



Psychometric Personality and Aptitude Assessment Report

**Candidate:
John SamplePerson**

**Date:
02/25/2026**

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Username: RESORDAW0001
 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					◆
CUSTOMER SERVICE ORIENTATION				◆	
EMOTIONAL RESILIENCE/MATURITY			◆		
EXTROVERSION			◆		
INTEGRITY/TRUSTWORTHINESS				◆	
OPENNESS			◆		
OPTIMISM/ENTHUSIASM			◆		
TEAMWORK					◆
TOUGH MINDEDNESS			◆		
WORK DRIVE					◆

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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 **80-89%**ile range. His individual aptitude levels are:

Abstract Reasoning	Top 10%ile
Numeric Reasoning	60-69%ile
Verbal Reasoning	80-89%ile

John is operating at a high level of general cognitive aptitude. He can learn new information quickly, solve complex problems efficiently, and be able to handle a heavy information-processing load on 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 11 correct out of 14 possible questions or 79% correct.
NUMERIC REASONING —Demonstrates ability to logically analyze numerical information, reason with numbers and make inferences about quantitative relationships: Candidate scored 10 correct out of 13 possible questions or 77% 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 11 correct out of 17 possible questions or 65% 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.

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- This candidate can exert influence and speak his mind when it is important for him to do so. However, he is by no means aggressive or overbearing. He is usually willing to go along with others and to accept organizational leadership.
- Consistently dependable and conscientious in the way he works, he will follow through on his commitments and do what he says he will do.
- John is committed to providing courteous, timely service to customers. He usually makes their satisfaction a high priority on his job. He will be a fairly good role model for coworkers on customer responsiveness.
- Moderately well-adjusted and stable, he can handle most everyday forms of job hassles and stressors without losing his composure.
- He is usually friendly and sincere in his dealings with other people without spending too much time talking on the job. He is not easily distracted by opportunities for social contact and can work comfortably on tasks requiring focus and concentration.
- His integrity scores suggest a tendency towards honest and rule-following behavior. He will internalize and promote company norms, values, and policies on his job.
- His propensity to learn, change, and innovate on the job is about average. When new ideas or company-sponsored change initiatives are presented to him, he is more likely to accept them if substantial justification is provided. He needs to be motivated to try new ways of doing things on his job.
- 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.
- John is very supportive of organizational goals for teamwork and cooperation. He will contribute to and reinforce cohesiveness and interdependence in his work group.
- This applicant's tough mindedness score is average so he will tend to look at both the objective factors and subjective considerations when making decisions. He places importance on not only personal feelings, but also empirical data and logical relations in determining a course of action.
- Scoring in the high range on the work drive scale, he will likely be very committed to meeting the demands of his job. He will work hard and put in long or irregular hours when needed. He goes above and beyond normal job performance expectations.

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Developmental Concerns:

- He can sometimes be difficult to get along with, which could undermine group harmony. If hired, John may need specific coaching on the need to be agreeable and pleasant in job-based interactions.
- 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.
- In high pressure work situations, he may have some difficulty managing his emotions. He may not be able to handle a lot of stress on this job, particularly on a prolonged basis.
- In job situations that require good social skills, he may need to be more consistently outgoing and expressive. He could communicate more readily and effectively in some settings.
- At times, this candidate may be too comfortable with the status quo and current ways of doing things in the workplace. He could be more inclined to improve his job-related knowledge, skills, and abilities.

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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?

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?]

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.