



## **Delivery Driver Assessment Report**

**Candidate:**  
**John SamplePerson**

**Date:**  
**02/25/2026**

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Company: Resource Associates Samples  
 Date: February 25, 2026

Username: RESOTISMK0001  
 Candidate: John SamplePerson

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				◆	
COMFORT WITH PROCEDURE		◆			
COMPANY LOYALTY				◆	
CONSCIENTIOUSNESS/DEPENDABILITY				◆	
CUSTOMER SERVICE ORIENTATION					◆
EMOTIONAL STABILITY/MATURITY			◆		
INDEPENDENCE	◆				
INTEGRITY/TRUSTWORTHINESS				◆	
INTROVERSION		◆			
TOUGH MINDEDNESS		◆			
WORK DRIVE				◆	

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## APTITUDE SCORES: Reported as Percent Correct

TEST	PERCENT CORRECT SCORE	This score is considered to be:
Drivers Basic Math Skills	92% Correct	High Score

### Aptitude Raw Scores

	Total Correct	Total Attempted	Total Questions
Drivers Basic Math Skills	23	25	25

## Score Interpretation Guidelines

Scoring is based on a "percent correct" calculation: the total number of correct answers divided by total number of questions on the test. The candidate has ample time to complete each question, so it is possible to achieve 100%.

Lower % scores suggest the candidate will make a higher number of errors on the job. Their basic skills in this topic area are probably lacking. If hired, you need to consider on-the-job training in this topic area.

Higher % scores suggest the candidate is less likely to make mistakes of this type on the job. Their skills are adequate to excellent. They can probably improve accuracy as they practice tasks on the job-especially if given feedback.

0% to 50% correct	51% to 70% correct	71% to 85% correct	86% to 100% correct
<b>Low Score</b> (D+ to Failing) "Unsatisfactory"	<b>Below Average</b> (C+ to C-) "Satisfactory"	<b>Above Average</b> (B+ to B-) "Good"	<b>High Score</b> (A to A-) "Excellent"

Most companies are simply trying to weed out candidates who would have the most trouble handling job tasks of this nature. If that is the case, think about what is the lowest "Percent Correct" score you will tolerate. If errors are not particularly costly to your operations, then you may be able to accept candidates who score in the Below Average or "Satisfactory" range. Conversely, if errors of this nature cause very serious problems in your company, then you should only hire people who score in the High category, or "Excellent" range. Companies looking to improve the overall quality of their workforce should target candidates scoring in the upper end of Below Average or higher ranges.

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## PERSONALITY TRAIT INTERPRETATION

### **Strengths:**

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- Preferring to get along smoothly with other people and to have harmonious working relations, he is usually amiable and good-natured in his interactions with coworkers and other people.
- Most of the time, John believes that the company has his best interests at heart, so when concerns arise, he usually feels that things will turn out well. Being loyal to the company and its management is fairly easy for him, so "bad apples" in the workforce are not likely to have a great deal of impact on him.
- He is reliable and conscientious on the job. John typically honors his job expectations and commitments in a manner others can depend on. He is usually organized and orderly, paying attention to details and quality standards.
- He is strongly oriented toward customer service. He endeavors to meet the needs and preferences of customers promptly and responsively.
- His level of emotional stability is in the average range. He can handle most ordinary types of job stressors and hassles. He is moderately well-adjusted and able to manage his emotions fairly well in demanding situations.
- His above average level of integrity suggests that he's a principled and ethical person in how he performs job tasks and duties. He adheres to company rules and policies.
- Based on his assessment score, he appears to have a high level of integrity and code of ethics. He is not one to lie, deceive, cheat, or engage in questionable or improper job behavior. He will consistently adhere to company rules and policies.
- John is usually outgoing, talkative, and congenial in his interactions with other people. He will likely be an effective communicator on the job.
- His coworkers are likely to view him as an empathetic, understanding person. He ordinarily takes the concerns and preferences of others into account when making decisions.
- John has an above-average work drive. He will put considerable time and effort into meeting job demands, including working long hours as needed.

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## **Developmental Concerns:**

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- When subjected to high levels of job pressure and strain, he may have difficulty keeping his emotions under control. He may become stressed out by factors that most employees in this job take in stride.
- He is dependent on others and lacking in self-reliance. He is not adept at taking responsibility for initiating or executing whole tasks. Independent decision-making is not his strong suit.
- John may be too involved in the social side of work. He may spend time chatting and interacting with others when he should be concentrating on his own work obligations.
- Sometimes, he may be so feeling sensitive that it may be hard for him to critically and objectively appraise situations, problems, and people. He may overreact to negative feedback, criticism, or disapproval. He may need to toughen up and develop more of a thick skin if he is to function comfortably in some work settings.

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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?

### COMFORT WITH PROCEDURES

- Describe the types of administrative tasks that you had to do in a previous job. What about those tasks did you like / not like?
- In your previous jobs, to what degree did the administrative tasks that you had to do interfere with the main purpose of your role or did it support it?
- How do you feel about the procedures people typically have to follow in their jobs -- do you feel they are appropriate or are they aggravating? Why?
- Tell me about a procedure you had to follow in a previous job that was difficult or annoying. What made it a problem? If you were the boss, how would you have changed that procedure?

### EMOTIONAL STABILITY/RESILIENCE

- Tell me about a time when you had to keep on working despite having some problem or concern weighing on your mind. [Probes: How long did it go on? How was it resolved? How often has this kind of thing happened in the last six months?]
- Stress is a natural part of most work environments these days. Describe a situation where some significant form of stress has impacted you on your job and how you dealt with it.
- Describe a situation where you learned to live with something stressful at work.

### INDEPENDENCE

- 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 lowered effort by individual employees or a loss of individual initiative.

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- Do you prefer responsibility delegated to you, or do you prefer to follow procedures and be told what to do?
- Tell me about a project that required you to work independently, without interference from supervisors, or help from coworkers. Did you like having freedom to set your own pace and make decisions?
- How do you prefer to be managed? Do you enjoy working on your own and being responsible for your decision-making, or would you rather have regular support and guidance by your supervisor?

## **INTROVERSION**

- This test describes you as outgoing. Do you agree with that?
- Have you ever had a job where you did not have much opportunity to interact with others? How did that make you feel?

## **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?