



CONFIDENTIAL REPORT

(CANDIDATE'S COPY)

for

Ms. Mary Sample

Friday, November 23, 2007

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UNDERSTANDING THIS REPORT

The Purpose of This Report

The Prevue Corporate Coach Report provides information that will assist your Coach in understanding your unique profile. It can also provide you with a better understanding of yourself. The report provides insight into your personality profile and important work related characteristics. It is intended to assist the coach-client relationship by providing a starting point for meaningful discussion about your 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 you.

Where Does The Information in This Report Come From?

The information in this report is derived from your 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. Those products have been used to assess more than one million people in North America alone. For more information about the ICES Plus Assessment, or other View products, see www.prevueonline.com.

Recommendation

We ask that you review this Assessment carefully, particularly the Total Person Description. We even recommend that you show this Assessment to your spouse or a personal friend. We have found that people are frequently surprised to find the Assessment presents such an accurate profile.

Total Person Description

Mary Sample

You are interested in working with people and would be happy in a job that involves contact with others. You are moderately motivated to work with data. This means that you could process abstract information so long as you still had opportunities for social interaction. You will perform best when you can take advantage of your preference for interpersonal activity and minimize working with things. In fact, any equipment you operate should be relatively simple and reliable, as you are not very mechanically inclined.

You are a strong team player who enjoys individual recognition. Competitive and highly assertive, you are extremely direct and say exactly what you think. At times, your willingness to confront can seem argumentative, but you still value cooperation and will seek to collaborate with, rather than browbeat your opponents. You are most comfortable when controlling the situation and, when you have a personal interest in the events at hand, it may be difficult for you to let go of authority.

You will conduct yourself in a conventional and reliable manner. You can also be creative and spontaneous, and you can react to events as they happen. Although you are at your best working in a structured and unambiguous environment, you will prefer to respond spontaneously to situations as they arise. This is a good combination for most businesses because it means reliable performance with the flexibility to meet sudden changes in the marketplace.

You prefer to work in the company of others. You believe that the more people involved the better the outcome. Extended periods of solitude will be frustrating for you. Often wanting to be in the spotlight, you will usually lead any discussion. You enjoy meeting new people and exploring new ideas. You often act impulsively and long-term assignments must include variety or else you will lose interest. You will not tolerate a great deal of monotony and you will thrive on challenging assignments, particularly if these contain an element of risk.

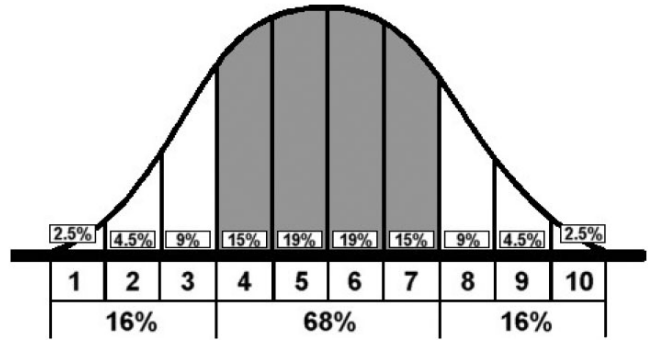
You are sensitive to the emotions of others, and you will generally act appropriately. Certainly, unwarranted criticism can upset your equilibrium, but you will quickly regain your normal good humor. You are not bothered by the ordinary give and take of human relations. You are generally calm and, while aware of stress, you do not let it stop you from achieving your goals. You are relaxed and cope so well with pressure that some might misinterpret your lack of excitability as indifference. Less scrupulous people may attempt to exploit your easy trust and remarkable patience. Ideally, you should work on demanding, high pressure, long-term projects that require dealing with people openly and objectively. Whether you are required to give a fast response to a crisis or methodical attention to a routine task, you will work well under most pressures.

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

Total Person Description

Mary 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						6					High
Working with Things					5						High

Personality

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

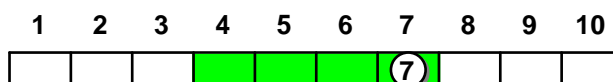
Individual Characteristics

Mary 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 your 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.

