



Home Health Nurse - Personality Only Assessment Report

Candidate:
John SamplePerson

Date:
01/05/2026

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

Home Health Nurse - Personality Only Assessment Report

Company: Resource Associates Samples
 Date: January 05, 2026

Username: RESONKMAK0001
 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 | | | ◆ | | |
| CUSTOMER SERVICE / RESPONSIVENESS | | | ◆ | | |
| DEPENDABILITY | | | ◆ | | |
| EMOTIONAL STABILITY / RESILIENCE | | | | ◆ | |
| EMPATHY | | | | | ◆ |
| EXTROVERSION | | | ◆ | | |
| FLEXIBILITY | | ◆ | | | |
| INTEGRITY | | | | ◆ | |
| INTRINSIC MOTIVATION | | | | | ◆ |
| LONG TENURE POTENTIAL | | | ◆ | | |
| NURTURANCE | | | ◆ | | |
| OPTIMISM/ENTHUSIASM | | | ◆ | | |
| WORK DRIVE | | ◆ | | | |

Home Health Nurse - Personality Only Assessment Report

Company: Resource Associates Samples
Date: January 05, 2026

Username: RESONKMAK0001
Candidate: John SamplePerson

PERSONALITY TRAIT INTERPRETATION

Strengths:

- He usually prefers to get along with other people and to have comfortable working relations. In most situations, John will defer to the preferences and demands of others in order to avoid conflict and maintain a pleasant work atmosphere.
- Registering an average level of assertiveness, he will sometimes address tough situations directly and stand up for what he believes in, though he is also willing to accommodate the preferences and demands of others.
- John is moderately reliable in his work habits. However, he also uses his own judgment to determine how promptly or thoroughly he will carry out his job responsibilities and commitments.
- He has an above-average level of emotional stability. He should be able to handle effectively the stressors associated with this job and not let problems or crises cause undue anxiety or worry.
- He is well able to put himself in the shoes of the people he relates to and to see things from their perspective. John's empathetic style will enable him to gain rapport with customers. He is likely to gain their trust with his attentiveness to their needs.
- He is sincere and unpretentious in his job-based interactions. He won't become overly involved with talking to other people and can concentrate on immediate tasks and assignments.
- Often a creature of habit, John prefers to rely on standards and work habits that have been in place for a long time rather than being flexible for every new situation that presents itself.
- John will perform his work tasks and duties in a manner consistent with company rules and policies. He is honest and ethical in his job behavior.
- Intrinsic rewards such as personal enjoyment of his tasks are much more appealing to John than extrinsic features of a job such as bonuses, job status, etc. He is drawn to jobs that he finds interesting and meaningful.
- John has average potential for long-tenure with his next employer. He is inclined to form a solid attachment to one company, making it somewhat unlikely that he would leave for another job elsewhere.
- John probably comes across as a caring, nurturing person who enjoys taking care of others. There are probably some care giving situations that are more acceptable to him than others.
- Mid-range in the trait of Optimism, he is not one to judge others in advance of observing their behavior and performance. He takes people at their word until facts persuade him otherwise.

Home Health Nurse - Personality Only Assessment Report

Company: Resource Associates Samples
Date: January 05, 2026

Username: RESONKMAK0001
Candidate: John SamplePerson

Developmental Concerns:

- Sometimes he could be more assertive. He may need to exert more influence in group settings and be more forthright in presenting his views, reactions, and opinions.
- He could strengthen his customer service orientation. John may need to be more responsive to the needs and preferences of customers in his area of responsibility.
- John could more consistently honor his work commitments and obligations. He could do a somewhat better job of doing everything he says he will do for customers and following through on his pledges and promises to them.
- John can sometimes identify too strongly with the feelings and emotions of the people he works with. This can cause him to get caught up in their problems and to lose perspective of what is the best course of action. John may need to become more objective and professional in some situations.
- When good social skills are important for successful job performance, he could sometimes communicate more effectively. He could be more consistently sociable and outgoing when interacting with other people.
- He may be rather uncomfortable with changing conditions, policies, and work practices. John may be inflexible and rely too much on his own experience and what worked in the past.
- Where the needs of your clientele are great and staff are called upon to be consistently caring, nurturing, and helpful, John may not always maintain a positive attitude. He probably needs a role where support for the staff is readily available.
- His work drive is below normal, suggesting that he may not be as willing to work long hours or an irregular schedule as the more dedicated incumbents in this job. He may resist or be demotivated by job demands that he sees as cutting into his personal or family life. His level of effort may fall short of expectations for job success.

Home Health Nurse - Personality Only Assessment Report

Company: Resource Associates Samples
Date: January 05, 2026

Username: RESONKMAK0001
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?

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.

Home Health Nurse - Personality Only Assessment Report

Company: Resource Associates Samples
Date: January 05, 2026

Username: RESONKMAK0001
Candidate: John SamplePerson

- 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.

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.]

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.

NURTURANCE

- Tell me about a person with whom you have been in a care giving relationship. How was it difficult for you? How was it rewarding?
- Tell me about a person who has depended on you for service of some kind. What did you do for them? In what ways did you try to take care of their all of their needs -- not just the immediate request? (Listen for someone who tries to understand what the other person is going through and who tries to do something extra to deal with the objective need as well as the emotional needs.)

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?
- 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?