



## All Star Operations

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**Assessment Taken**  
11/20/2024

**Report Generated**  
11/22/2024

**Amanda Adiutori**  
**Work-Fit**

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# Understanding This Report

This report provides information on Amanda Adiutori's approach or response to a number of work-related subjects. The information is provided to assist management in gaining a better understanding of the candidate to support selection and development decisions. The Work-Fit Report will help to answer questions such as:

- Is the candidate inclined to take risks?
- Does the candidate live to work or work to live?
- Is the candidate better motivated by a fixed salary or flexible income?

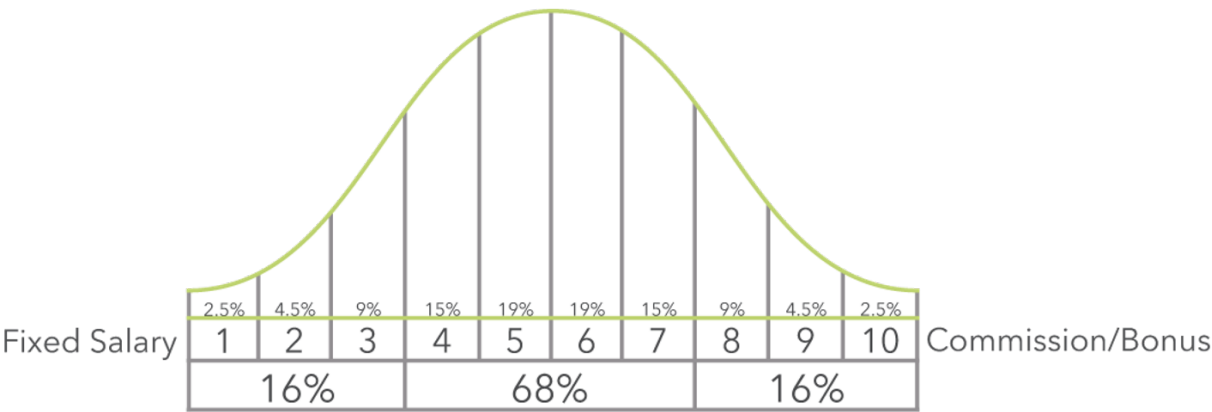
The Work-Fit scales are derived from one or a composite of the Prevue Personality scales that are addressed in the Prevue Personality Assessment.

There are in fact two types of scales included in this Work-Fit report:

1. Six of the nine scales are composite scales. Each composite scale is composed of a combination of Prevue personality trait scales that are displayed in Prevue Job-Fit and other Prevue reports. One might say therefore that a composite scale is a recipe compromised of portions of personality traits.
2. The other three scales in Work-Fit are referred to as "Aspects of Assertiveness" as they are all derived from the Submissive vs. Assertive personality scale that is exhibited in Prevue Job-Fit and other Prevue reports.

The Prevue major and minor personality scales that are considered in Prevue Job-Fit and other Prevue reports are trait scales that describe a candidate's personality traits or characteristics from which we infer certain behaviors. Composite scales, on the other hand, are a combination of personality traits that examine particular work subjects or situations which are significant to effective performance in most jobs.

## Prevue Scoring



The assessment results collected from a very large sample of the general working population, when graphed, produces a bell shaped curve shown in the above diagram. The bell curve is divided into standard tenths ('stens') and the percentage of the population that will score on each sten is shown in the diagram.

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.

Example: A score of 9 in the Compensation Preference scale shown above would indicate that the candidate was more inclined to be paid by way of commission than 93% (the sum of the percentages for sten 1 to 8) of the general working population.

# Work-Fit

This section of the report identifies Amanda Adiutori's scores on each of the Work-Fit Scales followed by an explanation of the significance of each score. You may occasionally observe what appear to be conflicts between the description of a score on a trait scale in the Prevue Job-Fit or other reports and the description of a candidate's score on an Work-Fit composite scale. This apparent conflict arises out of the fact that there are several Prevue trait scales being considered in each composite scale and that the scale descriptions for the more significant components of the composite scale can appear to conflict with the description of the score on the composite scale.

Generally, scores and descriptive text for the composite scales should take precedence where there is an apparent conflict with the description of a score on a trait scale, because composite scales are examining very specific aspects of job performance and are able to take relationships between scales into account. Also, composite scales usually have higher coefficients of reliability than individual trait scales. For more information on the Work-Fit scales and their relationship to the personality trait scales utilized in Prevue Job-Fit and other Prevue reports, please see Understanding Work-Fit Scales.



