



ITN Demo

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John Sample
Machine Operator

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Let's learn more about your candidate using science! By taking the candidate's results and comparing it against a benchmark for the role you're hiring for, we are able to get a sense of their potential fit in that position. Remember, a benchmark can be carefully adjusted over time to best fit who you are looking for. To do that, simply reach out to your Success Manager and we will work with you to make any fine-tune adjustments.

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>

How To Read The Prevue Results Graph

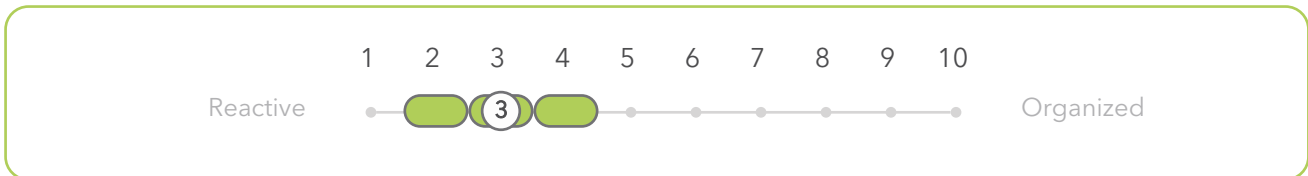


After completing a full Prevue Assessment, a candidate's results will be mapped out on the Prevue Results Graph of the Job-Fit report. On this page, hiring managers can quickly see how a candidate matches up with the requirements of the role that you're hiring for.

Based on the candidate's results on **Abilities**, **Motivations** and **Personality**, a suitability score will be generated that indicates job-fit and compatibility. Understanding what the score means is essential to using the Job-Fit report for hiring.



In the **Abilities** and **Motivations** sections, the circle provides a quick glance at where a candidate falls on a 1-to-10 number scale. The higher the candidate's result is, the more likely they are to excel under that category. However, while a higher score may typically seem better, this is not always the case. For example, some jobs may not require an employee to work well with numbers. An overly high score that exceeds the benchmark, as highlighted in green, could result in them being bored on the job. This could mean lower job performance and ultimately turnover.

