



Benchmark Description Report

Tuesday, April 26, 2016

Sales Representative

Assess to Succeed, Melbourne, Victoria, Australia

Produced By:

**Assess to Succeed
Melbourne,
Victoria, Australia**

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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 Sales Representative position.

Part 2 of this report offers a graphic presentation of the personality traits evident in top performers in the Sales Representative 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 thirteen Personality scales. The Prevue Assessment examines all of these scales with respect to the Sales Representative position.

What is a Prevue benchmark?

The Prevue Benchmark that will be developed for the Sales Representative 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.

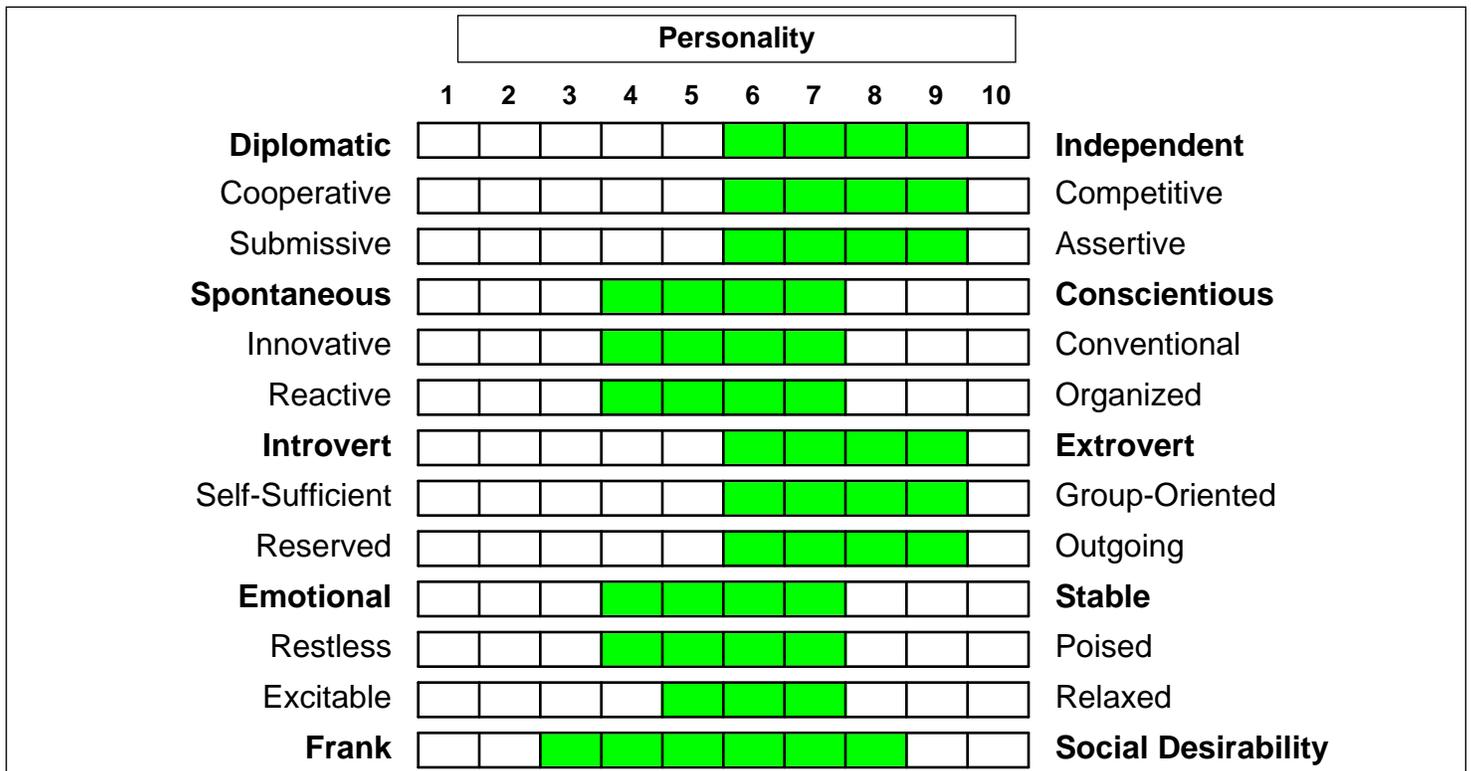
How is the Prevue Benchmark used?

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 Sales Representative 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.



Part 3 –Prevue Scale and Benchmark Descriptions

The Prevue Benchmark is comprised of benchmarks for each of the Personality scales measured by the Prevue Assessment. These characteristics should be evident in prospective top performers in the Sales Representative 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.

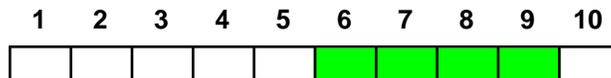
Personality Scales

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



Benchmark Description

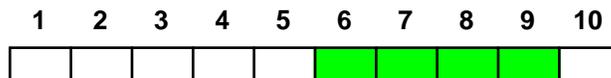
This benchmark signifies that a balanced to highly independent candidate is required for the Sales Representative position. The top performer will tend to be forthright, little daunted by controversy, and good at getting things done. This person generally deals directly with conflict and could be inclined to leadership as much as or more than teamwork. This position probably would not suit a moderately to extremely diplomatic employee who values relationships above achievement.