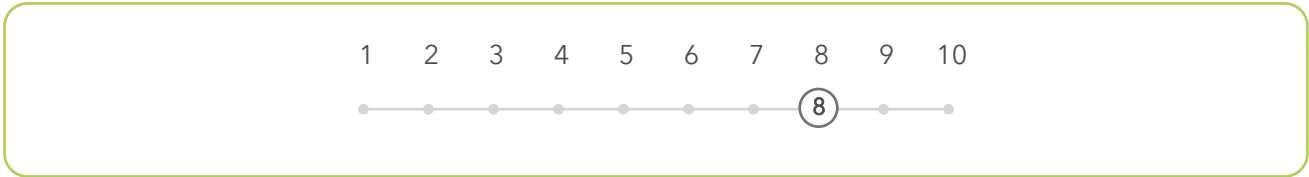
\* See Aspects of Assertiveness

# Remote Worker Effectiveness

MORE EFFECTIVE IN THE OFFICE (1) vs. MORE EFFECTIVE REMOTE (10)

The Remote Worker Effectiveness scale identifies whether Amanda Adiutori is more satisfied and productive working in the office or working from home.

Amanda Adiutori will typically thrive well in a work-from-home situation. Their preference to work remotely may stem from several reasons, but it is likely that they enjoy the solitude of being away from a busy office environment. If required for Amanda to work in the office, ensure that they are given sufficient control over their work schedule and setting, so they can achieve the same level of work engagement as they will at home.

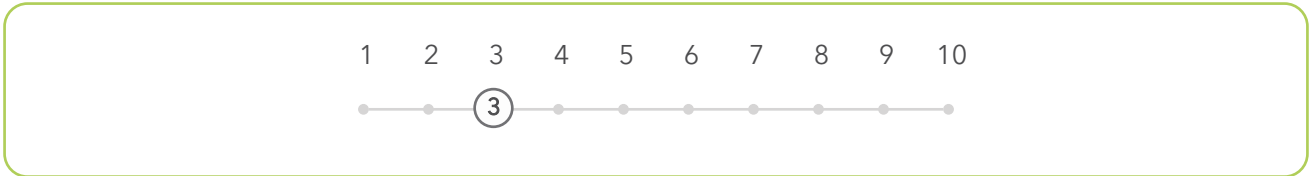


# Compliance

LESS COMPLIANT (1) vs. MORE COMPLIANT (10)

The Compliance Scale identifies whether Amanda Adiutori is more likely to question rules and authority or follow and adhere to guidelines in a reliable, steady manner.

Amanda Adiutori may question standard procedures and guidelines. A steady workload of routine tasks may lead to frustration because the candidate tends to improvise occasionally, use intuition, or take chances by bending rules. Rather than strictly adhering to established methods, if given a choice, Amanda may prefer to work in a new or personal way. Some disruptive behavior worth noting, such as taking longer breaks than allowed and arriving late to work, could be a response to long hours or job stress.



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## Entrepreneurism

### CAUTIOUS (1) vs. RISK TAKER (10)

The Entrepreneurism scale distinguishes those who approach new endeavors with caution from those who take more risks when approaching new ventures.

Tending to focus on possible flaws rather than potential success, Amanda Adiutori may be hesitant to join in new ventures. To assess risk, Amanda prefers hard, objective data. Although believing in their own opinions, the candidate may be less comfortable about telling others they're more negative or unpopular views. Despite an occasionally worried outlook, Amanda likely strives to be sociable and is usually at ease in the business world.



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## Focus On Work

### WORKS TO LIVE (1) vs. LIVES TO WORK (10)

The Focus on Work scale provides information on what Amanda Adiutori prioritizes regarding work and personal life balance.

Some see work as a means to an end, while others define themselves by their work. Amanda likely views their career as a means to an end and not a defining characteristic of their life. If there is a conflict between home and work, the candidate's personal life will often take priority. Home, family, and leisure activities are very important to the candidate and having a balance between work and personal life will set the candidate up for the most success at work.