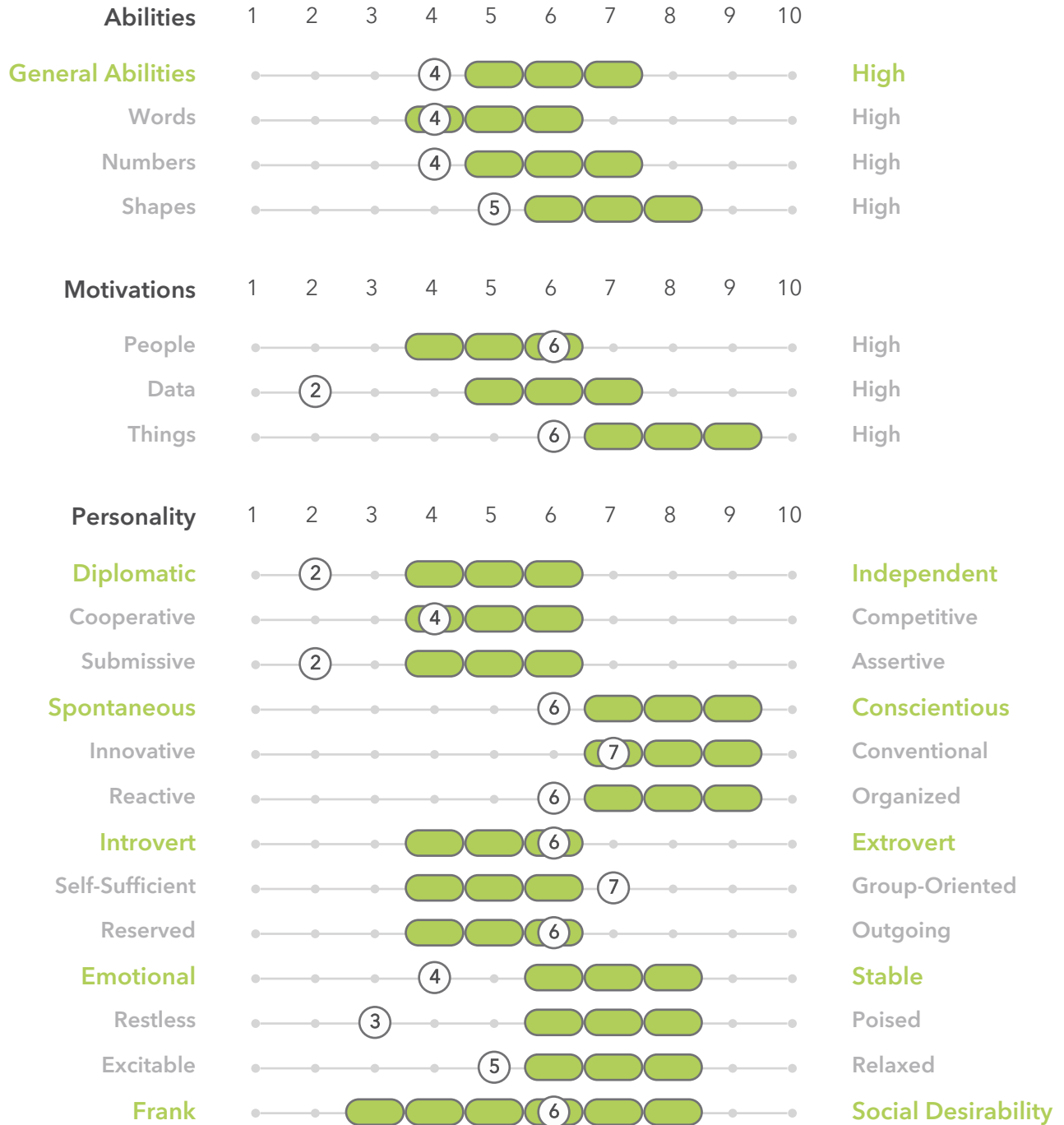


In the **Personality** section, a 10-step opposing scale is used instead, consisting of two contrasting extremes. Whichever direction the circle leans toward shows the candidate's tendency to exude that personality trait. In addition, an outcome in the middle means the candidate is likely to behave in both ways depending on the situation.

Prevue Results Graph

71%
Overall Job-Fit

In comparison to the average working population, here are John Sample's overall Job-Fit results as compared to the benchmark for the role of Machine Operator. The Job-Fit should only be weighted one-third of the entire interview process.



Total Person Description



Based on John's assessment results, we've put together a summary. This snapshot will help illustrate what John Sample may be like in a work environment.

Aptitude

John Sample has average ability to work with words, numbers, and shapes and objects. Common paperwork and some writing are within the candidate's scope. Similarly, John will do reasonably well with ordinary spreadsheets, data tables, and simple arithmetic tasks. John will also be fairly competent at and need little more than an average amount of time to learn new tasks requiring spatial reasoning. This means that the candidate will be able to follow simple diagrams, estimate space requirements, and read blueprints. Overall, the candidate has balanced, average abilities and will perform best when their environment remains fairly constant.

Motivations

John Sample is interested in people and will probably be most happy in a job that involves contact with others. John has little interest in abstract information, but is well motivated to work with tools or machinery. Although the candidate can work with technology, they will perform best where they can take advantage of their preference for interpersonal activity. In a computer context, this individual will do best in direct communication with others via social media, e-mail, and word processing.

Personality

John Sample has well-balanced desires to compete and to cooperate. This individual will put themselves forward in some situations, but not so far as to compromise team spirit. The candidate will balance their own need for achievement against the need to maintain good relations with others. Although this individual will usually submit to the will of the group or more assertive opponents, they will occasionally defend their ideas and promote their own ambitions, particularly if they feel secure within the group or know the other people well. On the whole, John prefers to avoid rather than confront conflict. John will use tact and diplomacy to maintain harmony in the workplace.

