



All Star Operations

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Amanda Adiutori
Candidate Snapshot

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Understanding This Report

Introduction

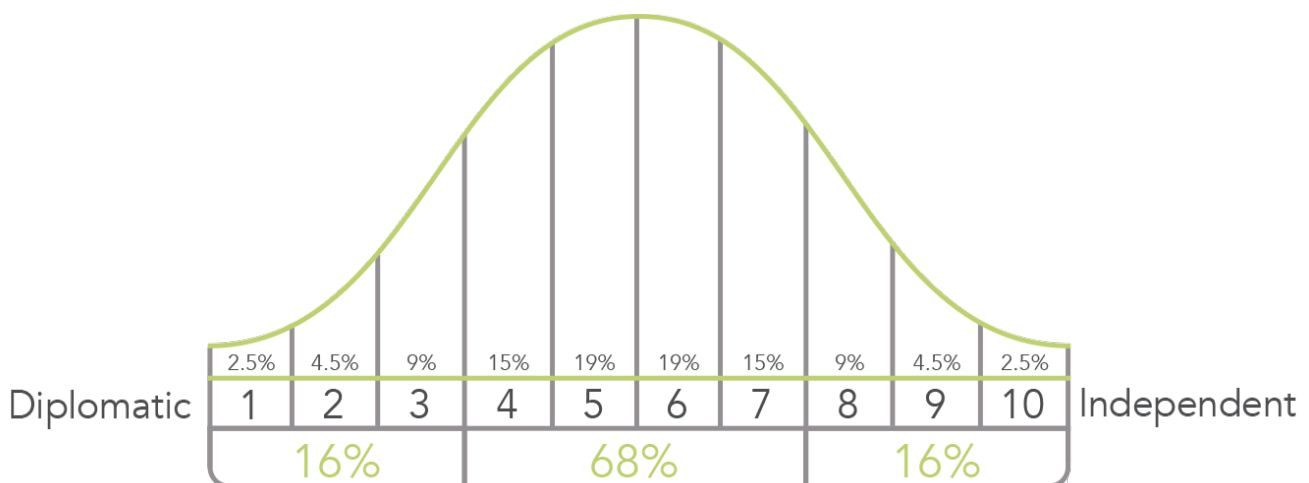
The Candidate Snapshot Report provides work related information that will assist management in understanding Amanda Adiutori's unique work profile. It is designed to assist in conducting an effective interview, making a knowledgeable hiring decision and onboarding the candidate. The report provides insight into the candidate's cognitive ability, occupational interests and personality profile.

To learn more about the science behind the assessment, EEOC compliance, as well as best practice information, please visit: <https://help.prevuehr.com/best-practice-information>

Prevue Assessments

The Prevue Results Graph of this report shows Amanda Adiutori's 'sten' score on each of the Prevue Assessments scales considered in the report. A sten score is a candidate's score on a normal bell-shaped curve representing the general working population. The diagram below shows the normal bell curve divided into standard tenths ('standard tenths' is shortened to 'sten') for the Diplomatic vs. Independent Personality Scale. The diagram also shows the percentage of the general working population that will typically score in each sten.

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.

Total Person Description



Curious what your candidate may be like objectively? After analyzing the results, this is what the Prevue AI thinks the candidate may be like in a work environment.

Aptitude

Amanda Adiutori has above average skills in both numeric and spatial reasoning and average skills in verbal reasoning. The candidate is well equipped for challenging numeric assignments and is able to work with complex spreadsheets and data tables. Amanda is similarly competent for assignments that involve mental manipulation of shapes or objects, such as reading blueprints, interpreting graphs, and following moderately difficult diagrams. Amanda will also be good at estimating space requirements, packaging items, storing inventory, and arranging displays. This individual's average ability with words means that common paperwork, most office duties, and written material are within their scope. Amanda should learn most new tasks quickly and only written work will require extra effort. The candidate has good skills and will perform best when their environment and work practices change slowly.

Motivations

Amanda Adiutori has balanced, average interests in working with people, data, and things. This individual is equally comfortable interacting with other people, collecting and processing information, or working directly with material objects, such as tools or machinery. None of these motivations are intense. Consequently, Amanda can function well with or without social contact, and while using either abstract thought or material objects.

Personality

Amanda Adiutori is competitive but not particularly assertive. While this individual may be a strong team player, they still wants individual recognition. Amanda's leadership style is marked by persuasion and encouragement, with emphasis on cooperation. On the whole, the candidate prefers to avoid rather than confront conflict, and they will use tact and diplomacy to maintain harmony in the workplace. Amanda is likely to be useful as a peacemaker or mediator.

Amanda Adiutori is an original and innovative thinker. As far as Amanda is concerned, the rules are subject to interpretation and unforeseen developments are more likely to stimulate than intimidate. Therefore, this individual will often seek new ways to solve problems rather than follow established methods. Although preferring to act spontaneously, Amanda is reasonably well organized and tidy. The candidate can make plans and work in a controlled manner, but they are not upset if they have to abandon those plans to cope with unexpected events. Amanda is stimulated by new developments and a changing work environment.

The candidate is easygoing and companionable, but their need for attention also varies with their mood and the circumstances. With familiar people, Amanda Adiutori will be conversational and outgoing, and sometimes seeks to be the center of their attention. At other times, the candidate will rather work anonymously. Amanda's desires for privacy and for company are evenly balanced. As a team member, this individual will contribute readily, but they need time alone to reflect on their efforts and plan their offerings. Most often, the candidate will work unobtrusively, without drawing attention to themselves or their efforts. Amanda is not bored by routine tasks but prefers some variety.

