The Prevue Assessment

What is the Prevue Assessment?

The Prevue Assessment was developed by Professor David Bartram and Dr Pat Lindley, two of the world's leading psychometricians. It is a high quality comprehensive psychometric measure which assesses:

- Abilities - 3 areas + an overall measure
- Motivation and interests – 3 areas
- Personality – 13 areas

Widely accepted as key qualities for a good fit for most jobs, these can be difficult to assess by other means. The Prevue Assessment has been designed to be quick and easy to use. It is available on-line. It is widely used for recruitment and selection, talent management, succession planning, career guidance and in general assessment work. It is useful for all occupations and can be used comfortably from age 15+.

What does the Prevue Assessment Measure?

It measures Abilities, Interests and Personality in one straightforward measure which takes about an hour to complete if handled in one sitting

- Abilities - Verbal, Numerical and Spatial Abilities – combining these to produce a General abilities scale
- Motivation & Interests - The extent to which the individual is interested in working with people, data and with things
- Personality - Twelve scales around 4 core themes (from the "big 5" model) – Independence, Conscientiousness, Extraversion and Stability. (The subscales measure co-operativeness, assertiveness, innovation, organisation, group orientation, outgoing ness, poise and excitability.)
- Social Desirability - The extent to which the individual presents a favourable picture of themselves.

Benchmarking?

Uniquely Prevue has the facility to create benchmarks for jobs. These are profiles – across the 20 scales – what would be the ideal profile for a successful job holder. Benchmarking enables an organisation to identify exactly what kind of people they are looking for to fill particular roles within their particular culture and environment. It also enables users to consider people for future roles.

Reporting

Prevue produces 5 valuable reports, generated within minutes of test end. Reports include:

- Selection Report – measuring fit for role and generating sample interview questions to probe gaps.
- Individual Report – Provides an explanation of the individuals results – used for feedback
- Personal Development Report – Examines gaps between the benchmark and the individuals profile – and suggest personal development actions.
- Succession Planning Report - Helps to identify to which roles the individual might be well suited or lists in order of fit candidates for a single role.
- Working Characteristics Report – providing additional information about fit for organisational culture and the individual's preferences in the workplace

Licensed User Training

This programme is designed to enable trainers, coaches and managers to understand the prevue model and how to use the model and the measure in their work.

Attendance is a requirement before purchasing and using the metric, however it is also possible for us to provide an interpretation service (this is known as Bureau Service).

The programme includes a comprehensive workbook which as well as providing useful reference material and contains exercises and guidance on the use of the measure, feedback and potential interventions. All participants will complete the metric as part of the preparation for the programme.

Training is available for individuals (on Open Courses), groups or on-line (where possible).