

Your assurance of making the best hiring, promotion & development decisions.



FEATURES

- Customizable to work within your organizations need
- Instant report generation
- 24 hour online administration
- French / English Bilingual
- Web based assessment
- Summary and full format reports
- Easy to understand reports
- Visually graphed out details
- Free of cultural, race, gender or age-related bias
- Meets legal requirements

GENERAL OVERVIEW

Prevue matches people to jobs by comparing work-related abilities, interests and personality traits to job benchmarks. Customized Prevue Benchmarks are based on characteristics of best performers and/or survey information from managers.

- Facilitate better decisions for hiring and promotion.
- Clarify individual strengths, for performance and development purposes.
- Provide objective information for people-related decisions.
- Easy to use system, instant feedback and reports generation.

HIRING / JOB FIT

Prevue Assessment identifies and quantifies important traits such as learning abilities, interests, and work-related personality characteristics that directly impact success on the job. Having all the Prevue information prior to the shortlist interview increases the predictability of job fit and effective selection decisions. Qualified applicants with high Prevue job suitability become top performers.

PERSONAL DEVELOPMENT

Prevue Personal Development reports identify the individual's traits in relationship to corporate job requirements. This facilitates management awareness of the make-up of the employee and leads to understanding, minimization of surprises and positive/proactive employee communication.

SUCCESSION PLANNING

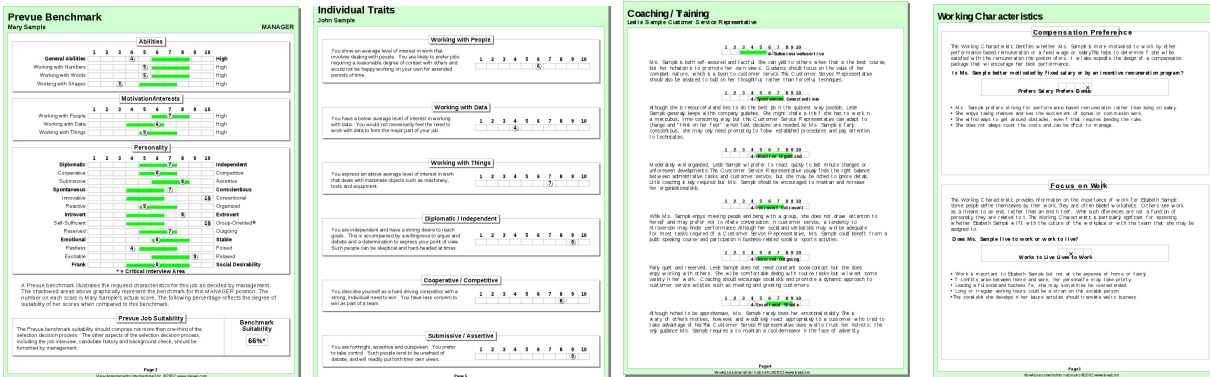
Individual Counseling - In discussing future opportunities with a current employee, a manager can produce a Prevue report that compares the employee to many different positions (Benchmarks) within the company.

Identifying Candidates - When an organization has a position vacancy, the manager can have Prevue compare all candidate results to the Benchmark requirements. The subsequent Prevue report reveals the candidates and their percentage suitability (fit) for the job in descending order.

CONCISE MANAGEMENT REPORTS

The main purpose of the Prevue Assessment is to provide management reports that compare a job candidate or current employee to a job Benchmark in a manner that is easy for a manager to understand.

- 1) **Selection Report** is designed to assist management with selection, hiring and promotion decisions.
- 2) **Personal Development Report** is designed to assist management in determining the particular areas of coaching training that could improve the performance of a current employee. The report contains recommendations as to the type of coaching or training that may be appropriate.
- 3) **Succession Planning Report** examines what jobs within an organization might best suit an individual. The report compares the abilities, interests and personality traits of an employee to the Benchmarks for various jobs within the employer's organization.
- 4) **Individual Report** provides a general description of the test results without specific reference to a candidate's scores. Individual reports are sometimes provided to employees as part of the coaching process to facilitate a discussion on the test results without reference to specific scores.
- 5) **Working Characteristics Report** provides information on five topics presented as business related behaviors, namely:
 - How does this person want to be paid?
 - How does this person deal with change?
 - What priority does this person give to work?
 - What is this person's perception of the world?
 - Does this person make risky decisions?
- 6) **Corporate Coach Report** is an interest and personality report designed specifically to assist coaches and mentors in building effective working relationships with the people they coach. Coaches can quickly assess an individual on such things as Listening Skills, Dealing with Conflict, Leadership, Planning and Communication Skills.



“It’s not what you pay someone, but what they cost you that counts”

Developing leaders to their full potential

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