



## **Draftsman/Drafting Technician Assessment Report**

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

**Date:**  
**05/19/2026**

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Company: Resource Associates Samples  
Date: May 19, 2026

Username: RESOPJPSZ  
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

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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
<b>ASSERTIVENESS</b>			◆		
<b>CONSCIENTIOUSNESS</b>				◆	
<b>CUSTOMER SERVICE RESPONSIVENESS</b>			◆		
<b>EMOTIONAL STABILITY / RESILIENCE</b>			◆		
<b>OPENNESS</b>			◆		
<b>OPTIMISM/ENTHUSIASM</b>		◆			
<b>TEAMWORK</b>				◆	
<b>WORK DRIVE</b>				◆	

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## APTITUDE SCORES: Reported as Percentile

	PERCENTILE RANGE									
	0-10%	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	Top 10%
3-D									X	
Form Pattern				X						
<b>Overall Cognitive Aptitude</b>							X			

### Aptitude Raw Scores

	Total Correct	Total Attempted	Total Questions
3-D	33	33	45
Form Pattern	11	23	24

## Score Interpretation Guidelines

The aptitude scores in the table above reflect percentile rankings -- not percent correct. For example, if a person scores 80-89%ile on a test, 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. So, higher scores are better than lower scores.

Lower Overall Cognitive Aptitude scores predict that the candidate will have difficulty solving new or complex problems. They generally prefer duties that require specific responses rather than those requiring insightful solutions. For example, if they are experienced in their occupation, they may be able to perform well practiced tasks adequately but may have difficulty learning unfamiliar things. As such, they may need additional training time and more support from supervisors.

Higher Overall Cognitive Aptitude scores predict that the candidate will learn quickly, pick up information on their own without needing to be trained, handle a large information load easily, make decisions efficiently, and show a great deal of insight into solving new and complex problems.

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## PERSONALITY TRAIT INTERPRETATION

### **Strengths:**

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- John is assertive and influential when he needs to be. He is not easily intimidated by other people, but he also is not aggressive, pushy, or domineering.
- Reliable and conscientious in the way he fulfills his job responsibilities, he typically does what he says he will do in a manner others can depend on.
- Moderately well-adjusted and stable, he can handle most everyday forms of job hassles and stressors without losing his composure.
- Average in the trait of Openness to New Experience, he is generally receptive to innovation and change in the workplace. Still, he is fairly committed to the status quo and needs some motivation and rationale before trying out new ideas on the job.
- Preferring to look for the truth of the matter, despite appearances, he is observant on the job and doesn't let emerging or potential problems escape his attention. With a below-average level of optimism, he won't take much at face value.
- John is typically group-minded and inclined to work cooperatively with coworkers. He will usually contribute positively to teamwork and cohesion in the workplace.
- His level of work drive is above average. He invests considerable time and energy into meeting the demands of his job and career.

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## **Developmental Concerns:**

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- He could be more assertive and forceful in some situations. He could, at times, stand up more for what is in his best interests and confront problem situations more readily.
- 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.
- He may have trouble coping with extensive or intensive job stress. He may not bear up as well under heavy pressure as many others who hold this job.
- With average levels of openness, he could be a bit more willing to experiment with new ideas and procedures on his job. He may need to focus on being more interested in professional development and continued learning.
- He may occasionally be too suspicious, doubtful, or skeptical. He may, at times, be too prone to look for the downside of situations as well as problems with other people.

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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?

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

### 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.

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- 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.

## **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.

## **OPTIMISM**

- Sometimes it helps to prepare for the worst and try to anticipate potential problems at work. Describe a time when your concerns about possible future problems were justified.
- What would you say to a coworker whom you felt was being naïve or gullible about some new job they were considering? If asked, what advice would you give?
- How do you personally guard against unrealistically high expectations at work or being blindsided by unanticipated problems?