



Consultant - Core+ Assessment Report

Candidate:
John SamplePerson

Date:
05/12/2026

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The following information is a feedback report based on the results of validated psychological assessment dimensions. Depending on the sections included in the test battery, there may be multiple pages of explanatory information. Please review thoroughly for the best overall interpretation of your candidate's scores.

PERSONALITY TRAITS

The profile below summarizes key results in each area compared against general population norms (indicated by the descriptors Low, Below Average, Average, Above Average, and High) and with norms for high performers in the type of job for which the candidate is applying (designated by the shaded areas). The candidate's score is indicated by the diamond symbol: ◆

| | Low | Below Average | Average | Above Average | High |
|-----------------------------------|-----|---------------|---------|---------------|------|
| AGREEABLENESS | | | | | ◆ |
| ASSERTIVENESS | | ◆ | | | |
| CONSCIENTIOUSNESS | | | ◆ | | |
| CUSTOMER SERVICE / RESPONSIVENESS | | | | ◆ | |
| EMOTIONAL STABILITY / RESILIENCE | | | | ◆ | |
| EXTROVERSION | | | | ◆ | |
| INTEGRITY | | | ◆ | | |
| INTRINSIC MOTIVATION | | | | | ◆ |
| OPENNESS | | | | ◆ | |
| OPTIMISM / ENTHUSIASM | | | | ◆ | |
| ORDERLINESS | | | ◆ | | |
| TEAMWORK | | | ◆ | | |
| TOUGH MINDEDNESS | | | | ◆ | |
| WORK DRIVE | | | | ◆ | |

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GENERAL COGNITIVE APTITUDE ASSESSMENT

OVERALL GENERAL COGNITIVE SCORE



Compared to general adult norms using standardized tests validated for a wide range of jobs, we estimate overall level of mental ability to be in the **60-69%ile** range. His individual aptitude levels are:

| | |
|--------------------|-----------|
| Abstract Reasoning | 70-79%ile |
| Numeric Reasoning | 60-69%ile |
| Verbal Reasoning | 50-59%ile |

John is operating at a slightly above-average level of general cognitive aptitude. He should be able to handle most of the problem-solving demands of this job in a satisfactory manner.

Score Breakdown by Question Type (44 total questions)

ABSTRACT REASONING—Demonstrates ability to make sense of conceptual information, reason abstractly and determine patterns and relationships among symbolic stimuli:

Candidate scored **9 correct out of 14** possible questions or 64% correct.

NUMERIC REASONING—Demonstrates ability to logically analyze numerical information, reason with numbers and make inferences about quantitative relationships:

Candidate scored **10 correct out of 13** possible questions or 77% correct.

VERBAL REASONING—Demonstrates ability to to comprehend English vocabulary, reason with verbally-based information, and draw conclusions based on complex verbal stimuli:

Candidate scored **8 correct out of 17** possible questions or 47% correct.

General Cognitive Aptitude Score Interpretation

These aptitude scores reflect percentile rankings -- not percent correct on the test. For example, if a person scores 80-89%ile on a specific test in this report, it means that they scored at least as well or better than 80-89%ile of the norm group, but not as high as about 10-20%ile of the norm group.

The **Overall General Cognitive Aptitude Score** is an average of the standardized scores for the three separate aptitude tests given to this candidate.

The lower the score, the more difficulty a candidate is likely to have learning new information and making decisions. If experienced in their profession, they may perform well practiced tasks effectively but struggle with new things. They may need extra training or more support from managers. Low scorers can become overwhelmed by complexity and generally prefer duties requiring specific answers rather than insightful solutions.

The higher the score, the more we predict that the candidate will learn quickly, pick up a lot of new information on their own without needing to be trained, handle a large information load easily, make decisions in an efficient manner, and show a great deal of insight about how to solve new and complex problems.

