

# **Success Performance Solutions**

## **Prevue Report**

Selection  
Personal Development  
Individual  
Succession Planning  
**- Working Characteristics**

on

**Ms. Mary Sample**

**Tuesday, September 02, 2008**



# Working Characteristics

## Mary Sample

This report provides additional information on certain Working Characteristics of Ms. Sample. This summary will be significant for Managers, Supervisors, and Human Resource Professionals. The Working Characteristics are derived from personality traits as referred to in the Prevue Assessment. Distinct from the Prevue Benchmark, these work-related features help to answer questions such as:

1. **Is Ms. Sample inclined to take risks?**
2. **Does she live to work or work to live?**
3. **Does she prefer a fixed salary or flexible income?**

This information, in conjunction with the Prevue Assessment and the job interview, previous work history, and a background check, will assist with Human Resource decisions regarding Ms. Sample.

### Working Characteristics Summary

<b>How does she want to be paid?</b>	Prefers performance-based remuneration over a more modest but certain income.
<b>How important is work to her?</b>	Emphasizes work more than outside activities.
<b>Does she make risky decisions?</b>	Is inclined to be daring and impulsive, sometimes without considering the consequences.
<b>How does she deal with change?</b>	Enjoys change and values innovation.
<b>What is her perception of the world?</b>	Where others might see risks, this candidate sees opportunity.

# Working Characteristics

## Compensation Preference

This Working Characteristic identifies whether Ms. Sample is more motivated to work by either performance-based remuneration or a fixed wage or salary. This helps to determine if she will be satisfied with the remuneration this position offers. It will also expedite the design of a compensation package that will encourage her best performance.

**Is Ms. Sample better motivated by fixed salary or by an incentive remuneration program?**

Prefers Salary     Prefers Bonus

- Ms. Sample prefers striving for profit-sharing or performance-based remuneration rather than being on salary.
- She enjoys taking chances and likes the excitement of incentive-based bonus.
- She will find ways to get around obstacles, even if that requires bending the rules.
- She does not always count the costs and can be a demanding leader.

## Focus on Work

This Working Characteristic provides information on the importance of work for Mary Sample. Some people define themselves by their work. They are often labeled workaholics. Others see work as a means to an end, rather than an end in itself. While such differences are not a function of personality, they are related to it. This Working Characteristic is particularly significant for assessing whether Mary Sample will fit with the culture of the workplace or with the team that she may be assigned to.

**Does Ms. Sample live to work or work to live?**

Works to Live     Lives to Work

- She takes pride in professional accountability, putting greater emphasis on work than most other activities.
- She is not so zealous as to let her career precede all aspects of her life, but she will try to get the job done, even if this inconveniences friends and family.
- She will prioritize work versus family or leisure activities, on the basis of their importance.
- Leading a full social and business life, she may sometimes be overextended.
- The social skills she develops in leisure activities should translate well to management.

# Working Characteristics

## Tolerance for Risk

This Working Characteristic indicates the likelihood of Ms. Sample engaging in risky behaviors or actions. This attribute will be relevant in determining whether she can accommodate the decisions required in this particular job. It also provides insight regarding her fitness to be a member of an existing team.

**Is Ms. Sample likely to make risky decisions?**

Not Risk Inclined     Risk Inclined

- Mary Sample is inclined to be daring and impulsive, sometimes without considering the consequences of her actions.
- She is inclined to believe that "the end justifies the means", and will not be overly concerned about the downside of her actions or decisions.
- She is probably a confident person with good social skills, which are vital assets in management.
- Her venturesome behavior could add creative impetus to reaching corporate goals.

## Preference for Change

Good performance in some jobs requires a quick response to fast changes, but efficiency in other positions depends on tolerance for routine and working carefully at a steady pace. This Working Characteristic explains where Ms. Sample fits on the continuum between these diametric requirements.

**Does Ms. Sample prefer to work in rapidly changing circumstances or with a set routine?**

Prefers Routine     Prefers Change

- Ms. Sample enjoys change and values innovation.
- She will look for new ways to deal with daily routines.
- She likes to take control of events and will react proactively to new trends.
- She tends to seek change for its inherent excitement, rather than because it is necessary.

# Working Characteristics

## Perception of the World

Mary Sample's attitude to day-to-day events in the workplace is important to her overall job performance. This Working Characteristic identifies whether she will approach problems and issues with optimism or with caution. The job itself defines which approach is appropriate.

**How does Ms. Sample perceive and approach problems and events?**

Sees Drawbacks     Sees Opportunities

- Where others might see risks, Mary Sample sees opportunity.
- For her, the business world is an exciting place with little to fear.
- She rarely considers that speed might cause errors and she will tend to act quickly.
- She is usually optimistic about new ventures and eager for new ideas.
- She tends to trust subordinates and will give them latitude.
- She will readily try novel ways to boost performance and productivity.