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## Compensation Preference

**FIXED SALARY (1) vs. COMMISSION/BONUS (10)**

**The Compensation Preference scale identifies whether Amanda Adiutori is more motivated to work by a secure salary or by performance-based remuneration.**

Amanda Adiutori likely enjoys striving for performance-based remuneration, but also likes having a stable income. A modest salary with a good bonus or commission plan should suit the candidate well. If most of the compensation is steady income rather than performance-based earnings, Amanda may be less motivated at work. Given the excitement of incentive-based pay, the candidate will thrive when consistently working towards financial goals.



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## Preference For Change

**LIKES ROUTINE (1) vs. LIKES CHANGE (10)**

**The Preference for Change scale indicates the level of change that supports optimal performance for Amanda Adiutori. Some candidates prefer a steady workplace that is slower paced while others thrive in a fast-paced environment.**

An active environment with varying demands that may require quick responses is likely a good fit for Amanda. Mundane work will be tolerable if the candidate is allowed to find a fresh approach for common tasks. Faced with personnel replacements, reorganization, downsizing, or expansion, Amanda tends to be proactive and is usually alert for unexpected developments. Sudden change will rarely decrease the candidate's work performance and they typically thrive in a dynamic, fast-paced workplace.



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## Aspects Of Assertiveness

### SUBMISSIVE (1) vs. ASSERTIVE (10)

This personality scale influences a person's response to the following important work situations or circumstances:



### LEADERSHIP STYLE - COMFORTING (1) vs. STERN (10)

The Leadership Style scale distinguishes those who lead in a more nurturing way from those who are naturally inclined to a more vigorous leadership style.

Given a choice, Amanda Adiutori is likely to use a nurturing, caring approach to leadership, and this is very productive when the team has shared and predictable goals. If the work merits a gentle touch, the candidate'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 is not the candidate's usual preference, in an emergency, Amanda may need to take command.

### COMMUNICATION STYLE - LISTENING (1) vs. TALKING (10)

The Communication Style scale looks at how candidates communicate during conversations. Some candidates take a back seat approach, making a strong effort to listen closely to what their conversation partner is saying while others tend to dominate the conversation and express themselves candidly.

Amanda Adiutori usually provides a sympathetic ear and encourages others to open up but may be too passive. To be a good listener requires active involvement, questioning, paraphrasing, and probing for complete understanding. By frequently accepting other points of view with little debate, Amanda may not be able to deal with difficult issues without maneuvering others into discussing them. Given Amanda's passive nature, they may have challenges dealing with controversy and could benefit from further developing their active listening skills.

### CONFLICT MANAGEMENT - ACCOMMODATING (1) vs. FORCEFUL (10)

The Conflict Management scale distinguishes those who avoid conflict by being accommodating from those who are stern in their approach to conflict.

For the most part, Amanda Adiutori will likely strive to avoid conflict. Reflecting the candidate's excellent soft skills, Amanda's approach will tend to be accommodating. In some instances, a harder, more vigorous approach would get faster, more lasting results. Amanda may have trouble with implementing a strong approach to managing conflicts.

# Best Practice Information

**Assessment Administration:** Best Human Resources practice recommends that assessments be administered to candidates in a controlled environment under the supervision of a proctor to ensure that:

- The person who completes the assessment is in fact the candidate.
- A candidate's responses to the assessment questions are not affected by collusion with others or by other actions that would invalidate the assessment.
- The supervisor is able to address unexpected conditions or problems affecting a candidate and to provide reasonable accommodation for candidates where required.

Where a candidate completes the assessments without supervision the accuracy of the results cannot be guaranteed. In such circumstances you may wish to have the candidate retake the Prevue Assessments in a controlled environment at the time they attend your offices for an interview. For more information on the administration of the Prevue Assessment, please see "Administering the Prevue Assessments" in the Prevue How To Guides posted at [www.prevuehub.com](http://www.prevuehub.com).

**Assessment Weighting:** The weight given to the Prevue Assessments in any human resource selection or other high stakes decision should not exceed one-third of the total decision making process. The remainder of the process, including the candidate's work history, interview, background checks, etc., should be considered together with the results of this report.

**Ensuring Fairness:** When properly administered, the use of the Prevue Assessments will help to ensure that job applicants are treated fairly without regard to race, colour, religion, sex or national origin. The Prevue Assessments have been designed and developed to conform to the human rights legislative and best practice requirements prevailing in the various countries where the Prevue Assessments are distributed. This includes the EEOC Guidelines, the Americans With Disabilities Act, and the standards for test development published by the American Psychological Association, the British Psychological Society, and the Association of Test Publishers.