

What is Prevue for Careers?

Prevue for Careers is a career guidance tool which supports making better decisions about employment, education or training.

It helps individuals to recognise their abilities, interests and personality traits and, through a unique matching process, helps to identify careers and jobs for which they may be suited.

Developed from Career Mapper, Prevue for Careers has been designed to provoke people to think about the whole range of choices available to them.

It's a tool for the 21st century when few will make a single choice which will hold true for all their working life.

What does the Prevue for Careers report provide?

The Prevue for Careers report produces around 14 pages of highly valuable information for each person:

- A full and detailed report on all 20 test scales
- Information about the clients potential approach to work;
- Focus on Work - “do you work to live” or “do you live to work”
- Approach to new Ventures
- Components of leadership style
- Preference for Change
- Approach to conflict
- Approach to listening

- A job suitability section that helps to identify potential careers. Prevue for Careers produces job ideas and suggestions for candidates to explore and enables individuals to look at relationships between career opportunities based on their profile.

Unlike many other interest measures, the Prevue for Careers job bank (called Benchmarks) is constantly evolving and can be localised based on specific needs. The job databank can be managed by the guidance professional to focus the feedback on the individuals needs.

As Prevue for Careers only takes 1 hour (maximum) to complete and process, it means that reports can be generated immediately and feedback can often take place shortly after administration. The report is user-friendly and scores are represented both graphically and in the form of narratives.

THE LIFE PLANNING GUIDE - A unique and integral part of Prevue for Careers is the Life Planning Guide. Designed by guidance practitioners, the guide contains an employability model that can be used in conjunction with Prevue for Careers Individual Report. Downloadable from the operating web-site.

The Life Planning Guides are available in two forms, the young person's version, aimed at the 16-19 age range and an adult version. The guides can be used on a one to one basis or in group feedback.

Features and Benefits for the Client:

EASE OF USE:

- Extremely quick and easy to set up & administer (55 minutes)
- Reports are available within minutes of test completion
- Available on-line and in paper and pencil format
- Supported with workbooks developed by Careers Guidance professionals

TECHNICAL RELIABILITY

- Technically high quality, reliable and valid assessments
- Prevue for Careers training available in one or two day formats

VALUE FOR MONEY

- Extremely cost effective
- First class support from the UK master distributor

What does Prevue for Careers measure?

Prevue for Careers has been designed to give as much information as possible to both the individual and the advisor. It is based on a high quality psychometric measure – PREVUE – developed at Hull University by Professor David Bartram. It addresses three key elements.

ABILITIES – Prevue for Careers measures the three most important abilities that individuals need to take into account when making career and study decisions. These are:

- Verbal Reasoning – the ability to work with data in verbal/written form
- Numerical Reasoning – the ability to work with numerical and quantitative data
- Spatial Reasoning – the ability to work with data in pictorial or spatial form

This will measure the individual's ability to understand and use numbers and words and to think and visualize in three dimensions. This indicates how quickly you learn, understand and use new information.

This assessment is much shorter than traditional measures but it remains reliable and valid.

INTERESTS – understanding the motivation and types of interests an individual may have are naturally important in giving advice and guidance. There are three areas of interest examined:

- Working with People,
- Working with Data and
- Working with Things (“hands on” & working with equipment).

PERSONALITY – 12 scales based on the “Big 5” model. These are based around 4 major themes:

- Independence,
- Conscientiousness,
- Extraversion and
- Emotional Stability.

All are of major interest to all employers. This construction enables individuals and their advisors to explore individual preferences, which need to be taken into account alongside abilities and interests.

Prevue for Careers contains a full personality measure which has also been independently (and favourably) reviewed by the British Psychological Society.

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For information about AQR and its range of measures please see www.agr.co.uk