Amanda Adiutori is generally rational and calm. The candidate can take criticism quite well, and because they strive to be objective, they are usually able to shrug off rejection and continue with their work. Most times Amanda is relaxed and able to cope well with pressure, but can become anxious when things do not go well. Although this individual can work on demanding, high-pressure projects that require dealing with people openly and objectively, they may feel some anxiety in such circumstances.

Individual Characteristics



This section of the report provides more detailed information about Amanda Adiutori's scores on each of the four Abilities, three Motivations, and thirteen Personality scales in the Prevue Assessments that were completed by Amanda. For each scale there is a review of each score compared to those of the general working population, followed by a Management Tip that speaks to the significance of the score in a working environment.

General Abilities

Their capacity to learn and solve problems using numbers, words and shapes.



Amanda has an average level of speed and accuracy in reasoning and problem solving, and can learn and absorb new information without too much difficulty. Amanda is as able as most, and therefore will be efficient when working in an environment that makes reasonable demands. However, should this position demand very high levels of mental work load, the candidate may find it difficult to cope.

Working With Words

Their ability to use written language for reasoning and problem-solving.



This score suggests an average capacity for speed and accuracy when dealing with written information. Amanda is as able as most with expression or presentation of written communication.

Working With Numbers

Their ability to interpret and reason with numbers.



Amanda has an average capacity for Numerical Reasoning. This indicates that the candidate is as able as most adult workers to deal with information derived from simple numbers.

Working With Shapes

Their ability to perform tasks that require mental manipulation of shapes and patterns.



Amanda has an average capacity for working with spatial material when compared to others in the general adult working population. The candidate's speed and accuracy in using spatial material indicates that they are as able as most adult workers to deal with information that involves thinking about and manipulating shapes and objects.

Working With People

Their interest in social interaction at a workplace.



Amanda shows an average level of interest in work that involves dealing with people. Amanda is likely to prefer employment that involves contact with others. However, the candidate is unlikely to want interaction with other people to be the major function of their work.

Working With Data

Their interest in analyzing information and dealing with facts and figures.



Amanda has some interest in working with data. Such a person may be able to relate and balance this limited interest in data to those tasks in the job that require working with people or working with machinery and equipment. The candidate would not necessarily feel the need for work with data to form the major part of their job.

Working With Things

Their interest in working with objects and tools.



Amanda expresses an average level of interest in work that deals with inanimate objects, such as machinery, tools, or equipment. Such people are likely to be comfortable in handling goods or equipment, but would not see that interest being central to their work.

Diplomatic / Independent

Their willingness to collaborate versus their desire to compete.



Amanda is a diplomat who will seek to further personal relationships within a team. The candidate is capable of getting their own way, although Amanda is typically a considerate and cooperative person.

Cooperative / Competitive

Their eagerness to win as a team versus as an individual.



The candidate describes themselves as a person who is competitive and who plays to win. Amanda is a cooperative team member, and such individuals seek compromise between their own achievements and the need to maintain relationships with others.

Submissive / Assertive

Their willingness to express their views.



Amanda is a non-confrontational person. The candidate is submissive, preferring not to assert their rights or opinions, and following the leader, they will yield in the face of aggression or conflict.

Spontaneous / Conscientious

Their preference to plan versus to try new things on the spot.



Amanda is an often spontaneous and innovative individual, and one who works well in changing situations. The candidate is flexible and responsive to circumstances as they arise, and will produce creative and unorthodox solutions. As a result, Amanda may be impulsive.

Innovative / Conventional

Their likelihood of creative thinking when it comes to problem-solving.



People such as Amanda are likely to see new ways to solve problems and are not bound by traditional methods. An unconcerned attitude toward rules and guidelines allows them to be very flexible when reaching solutions. They are innovative and enjoy change.

Reactive / Organized

Their preference for structure and order at a workplace.



Amanda prefers to focus on the overall picture rather than deal with the fine details. The candidate does some degree of planning, yet remains capable of responding to spontaneous events.

Introvert / Extrovert

Their natural behavior when interacting with others.



Amanda is often content to work alone, and often behaves in a quiet and reserved manner. At times the candidate may need an audience to stimulate their ideas, but Amanda would rather be in the company of a few close friends than part of a large social gathering.

Self-Sufficient / Group-Oriented

Their need for social contact with others.



Amanda will be content working in situations where there is reasonable interaction with others.

Reserved / Outgoing

Their preference for being around people.



Although comfortable in the company of others, Amanda does not seek their attention. An individual like this can be talkative and outgoing in limited job situations.

Emotional / Stable

Their emotional reaction to their surroundings.



In most situations, Amanda accepts people in a calm and stable manner. There will be circumstances when Amanda becomes apprehensive and emotional, even wary about some people, particularly their motives. In general, the candidate is secure in themselves, remaining quite relaxed under moderate stress.

Restless / Poised

How they respond to difficulties and criticism.



Amanda is fairly calm and unruffled. A person like this will remain objective in all but the most difficult work-related situations.

Excitable / Relaxed

How they feel about stressful situations.



This is a person who remains calm and relaxed in response to normal situations. For the most part, such people are able to manage their problems without undue anxiety. Occasionally, they will not assume the best of other people and will feel the need to check their motives. However, any level of suspicion or stress is likely to be moderate.

Social Desirability

Their desire to present a good impression in front of others.



Individuals like Amanda are aware of social rules and expectations, although do not always conform to them. There is no indication that the candidate has not presented a reasonably frank picture of themselves on the other scales.