



# Prevue Assessments

## Increase Your Hiring Success & Avoid Costly Disaster Hires

### How Prevue Assessments Works

Prevue Assessments work to give you comparable candidate and employee data based on customised benchmarks created for job positions from your company. With the assessment results, Prevue can produce a variety of reports to help your decision-making, including: Hiring & Retention, Development & Coaching, and Succession & Career Planning.

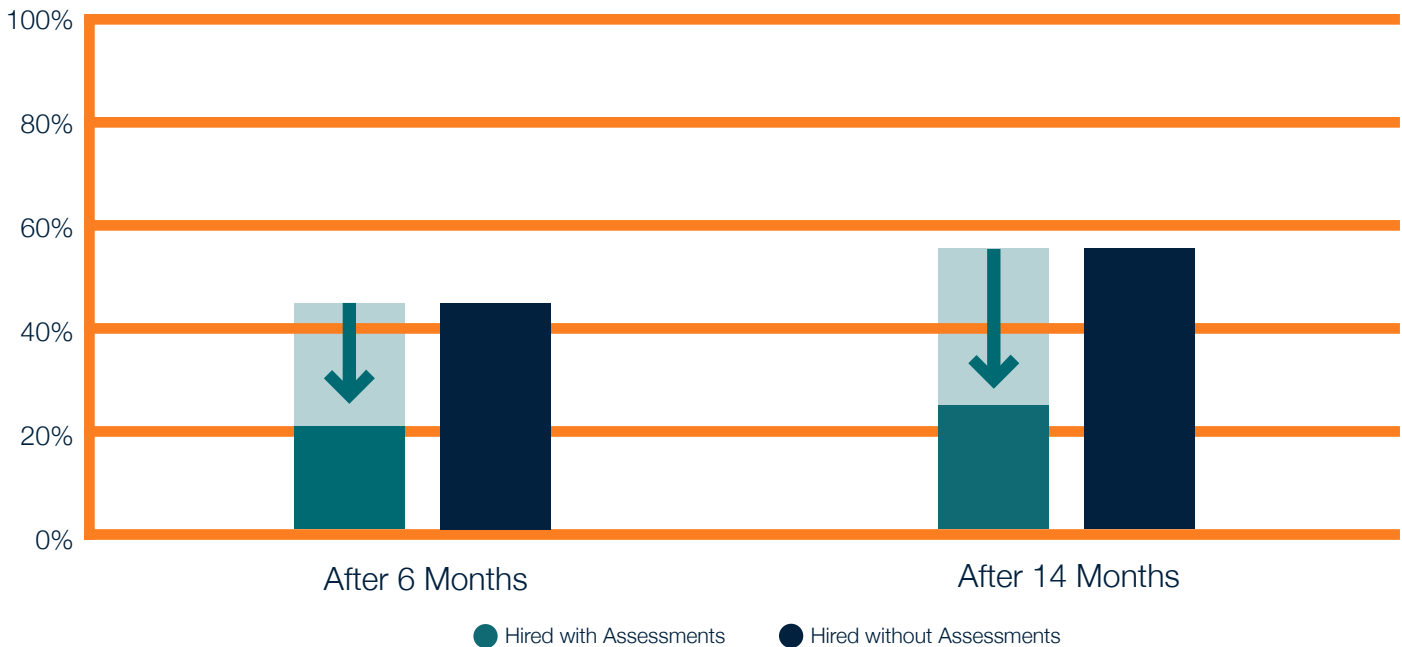
The practice of using a variety of tests and procedures to more fully assess people is referred to as the whole-person approach to personnel assessment. This will help reduce the number of selection errors made and will boost the effectiveness of your decision making.

US Department of Labor - 1999

### The Prevue Benchmark Advantage

Our solutions leverage the strength of Prevue Benchmarks based on customised job-fit profiles that describe the ideal candidate characteristics for the various positions in your organisation. Many assessment products may tell you something specifically about the individual being assessed, however, very few tell you how that individual matches up with a particular position within your organisation.

Considerable Reduction In Employee Turnover Costs Between 20% To 50%



In a study of 13102 hires within companies who experience high employee turnover, the use of a Job Match Assessment was introduced and aligned with employee turnover reducing by 50%.

Job Matching for Better Sales Performance - Harvard Business Review Study  
Greenberg, H.M. & Greenberg, J - 1980

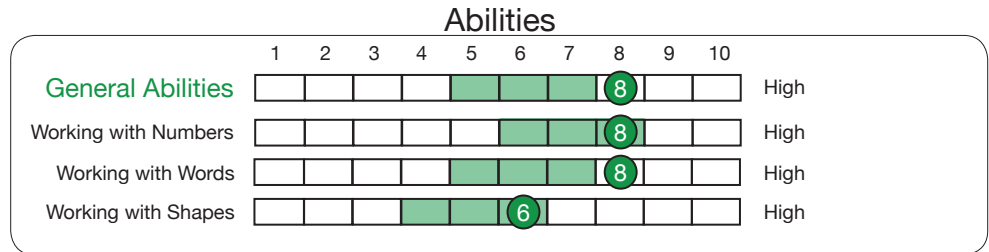
# Step One: Assess

## Abilities Test

Looking at a candidate's ability to understand new information and learning speed, this test measures a job candidates abilities described in terms of:

- Working with Numbers
- Working with Shapes
- Working with Words

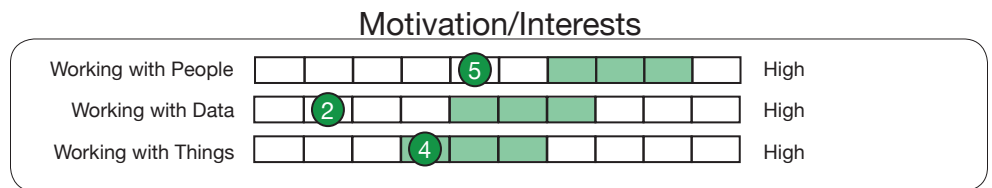
Also often referred to as general mental ability or cognitive reasoning



## Interest Inventory

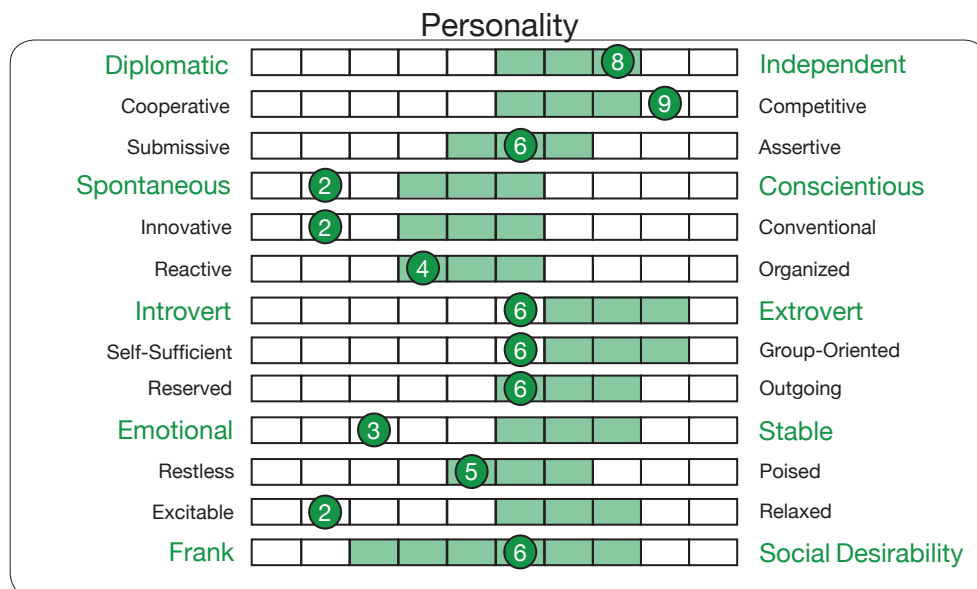
Provides an assessment of a candidate's areas of interests described in terms of their interest in:

- Working with Data
- Working with People
- Working with Things



## Personality Inventory

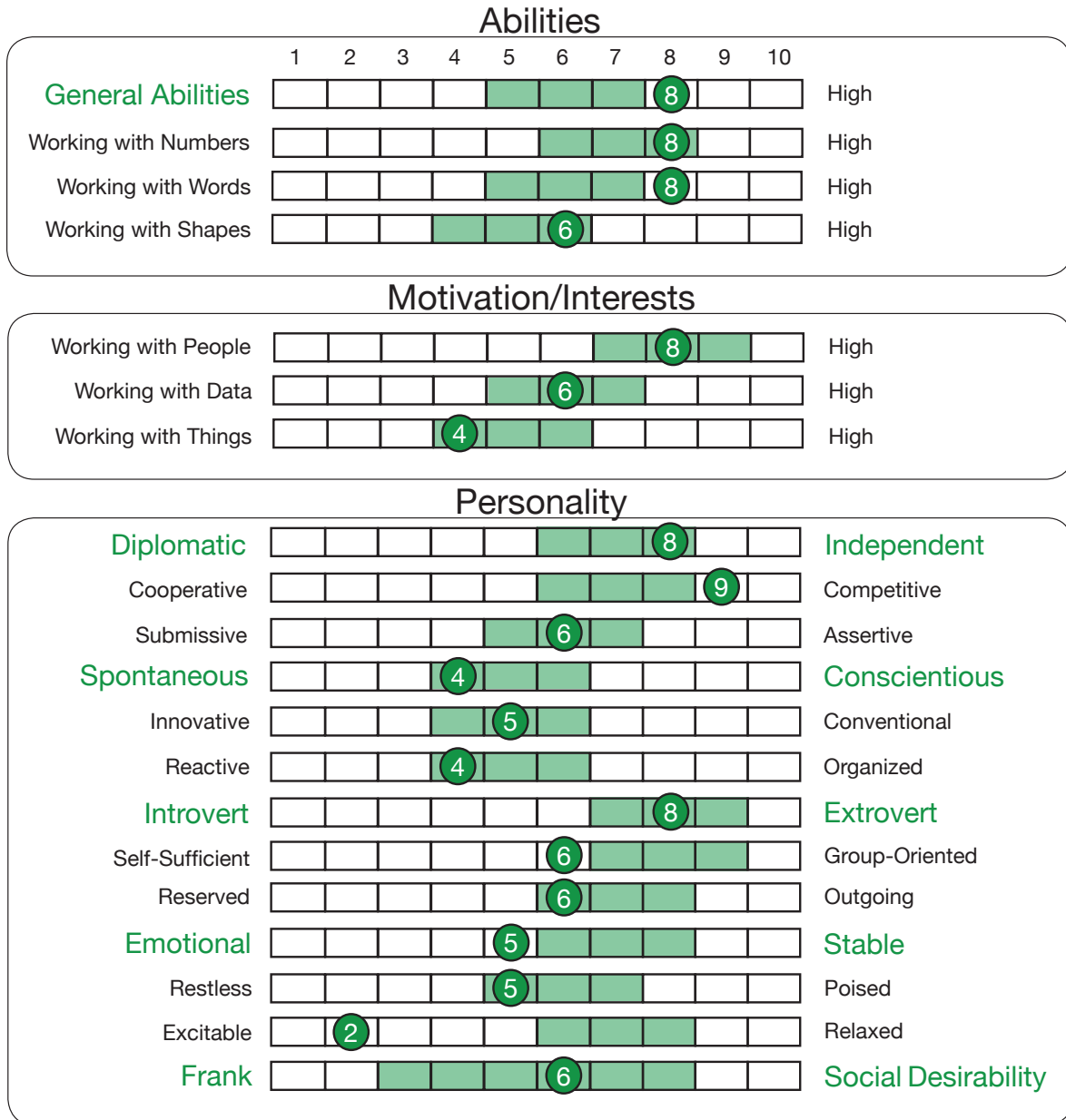
The personality assessment is based upon recognised personality scales for occupational assessment instruments. These are the major scales of Independence, Conscientiousness, Extraversion and Stability (ICES). Each of these major scales are constructed from two sub-scales or minor scales, details of which are contained in the Prevue Assessment Technical Manual.



# Step Two: Compare

## Reports

All of our reports are delivered via the web through both the PrevueOnline system or the Prevue APS Pro. Using these systems, candidates are invited by email to take the full or portions of the assessments, and their results are sent to you immediately upon test completion.



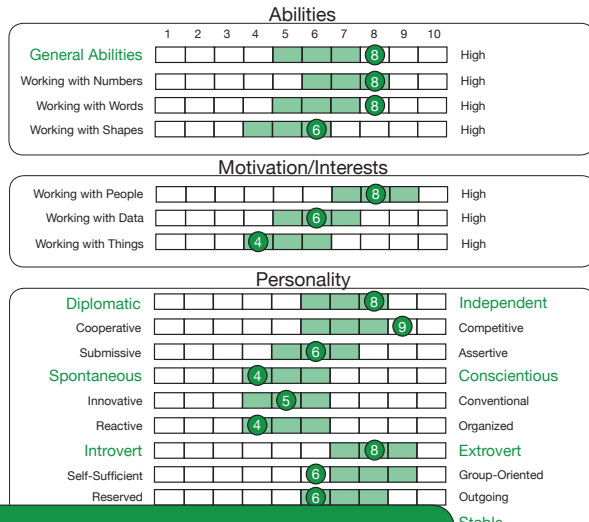
The PrevueOnline system automates the job analysis process and defines the ideal Abilities, Interests and Personality characteristics for any given position(s). The resulting outline of the ideal candidate for the job is called a Job Benchmark represented by the shaded areas in the above graph. Individual's scores, marked by the circled numbers are mapped against a job benchmark to produce a job suitability score.

# Step Three: Decide

## A Prevue Selection Report

Designed to graphically showcase a person's job-fit, the Prevue Selection report provides a detailed candidate description and targeted interview questions.

Companies who use the Prevue Selection report to Screen & Hire candidates will increase hiring success by up to 75% and reduce employee turnover by up to 50%



Name	Suitability Score	Screen
Lee, Karrie	87	Green
Thompson, Neena	69	Yellow
White, Terry	41	Red
<b>McNeilson, Reese</b>	<b>92</b>	Green
Perry, Jerald	52	Yellow

### Benchmark Suitability Score

This Benchmark Suitability Score quantifies Reese McNeilson's overall fit to the benchmark for the Buyer position. Note: Reese McNeilson's Prevue Assessment results, including the Benchmark Suitability Score should comprise no more than one-third of the selection decision process. Refer to Best Practice Recommendations for details.

92%

Companies who use the Prevue Assessments for hiring and coaching experience an increase in their hiring success rate, a reduction in overall turnover and an increase in employee productivity. Here are a few of the clients we work with. Get in touch to see how we can do the same for your business.



## Contact Us For More Info

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