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NARRATIVE RESPONSES PROVIDED BY THIS CANDIDATE

In reading through the candidate's responses, you should look for general themes that reflect the person's attitudes, values, and beliefs about work. Insights can help you generate probing interview questions. From another perspective, the way in which candidate responses are constructed demonstrate sophistication of communication skills.

| Annoyances | Mr. Sampleperson's Responses |
|--|-------------------------------------|
| <i>I don't like to work with people who...</i> | ... |
| <i>I get annoyed at work when...</i> | ... |
| <i>At times my work has suffered because...</i> | ... |
| <i>I would really dislike a supervisor who...</i> | ... |
| <i>People should recognize I am stressed out when...</i> | ... |
| <i>It's hard to do good work when...</i> | ... |
| <i>I would turn down a job if...</i> | ... |
| Ideal Job | Mr. Sampleperson's Responses |
| <i>The most fulfilling job I had...</i> | ... |
| <i>What I want most from a job is...</i> | ... |
| <i>My career goal for five years from now...</i> | ... |
| <i>The set of responsibilities I enjoy most are...</i> | ... |
| <i>I enjoy working with people who...</i> | ... |
| Leadership Style | Mr. Sampleperson's Responses |
| <i>When I have to make a decision quickly...</i> | ... |
| <i>My success as a manager derives from...</i> | ... |
| <i>Mentoring employees who report to me...</i> | ... |
| <i>Besides supervising other people, a manager should...</i> | ... |
| <i>The best way to motivate people...</i> | ... |
| <i>The average employee...</i> | ... |
| <i>An employee who brings personal problems to work...</i> | ... |
| <i>I deal with conflict in my team by...</i> | ... |
| <i>To increase employee commitment I...</i> | ... |
| <i>To be a valuable member of a senior management team, I try to...</i> | ... |
| <i>As a leader, my greatest satisfaction at work...</i> | ... |
| <i>The biggest challenge to a manager in dealing with today's workforce...</i> | ... |
| <i>When I have to reprimand or discipline an employee...</i> | ... |
| <i>The organizational culture I try to create is best described as...</i> | ... |
| Strategies for Success | Mr. Sampleperson's Responses |
| <i>The best way to get ahead in an organization...</i> | ... |

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| | |
|--|-----|
| <i>The personal strengths I possess that will help me be successful in this job include...</i> | ... |
| <i>Working long hours every week...</i> | ... |
| <i>To better myself I...</i> | ... |
| <i>My attitude about work-home balance is...</i> | ... |
| <i>The key to success in my career...</i> | ... |
| <i>To get ahead in a company...</i> | ... |
| <i>When I am criticized...</i> | ... |

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He much prefers to get along with other people and to have comfortable working relations. John will defer to the preferences and demands of others and strive to maintain a pleasant atmosphere in his work group.
- He is fairly accommodating and deferential. He will usually go along with the preferences and requests of other people, particularly those in a leadership position.
- While he is often conscientious and dependable in his job performance, he can also adjust to changing circumstances and be flexible in how and when he carries out tasks and assignments.
- With good control over his emotions, he can handle most forms of job strain. When subjected to normal pressures on the job, he keeps his composure and does not let stress undermine his performance.
- He registers as being outgoing, cordial, and friendly in his job-based interactions. He is usually a good communicator who relates pleasantly to other people.
- John wants a job that provides a variety of positive experiences at work. For him, doing interesting and personally meaningful work is a highly desirable factor in a job. He is highly motivated by such factors as challenge and task variety.
- Open to new learning on the job, he is ready to try new ways of doing things and to engage in innovation initiatives. He will generally be energized by opportunities for on-the-job learning and professional development.
- He takes many situations and people at face value, without preconceptions or advance judgments. While he is usually optimistic about most prospects and future contingencies, he is not gullible or unrealistic in his expectations.
- Reasonably organized and systematic in his work, John is also flexible and adaptable, adjusting his style to changing job circumstances.
- John works comfortably in situations requiring independence as well as in situations where he must work cooperatively with others. He can adapt well to a job that calls for both individual and team contributions.
- Above average in the trait of Tough Mindedness, he tends to be objective and tough-minded in the way he appraises information, situations, and people. He typically bases his decisions on facts and data, not on personal feelings or subjective cues.
- With an average work drive, John usually works industriously during regular job hours. However, he is not a workaholic and tries to balance job demands and his personal/family life.

