



**Firefighter / Paramedic - Core
Assessment Report**

**Candidate:
John SamplePerson**

**Date:
03/30/2026**

ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL

The information contained in this report is Resource Associates, Inc. business information intended only for the use of the individual or entities named above. If the reader of this report is not the intended recipient you are hereby notified that any dissemination, distribution or copying of this report is strictly prohibited. If you have received this report in error, please notify us immediately at (865) 579-3052 or by sending E-mail to info@resourceassociates.com.

www.resourceassociates.com

Firefighter / Paramedic - Core Assessment Report

Company: Resource Associates Samples
 Date: March 30, 2026

Username: RESOTTAQ0001
 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					◆
ASSERTIVENESS			◆		
CONSCIENTIOUSNESS			◆		
DRUG USE POTENTIAL	◆				
EMOTIONAL STABILITY / RESILIENCE				◆	
FLEXIBILITY			◆		
INTEGRITY			◆		
INTERPERSONAL SENSITIVITY				◆	
INTRINSIC MOTIVATION					◆
OPENNESS				◆	
OPTIMISM / ENTHUSIASM			◆		
TEAMWORK					◆
WORK DRIVE				◆	

Firefighter / Paramedic - Core Assessment Report

Company: Resource Associates Samples
Date: March 30, 2026

Username: RESOTTAQ0001
Candidate: John SamplePerson

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 **50-59%ile** range. His individual aptitude levels are:

Abstract Reasoning	60-69%ile
Numeric Reasoning	40-49%ile
Verbal Reasoning	50-59%ile

John demonstrates an average level of overall cognitive aptitude. He will perform adequately on most mental tasks and information-processing demands. He will probably be an acceptable, though not exceptional, cognitive performer in this job.

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 **7 correct out of 14** possible questions or 50% correct.

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

Candidate scored **8 correct out of 13** possible questions or 62% 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.

Firefighter / Paramedic - Core Assessment Report

Company: Resource Associates Samples
Date: March 30, 2026

Username: RESOTTAQ0001
Candidate: John SamplePerson

PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is very motivated to have smooth, amiable working relationships. John tries to be courteous and agreeable at all times on the job.
- He can usually assert himself when he feels it acceptable and worthwhile to do so. However, he is not stubborn or aggressive, and makes requests of others in a low-key manner.
- Moderately trustworthy and conscientious in the way he does his work, he also uses a fair amount of his own judgment in determining when and how he will carry out his job responsibilities and commitments.
- 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 is generally open to change new learning, especially when the need to change has been explained. John is also fairly comfortable with tried-and-true methods.
- Usually he can empathize with other people and tune into their concerns and problems. He is a fairly considerate person who can gain rapport with most people. He will typically earn their trust and confidence.
- John strives for meaningfulness and personal gratification in his work. Cash prizes and bonuses have little or no motivational value for him, while challenges and variety motivate him a great deal.
- Characteristically open to new ways of doing things, he is receptive to most forms of organizational change and innovation. John is motivated by opportunities to learn new job-related knowledge, skills, and abilities.
- Guardedly optimistic in his approach to work, he not only will look for positive qualities in most situations and people, but he also has a healthy amount of skepticism.
- John is highly teamwork oriented. He will readily contribute to cooperation and mutual assistance in his work group.
- His level of work drive is above average. He invests considerable time and energy into meeting the demands of his job and career.

Firefighter / Paramedic - Core Assessment Report

Company: Resource Associates Samples
Date: March 30, 2026

Username: RESOTTAQ0001
Candidate: John SamplePerson

Developmental Concerns:

- When sensitive issues arise that require him to hash out a reasonable solution, John may tend to put off that type of discussion because he prefers to minimize conflict and preserve harmony. When he is in discussions with other coworkers, he will frequently side with the majority so that he does not have to defend a different perspective.
- In some situations, he may need to be more assertive and influential. He could be more inclined to seize the initiative and address problem situations.
- Sometimes he may use too much discretion in deciding how and when he will carry out job tasks, duties, and responsibilities. He could be more conscientious and reliable, at times, in his work habits.
- John may find it difficult to engage in or benefit from opportunities for growth and professional development, as he is not very open to doing things a different way.
- His integrity score registers in the average range. Although this is not an objectionable score, you might want to make sure that he is well trained on company rules and policies and that he understands the consequences for unethical behavior on the job.

Firefighter / Paramedic - Core Assessment Report

Company: Resource Associates Samples
Date: March 30, 2026

Username: RESOTTAQ0001
Candidate: John SamplePerson

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?]

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.

Firefighter / Paramedic - Core Assessment Report

Company: Resource Associates Samples
Date: March 30, 2026

Username: RESOTTAQ0001
Candidate: John SamplePerson

FLEXIBILITY/ADAPTABILITY

- Tell me about a time you have had to adapt the way you tried to deal with a problem to solve it more effectively.
- Describe the kinds of adjustments you have had to make when an old way of problem-solving would not work. What changes did you make? How were these more effective than previous methods?
- Tell me about a situation where there has been a shortage of resources or equipment available to you and you have had to improvise and make do with what you have to solve a problem or complete a task.
- 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.]

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.
- Describe the kind of work that really motivates you.