Prevue 2000

Quick and easy to use

Installation
• CD based - takes about 5 minutes to set up

Obtaining Tests
• Achieved through a simple telephone exchange of codes

• Training - 1 & 2 day programmes plus Level A & B - if needed

• Technical support - through the master distributor AQR Ltd

Payback - adding value

• Reducing turnover

• Performance Improvement

• Eliminating guesswork about staff

• Improved Employee Commitment

Administration - available in 3 formats

Traditional "paper & pencil" format
• Takes about 1$^1/_4$ hrs to complete test and produce all reports

"On Screen" entry
• Takes about 1 Hour - data is entered through the screen - instructions are provided on the screen

"Web-enabled"
• Tests are accessed through the world wide web - completed on screen
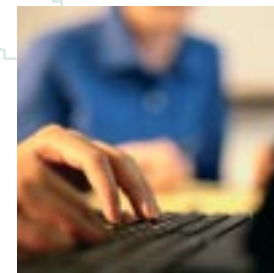
Mental Toughness Questionnaire - MTQ48

Developed by Dr Peter Clough, this identifies potential causes of stress for individuals when placed in a variety of circumstances. Provides a measure of control, challenge, commitment and confidence. Contact AQR Ltd for further information.

AQR Ltd

Matching People to Jobs through Technology

Initially developed by Professor David Bartram and Dr Pat Lindley - Prevue is a unique, easy to use software based system which assesses people and jobs to enable managers to make better decisions about people.

Features

• Measures **Abilities**, **Motivation** and **Personality** in one test

• **Reliable** and **Valid**

• Creates **benchmarks**

• Generates 5 reports - **selection**, **coaching**, **individual**, **working characteristics** and **succession planning**

• **Efficient** and **fast**

• Available in **paper and pencil**, **on-screen** and **web-enabled** versions

• Uses **everyday language**

• Built in **databases**

• Extremely **cost effective**

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PREVUE ASSESSMENT

Prevue 2000

What does it measure?

A job related group of abilities, interests and personality factors - 20 scales in total.

Abilities
- General Abilities
- Verbal Reasoning
- Numerical Reasoning
- Spatial Reasoning

Interests and Motivation
- In working with people
- In working with data
- In working with things

Personality

Independent	**Diplomatic**
Competitive	Co-operative
Assertive	Submissive
Conscientious	**Spontaneous**
Conventional	Innovative
Organised	Reactive
Extrovert	**Introvert**
Group Orientated	Self Sufficient
Outgoing	Reserved
Stable	**Emotional**
Poised	Restless
Relaxed	Excitable
Frank	**Social Desirability**

Benchmarking

A unique job profiling facility

Creating a benchmark enables managers to identify the ranges within which the "ideal candidate" can be found. Prevue gives managers the ability to identify the qualities for a good fit - and this enables the reports to identify gaps where candidates do not meet all the criteria.

4 ways to create benchmarks

Prevue 2000 enables managers to create benchmarks quickly and accurately - and in a number of ways

- Concurrent Study - based on proven high performers
- Job Description Survey Questionnaire - using the knowledge of people who know the job well
- Combination Study - combining the above
- Manually

Reports

Selection Report

Used in recruitment and selection, this

- Compares the individuals scores with the benchmark **and** calculates a "goodness of fit" measure
- Identifies gaps **and** provides sample interview questions
- Provides an overview narrative report **and** gives, by scale, a detailed explanation of candidate results

Individual Report

Used for providing feedback, this:

- Provides a graph of the candidates sten scores
- Using the second person, produces a narrative overview report **and** a full explanation of results

Working Characteristics Report

Derived from the personality traits this answers questions like;

- How does the individual prefer to be paid?
- How important is work to them?
- What is their attitude to risk?
- ...and to change?
- How do they see the world of work?

Coaching Report

Useful in coaching, counselling and appraisal, this:

- Compares the individuals scores with the benchmark
- Identifies gaps **and** comments on their possible significance whilst offering coaching and development suggestions
- Provides an overview narrative report **and** gives, by scale, a detailed explanation of candidate results

Succession Planning Report

For identifying where current and potential employees might usefully develop. This uses the database feature to enable managers to select any number of job benchmarks and compare an individual to these to identify where and how they might fit those jobs. You can also take one job and compare several individuals in the same way.