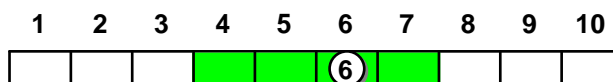
Working With People

Your score reveals that you are truly interested in working with people. With your above-average motivation to work with others, you will likely enjoy work that requires well-developed interpersonal skills. Customer service or support positions, particularly if these depend on intricate personal connections, could be good choices for you. In the right circumstances, you might also find considerable job satisfaction in highly challenging social tasks such as project management, team leadership or labour relations.



Working With Data

Are you generally comfortable with facts and figures? You are probably aware that you usually grasp information in any form: numbers, words or symbols. As you may have expected, your assessment reveals that your interest in data is slightly better than average. Considering your motivation, you will likely tend to put extra effort into scheduling tasks, managing paperwork, and maintaining records. While you may use and understand data analysis fairly readily, your moderate interest in working with data means that you will likely keep a balanced view of business reports.



Working With Things

Tools, equipment, and machinery may have moderate appeal for you as your results show an average interest in working with things. This satisfactory motivation for using inanimate objects could be advantageous: while you won't avoid instruments or appliances, you may be inclined to delegate hands-on work and leave yourself free for more thoughtful tasks. Similarly, you will probably like working with electronic devices and should have little difficulty adopting new technology.

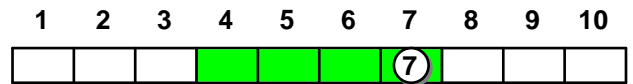


Individual Characteristics

Mary Sample

Diplomatic / Independent

For the most part, you are forthright and you play hard to win. You can be outspoken and you rarely shy away from controversy or argument. While your personal goals are important, you put real effort into achieving team goals, too. Both ambitious and considerate, you can be entirely competent if you apply the right trait at the right time.



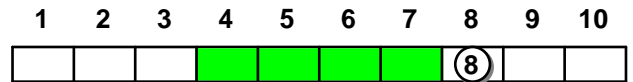
Cooperative / Competitive

Your score implies that you are a mildly competitive person who strives for success while preserving accord within the group. For the most part, you will balance your own achievements with the need to maintain helpful relationships with others. Although you are somewhat ambitious and may enjoy being a front runner, your will-to-win almost never interferes with corporate goals.



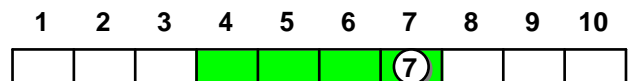
Submissive / Assertive

You are often straight forward, assertive and outspoken. You usually respect other opinions, but do you avoid confrontation? Probably not. Your scores indicate that you are self-confident enough to take control when necessary but you will still be diplomatic. These are good qualities for leadership.



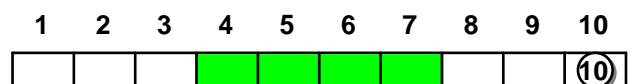
Spontaneous / Conscientious

With a notable tendency to be conscientious and detail-oriented, you prefer orderly work habits. You are still able to adapt to unexpected changes or sudden demands, but your forte is likely to be an organized approach and meticulous follow-up. You will only occasionally react spontaneously.



Innovative / Conventional

Assuming that going "by the book" is often the best method, you most likely prefer a structured environment with a definite plan. You are highly conventional and reliable, and exceptionally meticulous in your attention to details. Because you tend to be time conscious and strategic, you may sometimes find it difficult to adapt to delays, personnel changes, or emotional upheaval in the workplace.



Individual Characteristics

Mary Sample

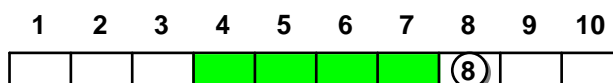
Reactive / Organized

Your assessment suggests that you value organization and structure yet you generally cope well with change and disruption. Most often you can find the right balance between administrative tasks and professional objectives. While you may prefer to think things through before responding to unforeseen events, you will not drag your feet when a quick reaction is necessary.



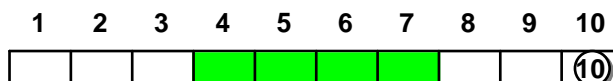
Introvert / Extrovert

Are you a sociable, talkative person who seeks excitement? Repetitious tasks performed in isolation may be wearisome for you and you could be tempted to postpone these and simply act on impulse. You are probably aware that others tend to see you as high-spirited and lively. Given your positive extroversion, you most likely have well-developed listening and social skills. In fact, you may be happiest when you are the center of attention, because being with people provides you with fun, entertainment, and stimulation.



