



Emergency Medical Technician II Assessment Report

Candidate:
John SamplePerson

Date:
09/30/2024

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Company: Resource Associates Samples
 Date: September 30, 2024

Username: RESOTBFD0001
 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					◆
CONSCIENTIOUSNESS				◆	
CUSTOMER SERVICE			◆		
DRUG USE POTENTIAL	◆				
EMOTIONAL STABILITY / RESILIENCE				◆	
INTEGRITY				◆	
NURTURANCE				◆	
OPENNESS		◆			
OPTIMISM/ENTHUSIASM			◆		
TEAMWORK				◆	
WORK DRIVE				◆	

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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%
General Reasoning						X				

Explanation of Aptitude Scores In This Table:

The aptitude scores in this table 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. So, higher scores are better than lower scores.

The **Overall Cognitive Aptitude** is an average score (an average for the standardized scores) for all of the separate aptitude tests given to this candidate.

The lower the Overall Cognitive Aptitude score, we predict that the candidate will have difficulty learning new information and making decisions. For example, if they are well experienced in their occupation, they may be able to continue to perform well practiced tasks adequately, but have difficulty learning new things. As such, they will need additional training time and more support from supervisors. People who produce lower Overall Cognitive Aptitude scores generally prefer tasks that call for specific responses rather than ones requiring insightful solutions. They are also slower in processing information and are often easily overwhelmed by complex problems, especially ones they have not dealt with before.

The higher the Overall Cognitive Aptitude 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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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is very concerned with getting along well with the people he works with. John is consistently agreeable and will work hard to preserve harmony in social situations.
- 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.
- This candidate brings some sense of good customer service with him to the job which can be reinforced by new employee orientation on these concepts.
- Stable and well-adjusted, he can work well under conditions of job stress and not succumb to work-related anxiety or tension.
- John appears to be a principled and ethical person in how he performs job tasks and duties. He adheres to company rules and policies.
- John has a lot of concern for other people. He puts a lot of effort into providing care and comfort to those in need and making sure that their lives are better off because of him.
- Usually preferring to rely on what he already knows rather than having to learn new ways of doing things on his job, he is supportive of custom, convention, and established ways of doing things in the workplace.
- Although fairly optimistic in his outlook most of the time, he is not naïve or unrealistic. He tempers his positive expectations with an awareness of the potential for problems and difficulties.
- John likes a balance of independent and interdependent work. He can work closely with others, but he can also switch gears and function well on his own.
- His work ethic is fairly strong. He is usually willing to put in long or irregular hours at work when needed. John is likely to put forth considerable effort to attain job goals.

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Developmental Concerns:

- He can sometimes try so hard to get along with everyone that he gives in on important issues just to keep the peace. People may view him as too accommodating and unwilling to address sensitive topics. Even if he disagrees, he will tend to go along with the majority because he is uncomfortable with being different than everyone else.
- John could probably put a more emphasis on customer satisfaction in his work. He does not put a great deal of energy into going the extra mile to ensure satisfaction of patients and their families.
- A below average level of openness suggests he can sometimes be set in his ways, which could limit his ability to benefit from innovation and change efforts in the workplace. He could be more amenable to new ideas and ways of doing things in his job as well as opportunities for professional growth and development.
- He could be more inclined to work cooperatively with other employees. John could do more to contribute to work group cohesion and interdependence.

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INTERVIEW QUESTIONS

After reviewing the assessment results for this candidate, you may want to conduct a structured interview to further explore and clarify some specific concerns. The interview questions listed below reflect areas of concern raised by the assessment results. 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 when interviewing the candidate. You will probably want to customize these 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. Most of these are behavioral description items which ask the candidate to describe specific behavior on the job. 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?]

OPENNESS

- Describe the most recent new job-related method, procedure, or technique you learned and how you felt about learning it. [Probe for when and how often this occurred.]
- Tell me about a time when you recommended or implemented a better way of doing things at work.
- Describe a situation where you felt that continuing demands to do new things on your job lowered your overall productivity or efficiency.
- Describe your plans (if any) for continued education, job-related training, or professional development you have for the coming year.