

# Prevue Assessment Benchmark

## Sample Selection Report: Account Executive Position

Applicant's actual score on that dimension

The critical dimensions that separate average or low performers from high performers can be identified.

### Abilities

	1	2	3	4	5	6	7	8	9	10
Measures cognitive skills, learning speed				4						
General Abilities				4						
Working/Numbers					5					
Working/Words			3							
Working/Shapes				4						

Shaded area is BENCHMARK created using your company's top performers for any given position.

### Motivation / Interest

	1	2	3	4	5	6	7	8	9	10
Measures what a candidate's interests are										
Passion for People			3							
Passion for Data							7			
Passion for Things							7			

The system will provide you with behavioral interview questions for all areas that are off the benchmark so that the interviewer can probe for job suitability. For example: "Describe a time when you came up with a new way to do something at work in order to improve a work process."

### Personality

	1	2	3	4	5	6	7	8	9	10		
Wants others to win, team-oriented	DIPLOMATIC			3							INDEPENDENT	Determined to win, will speak out
	Cooperative						7				Competitive	
	Submissive	1									Assertive	
Flexible, likes change	SPONTANEOUS										CONSCIENTIOUS	Detail-Oriented, abides by rules
	Innovative						6				Conventional	
	Reactive								8		Organized	
Content to be alone	INTROVERT					5					EXTROVERT	Gets energy from people, likes to be center of attention
	Self-Sufficient				4						Group-Oriented	
	Reserved					5					Outgoing	
High sense of urgency, sensitive	EMOTIONAL				4						STABLE	Takes criticism well, works well with stress
	Restless				4						Poised	
	Excitable				4						Relaxed	
	Frank*										Social Desirability	

\*Frank and Social Desirability scores are just one of four internal validity scales

**Prevue Job Suitability:** overall percentage reflects suitability when compared to the Account Executive benchmark.

**Benchmark Suitability 70%**