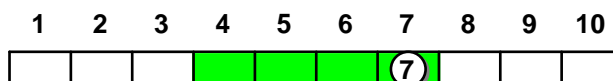
Self-Sufficient / Group-Oriented

With your exceptional group-orientation, you thrive in a lively environment with plenty of social contact. A quiet pause to reflect and recover is a rare event in your worklife. While you usually like to be part of the group and wants others' approval, you do not necessarily need to be the leader. These traits are assets when dealing with people at any level.



Reserved / Outgoing

Outgoing and talkative in a social setting, you can hold back and be quiet during "strictly business" events. While you will handle most routine tasks well, you more likely prefer variety and challenge. Even in ad hoc assignments, you will tend to exercise caution regarding risk and you rarely rely exclusively on your own judgement. You probably have a good blend of social skills, but emotionally needy co-workers could misunderstand your informality and openness.

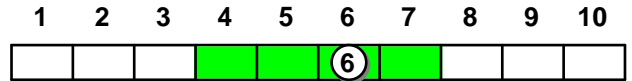


Individual Characteristics

Mary Sample

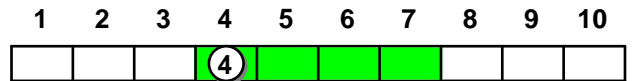
Emotional / Stable

Your score implies that you are calm and confident for the most part and generally emotionally stable. These qualities enable you to deal efficiently with staff predicaments, career setbacks, or unrealistic expectations of supervisors or subordinates. You can be wary of other's motives, however, and would likely react quickly and appropriately to anyone who tried to take advantage of your easygoing nature.



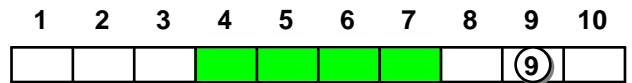
Restless / Poised

Do you find that, while generally composed, you can be upset by prolonged stress or exceedingly demanding tasks? Your assessment suggests that, while your poise may be threatened, you can usually maintain a business-like attitude. If involved in a personal dispute, however, you could find it difficult to remain objective. While these adverse situations may not occur frequently, you should be prepared for them.



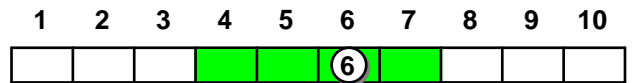
Excitable / Relaxed

Relaxed and trusting, you usually remain calm under stress and you probably cope well in high-pressure jobs. You will tend to accept others at face value and unscrupulous people might try to exploit your easy trust and remarkable patience. Being so relaxed could put you at risk of having a diminished sense of urgency.



Social Desirability

You seem well aware of social rules and expectations and generally conform to them. You have presented a frank and fair picture of yourself in this assessment.



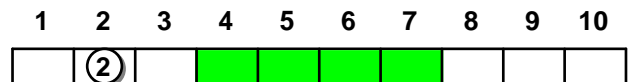
Approach To Work

Mary Sample

This section of the Prevue Corporate Coach Report provides information on your responses 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

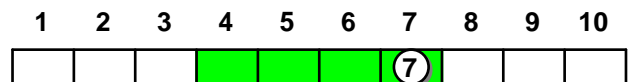
WORKS TO LIVE (1) vs. LIVES TO WORK (10):- The Focus on Work scale provides information on the importance of work to you. Some see work as a means to an end while others define themselves by their work.



Your career is a means to an end and far from being a defining characteristic of your life. If there is a conflict between home and work, your personal life will rarely be compromised. Home, family and leisure activities are markedly important to you and probably help you to deal with a greater variety of business problems.

Approach to New Ventures

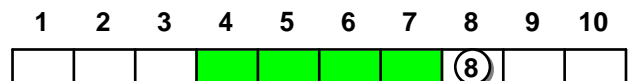
CAUTIOUS (1) vs. OPTIMISTIC (10):- This scale distinguishes those who approach new ventures or issues with caution from those who approach new ventures with optimism.



Because you find excitement in new ventures, you generally see the business world as having more opportunities than dangers. You tend to react quickly to problems and will try new methods to boost performance and productivity. You realize, however, that singular actions can have negative consequences. As a result, you will not adopt new practices merely because they are novel: you must be persuaded that they are also timely and effective.

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 style.