John Sample prefers to work with proven procedures and practices, and is reluctant to change unless there is a compelling reason to do so. This is a strong score for many businesses, as it combines the consistency necessary for smooth operations with the flexibility to meet sudden changes in the marketplace. The candidate works best in situations that allow for reasonable scheduling and planning, although they can deal with unexpected changes that might disrupt their plans. John may be frustrated in chaotic work conditions or situations that have little or no structure.

John Sample enjoys the company of other people and can be troubled by extended periods of solitude. Most people will find this individual to be friendly and personable. John is quick to talk to others and enjoys their attention. While the candidate can listen effectively when concentrating, their instinct is to be the one doing the talking. John's enthusiasm is a tremendous advantage when presenting ideas. Though conversational and outgoing, John is also self-reliant and does not require constant social interaction. In a group setting, the candidate will occasionally command attention, but John is also comfortable as a quiet observer.

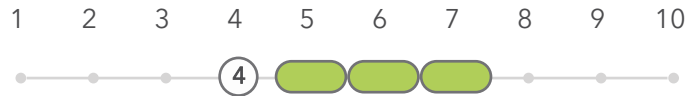
For the most part, John Sample is composed and appears able to handle stress well. The candidate may take setbacks personally, and if personally involved in a dispute, may find it difficult to be objective and rational. Work pressures and social demands will worry John. This individual will not cope well with prolonged periods of high pressure or with situations in which they are frequently expected to meet newcomers with openness and trust.

Interview Guide



Whether it's your first interview or your twentieth, here are some interview questions speaking directly to the candidate's results. If your team has more than one hiring manager, this is a great tool to make sure the flow of the conversation stays on track and to help reduce any individual bias.

General Abilities



High

John Sample's score on General Mental Ability is in the low-average and is below the given benchmark. This implies a gradual learning pace, and could also mean slower reaction to changing business issues and moderate capacity for processing information. Routine or repetitive work should be tolerated fairly well. Training and support are recommended for tasks requiring creative or challenging use of information.

1. What is the best way for you to learn a new office procedure?
2. Describe your preferred work environment.
3. How do you react to sudden change in the workplace?

Numbers

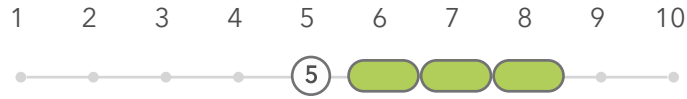


High

With low-average ability for Working with Numbers, John Sample is below the given benchmark, but may still be reasonably competent for many numeric tasks. This level of ability usually translates to moderate performance on number recognition tasks, such as finding and recording data. Similarly, rough estimates based on simple calculations should be acceptable. However, more time is necessary for calculating totals, averages, or percentages. More advanced numerical tasks, such as interpreting business financial reports or using complex statistics, will require thorough training and support.

1. If you need to give an estimate that requires a quick computation, how would you deal with this? What would you do if you couldn't use a calculator?
2. When writing dates, do you use a particular format, such as DD/MM/YY? Why do you use this format? If your supervisor required a different format, would you learn to use this new format? How would you remind yourself to use the new format?
3. Describe what you would do if your calculator or spreadsheet gave you a result that seems far too large.

Shapes

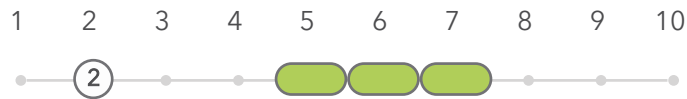


High

John Sample has average ability for Working with Shapes, but does not meet the requirement of the given benchmark. This often means reasonable speed and accuracy for shape recognition tasks, such as visualizing objects or relating symbols or diagrams to operations. Simple arrangements of physical objects should also be acceptable. Spatial challenges, such as using or creating complex diagrams or charts, will require instruction and regular practice or refresher training.

1. If you are given a workflow chart for a new procedure, do you review the chart before starting the new procedure? If you have questions about the chart, how do you get answers?
2. Think of a line and column graph with last quarter's business performance as columns. Imagine performance targets for the current quarter as a line above the columns. How would you show current actual performance? Ideally, where would current performance be?
3. Describe an efficient arrangement of shared office equipment, such as a printer, paper supplies, a fax machine, reference materials, and a worktable.