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Developmental Concerns:

- When sensitive issues arise that require bringing competing viewpoints to the table and hash out a reasonable solution, he will put off that type of discussion because he prefers to minimize conflict and preserve harmony. When he is in discussions with others, he will frequently side with the majority so that he does not have to defend a different perspective.
- Registering a below-average level of assertiveness, he may sometimes be too timid and hesitant to be effective, especially when difficulties arise on the job or he feels threatened. John may need to stand up more for his own best interests.
- Perhaps not as consistently conscientious and dependable as others who hold this job, he may need to perform job tasks, duties, and assignments in a more reliable manner that others can consistently count on.
- He may need to place slightly more emphasis on customer service in his work. John could be more attuned to customer requests, concerns, and needs.
- His score on the integrity dimension is in the average range. While this does not necessarily predict a future problem, it points to the need for a good on-the-job orientation and training about how to handle various situations, including “gray areas,” in a manner that reflects the company’s concern for integrity and rule adherence.
- John may occasionally need to do more to work with others in a mutually supportive, cooperative manner. Teamwork could be a higher priority for him, especially in work settings requiring a high level of interdependence.
- Sometimes, he could try to be more insightful and empathetic in his dealings with other people. He may not be good at reading other people and being attuned to what they are thinking and feeling.
- Depending on job demands, he may sometimes need to be more willing to work longer hours and extend himself when required to meet goals and deadlines. He may need to put more time and effort into his work.

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INTERVIEW QUESTIONS

Resource Associates highly recommends conducting a final interview prior to making an offer to hire, using this candidate's assessment results as a guide. To help with this process, we offer a set of interview questions which can help explore potential "red flags" or areas of concern. Most of these interview questions are situation-based items which ask the candidate to describe their behaviors, attitudes, and opinions while on the job. If you choose to conduct this type of interview to further investigate and clarify concerns, you should keep asking questions until you have gained confidence in your assessment of the candidate. You can use some or all of these questions during your interview. You will probably want to customize questions to best fit your style and what you already know about the candidate, as well as the job for which s/he is being considered. Some additional probes which you might want to use with individual questions are:

- * When did this take place?
- * What factors led up to it?
- * What were the outcomes?
- * What did others in the organization say about this?
- * How often has this type of situation arisen?
- * How would you handle it differently in the future?

AGREEABLENESS

- Tell me about a project that required everybody to get along smoothly and harmoniously. What did you do to help promote harmony and cohesion?
- Sometimes it is good to question or challenge the ideas or decisions of the people you work with, even if it leads to disagreement or an argument. Tell me about a time when you have done so.
- Describe a situation where you took a stand on something that was not necessarily popular with other people, but where you felt it was the correct thing to do?
- Tell me about a situation where you went along with the group (or with individual coworkers) just to keep the peace, preserve harmony, or show support, even though you did not agree with them.
- Conflict seems to be inevitable in most work settings as business competition increases and more demands are made on all employees. Tell me about a conflict or disagreement you had with another employee? [Probes: What was the nature of the problem? What did you do to help resolve it? How often has this occurred?]

ASSERTIVENESS

- Describe a time when you took charge of a difficult situation in your organization and turned it around into a success.
- Describe a time when you spoke up on a matter of importance to you, even though you knew it would not be well-received or when others in the company opposed you.
- Tell me about a time you took the initiative to get a project started or to complete it in a timely manner.
- What would you do if you felt that your boss had been ignoring you or not paying attention to your ideas?
- Describe a time when you successfully confronted a problem situation that others had trouble dealing with in the past.

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- Tell me about a time when you effectively negotiated with upper management to get them to accept your recommendation over the recommendations of others.