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



Benchmark Description

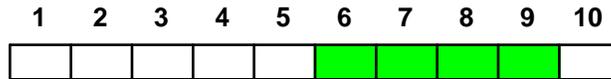
This benchmark shows that the person required for this position will be balanced to extremely competitive. The preferred candidate will strive for achievement and exhibit minimal to average concern for preserving relationships. A cooperative employee, who likely prefers team work and collaboration over individual effort, could be less effective in this role.

Submissive / Assertive

Scale Description

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

Benchmark Graph



Benchmark Description

This benchmark indicates that successful performance in this position likely requires a balanced to highly assertive person. The top performer will be willing to speak out on issues, to make decisions, and to accept leadership. The ideal candidate will usually be rational and reasonably to extremely outspoken. Submissive candidates, who avoid conflict and only occasionally express their own views, might not be as effective in 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



Benchmark Description

This broad benchmark signifies moderately spontaneous to moderately conscientious candidates could all be successful in the Sales Representative position. A narrower range of flexibility and diligence may be identified when more information becomes available. Currently, only candidates with extreme traits would be less suitable for this position. Extremely spontaneous people might lack necessary preparation skills. At the other end of the scale, highly conscientious workers could be less effective when fast, inventive responses are needed.

Innovative / Conventional

Scale Description

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

Benchmark Graph



Benchmark Description

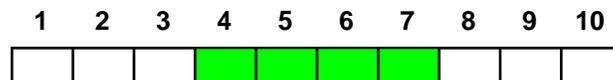
This broad benchmark denotes that moderately innovative to moderately conventional candidates could all be effective in this position. Current data indicate that only candidates with extreme traits might be less suitable for this position. This means that an extremely innovative person, who likes a fast-moving, unpredictable environment with few rules, might be a poor fit. At the other end of the scale, a highly conventional candidate, who resists change and adheres to traditional methods, could also be unsuitable for this job.

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



Benchmark Description

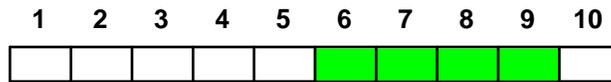
This broad benchmark denotes that moderately reactive to moderately organized people could all be effective in this position. Future concurrent studies might provide more insight into a top performer's blend of liveliness and efficiency. Current data indicate that only candidates with extreme traits could be less suitable for this position. This means that an extremely reactive person, who is highly impulsive, casual about scheduling, and unwilling to plan or deal with details, might be a poor fit. At the other end of the scale, a highly organized worker who is very cautious, reluctant to disrupt plans, and overly concerned with tight scheduling could also be unsuitable for this job.

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



Benchmark Description

This benchmark signifies balanced to highly extroverted candidates could become top performers in the Sales Representative position. The preferred candidate will function well in social situations and probably has variable needs for companionship. The position might not suit a moderate to extreme introvert, who may prefer fewer meetings with people during business activities.

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



Benchmark Description

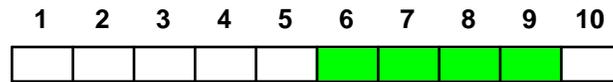
This benchmark denotes that the required person will likely be balanced to highly group-oriented. The appropriate employee probably has a mild to extreme preference for team work and will usually be more at ease in group settings with opportunity for discussion, approval, and support. Moderately to extremely self-sufficient candidates, who tend to need extended periods of solitude, could be less likely to succeed in this position.

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



Benchmark Description

This benchmark indicates that a candidate who is balanced to highly outgoing is required for the Sales Representative position. The top performer will tend to be genial and talkative. Less inclined for quiet, routine work, this person likely enjoys tasks with some variety and excitement. In meetings, the appropriate employee will often be ready for new experiences and comfortable in the spotlight, especially if there by choice. Moderately to extremely reserved candidates could be too detached to be fully effective in this position.

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



Benchmark Description

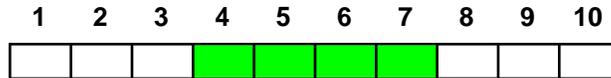
This wide benchmark signifies that moderately emotional to moderately stable candidates could all be effective in the Sales Representative position. A narrower range of sentiment and steadiness may be identified when more information becomes available. Current data indicate that only candidates with extreme traits could be less successful. Extremely emotional employees might be unduly stressed in this position and some steadiness is necessary for excellent performance. At the other end of the scale, highly stable candidates might be perceived as impassive and they, too, could be less effective.

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



Benchmark Description

This wide benchmark denotes that moderately restless to moderately poised candidates could all be effective in this position. Future concurrent studies might describe a narrower range of edginess and composure. Currently, only candidates with extreme traits might be less suitable. At the low end of the scale, an extremely restless person, who is easily upset and irritated, might be less effective. Conversely, a highly poised candidate could be perceived as unfazed by adversity and therefore might also be a poor fit for this position.

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



Benchmark Description

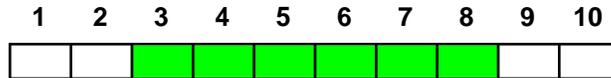
This benchmark indicates that a balanced to moderately relaxed person is preferred. The top performer will tend to be easy-going and generally accepts others at face value with few doubts about their trustworthiness. This person probably stays cool when things go wrong and has average or better coping 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.

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.