Data



High

People like John Sample usually avoid jobs where they have to spend a lot of time dealing with figures, statistics, or accounts.

1. What types of problems are difficult for you?
2. Please describe how you check the accuracy of your work.
3. Describe the systems that you have introduced to your job.

Things

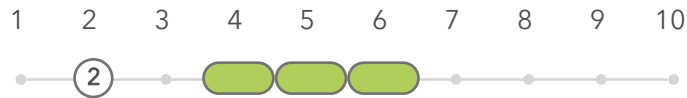


High

John Sample expresses an average level of interest in work that deals with inanimate objects, such as electronic devices, machinery, tools, and equipment.

1. How often do you use a computer at work?
2. What is the one piece of equipment you couldn't work without? Describe its use.
3. Describe the last piece of equipment that you fixed.

Diplomatic



Independent

John Sample is likely a considerate and cooperative person.

1. Describe a situation when you had to become the team leader. What did you think of that role?
2. Illustrate how you resolved the last customer dilemma you encountered.
3. How did you develop rapport with your coworkers on your last job?

Submissive



Assertive

John Sample appears to be a fairly modest and non-controversial person.

1. There have been occasions when you have had to get your point across to your supervisor. Please explain how you accomplished this.
2. When you feel strongly about something, how do you go about getting your ideas accepted?
3. Describe the type of coworkers that really annoy you.

Spontaneous



Conscientious

John Sample can be conscious of detail and able to work with tried and tested methods.

1. Can you recall a situation where the unexpected upset your schedule, and how did you deal with that situation?
2. Describe previous situations that called for a radical change in direction. What characteristics do you have to meet that challenge?
3. Describe a recent occasion when you did something at work in a meticulous, time-consuming way, and another when you reached a solution in the quickest possible way. Which situation did you prefer and why?

Reactive

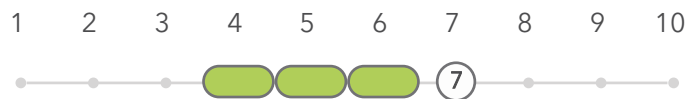


Organized

The candidate regards themselves as being reasonably well-organized, tidy, and able to work in a controlled manner.

1. Describe how you reacted when a work situation did not go as you had planned.
2. Explain your system for prioritizing your activities.
3. Describe how you ensure things do not get missed during a busy workday.

Self-Sufficient

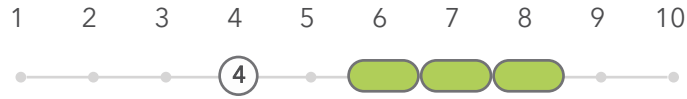


Group-Oriented

John Sample is someone who usually enjoys company and a stimulating environment.

1. Describe the work-related leadership roles you have held as part of the job.
2. Describe the methods you have used to get away from a bustling, animated work day.
3. Recount the last situation where you felt that the active participation of your peers was not important.

Emotional

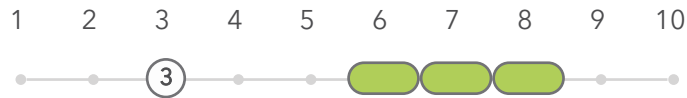


Stable

John Sample is stable and calm under normal situations.

1. Difficult days are part of business. Can you describe the last incident when you were involved with a supervisor who was disappointed with you? How did you handle that?
2. When do you prefer to work alone?
3. Describe how you deal with negative feedback.

Restless



Poised

John Sample appears to be someone who is fairly easily upset and irritated.

1. Explain, by example, the type of workplace situations that irritate you the most.
2. What one recent project gave you the most satisfaction? What gave you the least satisfaction?
3. Describe the activities or things that your coworkers do that cause you to get angry.

Excitable



Relaxed

Except for certain circumstances, people like John Sample will handle most things in a calm and relaxed manner.

1. Describe the type of coworker you have a hard time getting along with.
2. Describe the last time you almost became angry or upset.
3. Discuss the things or activities you do to deal with the pressure of working with others.

Individual Characteristics



Take a look through the microscope and find out how your candidate is like compared to the average working population. With short detailed snippets, each Prevue scales gives you a better look at your candidate, independent of the job role.