CONSCIENTIOUSNESS

- Describe a time when you have taken a shortcut or bypassed some steps at work to get something done quicker, better, or more efficiently.
- Flexibility is important in many jobs. Describe a situation where it would be advantageous to bend or ignore a company rule or policy to improve job effectiveness.
- Describe how you deal with situations where the best course of action is not covered by company policies and procedures.
- Describe a situation where you feel that organizational bureaucracy or red tape made your job difficult or significantly slowed you down.

CUSTOMER SERVICE

- No matter how hard you try, some customers are rude, annoying, or impossible to please. Describe the most difficult customer you have had to deal with and what efforts you made to accommodate him or her.
- Describe a situation where you went above and beyond your job description to make a customer satisfied. [Probes: What did you do? What was the outcome? How often has this type of thing happened in the last year?]
- Tell me about a time when you had to reconcile competing demands from the customer with company demands or needs.
- Tell me about a time when a customer gave you a difficult problem to solve.
- There are limits to how far an employee should go to try to satisfy customer demands and requests. Describe the criteria you use to decide when that limit has been reached.

INTEGRITY

- What would you do if you discovered that a coworker had been taking home office supplies without permission and without telling anyone?
- Under what conditions would it be acceptable to ignore or bend a company rule or policy?
- Describe what you would do if your boss asked you to keep quiet about some data he or she was falsifying for the annual company report.
- Under what circumstances would it be OK to claim a sick day (even though you were not sick) to deal with a personal problem at home?

INTRINSIC MOTIVATION

- Tell me which factors define success for you in a job.
- Describe how your feelings of job satisfaction are affected by how much challenge and variety you have at work.
- Tell me what you would do if your job became repetitive and routine.

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- Describe the kind of work that really motivates you.

ORDERLINESS

- All of us learn from our errors and mistakes. Tell me about the most recent error or mistake you learned from. [Probes: What was the error or mistake? What did you learn from it? What did you do to prevent it from happening again?]
- Tell me about a time when your organizational skills paid off and helped solve or prevent a problem at work.
- Sooner or later all employees have to make some trade-offs between working quickly and doing a sufficient quantity of work versus working precisely and doing work of the highest quality . Tell me about an occasion at work when you traded off quality for quantity or when time constraints forced you to compromise on thoroughness or attention to detail. [Probe: How did you feel about having to make such a trade-off?]
- Describe the most significant thing you have done to help yourself become better organized in your job.

TEAMWORK

- Describe some ways that you have helped a group of coworkers achieve an important goal or outcome.
- Tell me about a time when you needed to work collaboratively with another department or group to achieve a common goal.
- It is hard for some people to work independently. Describe how easy or difficult it is for you to work independently or carry out assignments where you don't consult with others.
- Give some examples of ways that too much emphasis on teamwork in a company can lead to a lowered effort by individual employees or a loss of individual initiative .

TOUGH-TENDER-MINDED

- Describe a time when you made an important decision based primarily on an objective analysis of facts and data. (Compare the candidate's answer to this question with answers to the next question in terms of level of detail and enthusiasm.)
- Describe a time when you made an important decision based on your personal feelings, values, and intuition.
- Describe a situation where you dealt with an employee (or peer) who was consistently negative in meetings or when interacting with other employees. What did you do? What were the results?
- Describe a time when someone at work responded emotionally to something you said or did. How did you respond? What was the result?

WORK DRIVE

- Under what conditions, if any, do you think a company has a right to ask its employees to work long hours? What is the upper limit for you on how many hours/week you are willing to work on an ongoing basis to meet the demands of your job.
- Describe some ways that you think your commitment to your family or personal life away from the job may have limited your advancement opportunities or earnings potential. How do you feel about this?

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- What are the potential problems associated with a company expecting too much overtime from their employees or encouraging them to become workaholics?
- Describe how you keep work separate from your home and personal life and how you keep job demands from intruding on your free time.
- Under what situations would you be willing to work overtime and weekends for your job? How long would you be willing to do so?