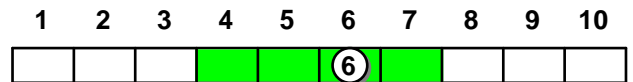
You are good leader for crisis management: you tend to be explicit and moderately demanding, and you strive for timely, accurate results. If your work is continually in transition or if there is a lot of conflict in the workplace, this style will be practical. However, most work situations demand some give-and-take. You may want to vary your approach and use a more interactive, democratic style when necessary.

Approach To Work

Mary Sample

Preference for Change

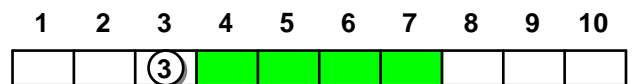
LIKES ROUTINE (1) vs. LIKES CHANGE (10):- This scale identifies where you fit in the continuum between a structured environment with a fixed routine and a dynamic fast changing working environment.



Generally in favour of challenge and change, you still like to preserve some order and regularity. Similarly, you like an efficient organization but chafe under narrow guidelines. If you are free to develop new concepts, you can do routine work very well. You will react proactively to change and adapt readily to new trends, given that these are improvements. You do not value change simply for its intrinsic excitement.

Approach to Conflict

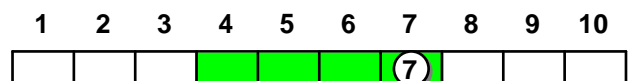
FORCEFUL (1) VS. ACCOMMODATING (10):- This scale distinguishes those who are forceful in their approach to conflict from those who avoid conflict by being accommodating.



You tend to be reasonably forceful and direct in your approach to conflict. Secure in your own self-concept, you readily engage in debate and confrontation, and will only occasionally be worn down by the impact of others. While your vigorous approach probably gets good results most of the time, you may need to temper your initiative in emotionally-charged situations. If feelings are running high, a more moderate, accommodating style could be more effective.

Compensation Preference

FIXED SALARY (1) vs. COMMISSION/BONUS (10):- The Compensation Preference scale identifies whether you are more motivated to work for a secure salary or performance based remuneration.



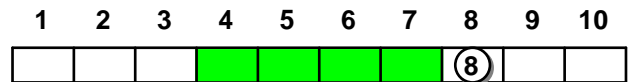
You enjoy gambling on performance goals, but you also want some regular income. A modest salary with a good bonus or commission plan should suit you well. If most of your compensation is steady income rather than profit-sharing or performance-based earnings, you will need some support to accept this. While enjoying the excitement of incentive-based earnings, you will not risk things of real importance. You like the challenge of new ventures as long as you can think things through and be ready for potential problems.

Approach To Work

Mary Sample

Approach to Self Promotion

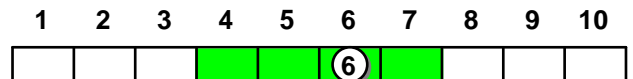
RELUCTANT (1) vs. ASSURED (10):- People who score 1 on this scale are reluctant to put themselves forward while those who score 10 are extremely assured.



When selling your own ideas or products, you tend to do well. You have little hesitation about putting yourself forward and you will be nicely committed to your own views. While this above-average level of assurance is good for most endeavors, you may need to "rein in" a little when negotiating or collaborating with less outspoken people. Without ever intending to, you could overwhelm others with your positive self-image.

Approach to Risk Taking

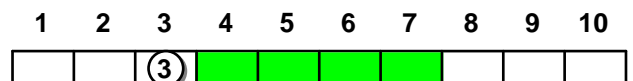
CAREFUL (1) vs. DARING (10):- This Approach to Risk scale is measured from 1 for avoidance of risky behavior to 10 for willingness to engage in risk.



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

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.



You tend to get caught up in enthusiasm for your own ideas and this can result in little opportunity for others to express their thoughts. Being outspoken and self-confident, you may well talk too much without realizing that this stifles contribution from the team. If peers or subordinates are strident, you may hear only their tone and miss their meaning. You could benefit from using more active listening skills such as paraphrasing, questioning, and neutral repetition. Setting specific goals to promote more dialogue would increase the involvement/inclusion of others.

Validity

Mary 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: 3

This number of "B" choices is within acceptable levels and the results of the Personality Section of this report had meaningful response patterns. Therefore the data presented in this Prevue Corporate Coach Assessment can be considered accurate and reliable.