General Abilities

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



John is likely to be reasonably competent, but tends to learn slightly more slowly than the average person. John may find it hard at times to absorb new information, and may have difficulty coping with problems that require mental reasoning combined with time pressures. The candidate is likely to be very efficient working within a structured environment where there are opportunities to develop their skills at their own pace.

Working With Words

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



A sten score of four indicates a low-average ability for working with words. People with this capacity are likely to be reasonably competent in dealing with written material, and their learning speed could be acceptable. When under time pressure, they are more likely to make mistakes.

Working With Numbers

Their ability to interpret and reason with numbers.



John is in the low-average range for Numerical Reasoning. This indicates that the candidate's speed and accuracy is typical of the lower third of their fellow employees in the ability to work with information derived from simple numbers.

Working With Shapes

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



John's speed and accuracy in using spatial material indicates an ability comparable to most adult workers in dealing with information that involves manipulating shapes and objects.

Working With People

Their interest in social interaction at a workplace.



John shows an average level of interest in work that involves dealing with people. The candidate is likely to prefer employment that involves contact with others and would not be happy working on their own.

Working With Data

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



John indicates having a below-average level of interest in working with data. Individuals like the candidate usually avoid jobs where they spend time analyzing or compiling and computing figures, symbols, statistics, and accounts.

Working With Things

Their interest in working with objects and tools.



John 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.



The candidate's diplomatic nature is to encourage or persuade rather than to forcefully assert their own views. Individuals like John are likable, considerate, and cooperative. Being good-natured, the candidate has a talent for pulling people together. However, such people may avoid important issues.

Cooperative / Competitive

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



John can be described as an individual within the team environment. The candidate is somewhat competitive and will play hard to win for the good of the team. Such people may downplay their own achievement to instill the cooperative spirit.

Submissive / Assertive

Their willingness to express their views.



John is a submissive and non-confrontational person. The candidate is likely to be valued for their service-orientated approach.

Spontaneous / Conscientious

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



John will be dependable, striving to do things well in the most expedient manner. You will find that the candidate will consider the rules and work within them rather than ignoring or breaking them. This may lead to innovative solutions without making radical changes.

Innovative / Conventional

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



The candidate sees themselves as somewhat conventional. John can cope with change when necessary, but overall will prefer the status quo to change.

Reactive / Organized

Their preference for structure and order at a workplace.



Being reasonably well organized and able to work in a controlled manner, John can also be flexible. The candidate will be able to respond very well to some unpredictable events.

Introvert / Extrovert

Their natural behavior when interacting with others.



Individuals like John show moderate levels of enthusiasm and liveliness, contributing to social interaction without drawing undue attention to themselves.

Self-Sufficient / Group-Oriented

Their need for social contact with others.



John is happiest working in situations where there is a reasonable amount of contact with others. The candidate enjoys company and a group environment, but occasionally requires time for quiet reflection.

Reserved / Outgoing

Their preference for being around people.



John can be talkative and outgoing, and prefers some variety in work. The candidate likes to choose the situations in which they will take center stage, as they are comfortable in the company of others. However, they do not seek constant attention from others.

Emotional / Stable

Their emotional reaction to their surroundings.



John tends to maintain a general level of acceptance and optimism, but will worry about the consequences of things going wrong, particularly when under pressure. The candidate accepts people only after being satisfied that they are trustworthy. John can be sensitive and can react emotionally to criticism.

Restless / Poised

How they respond to difficulties and criticism.



John has a degree of sensitivity to feelings and emotions. A person like this may become easily unsettled and irritated, taking criticism personally. However, any irritation and upset is usually short-lived.

Excitable / Relaxed

How they feel about stressful situations.



In response to most circumstances, people with this score will remain calm and relaxed. It is unlikely that they would worry or become anxious when things do not go well. Any stress under pressure is likely to be moderate. Such individuals will not always assume the best of other people and will feel the need to check their motives at times.

Social Desirability

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



The candidate describes themselves as someone who is usually considerate. Such individuals are aware of social rules and expectations.