.

Excitable / Relaxed

Scale Description

Excitable to Relaxed minor scale measures response to potentially stressful situations. Some people are visibly upset by unexpected circumstances while others manage their emotions well.

Benchmark Graph

1	2	3	4	5	6	7	8	9	10

Benchmark Description

This benchmark indicates that a balanced to moderately relaxed person is preferred. The top performer will tend to be easy-going and generally accepts others at face value with few doubts about their trustworthiness. This person probably stays cool when things go wrong and has average or better coping skills for job-related stress. A moderately to extremely excitable candidate, who may be prone to worry and distrust, might not be a good fit for this position. At the other end of the scale, a highly relaxed employee, whose calm nonchalance could be seen as indifference or whose open, trusting nature could be vulnerable to exploitation, might also be less effective.

Social Desirability

Scale Description

Social desirability scale indicates how much the desire to present a good impression has influenced answers in the **Prevue Assessment™**. Most people will score in the middle range (4-5-6-7), but both high and low scores must be reviewed with care.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Benchmark Graph

Benchmark Description

This benchmark indicates that the preferred candidate should be neither extremely frank nor highly influenced by social desirability and what is socially acceptable. Any impression, from mildly frank and negative to potentially less frank and mildly positive, will be satisfactory.