



**Manufacturing / Production
Worker I (personality only)
Assessment Report**

**Candidate:
John SamplePerson**

**Date:
03/28/2024**

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

Manufacturing / Production Worker I (personality only) Assessment Report

Company: Resource Associates Samples
 Date: March 28, 2024

Username: RESOGSSP0001
 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					◆
AVOIDANCE FOR VIOLENCE					◆
COMPANY LOYALTY			◆		
CONSCIENTIOUSNESS					◆
EMOTIONAL STABILITY				◆	
INTEGRITY					◆
LONG TENURE POTENTIAL			◆		
OPENNESS			◆		
TEAMWORK					◆
WORK DRIVE			◆		

Manufacturing / Production Worker I (personality only) Assessment Report

Company: Resource Associates Samples
Date: March 28, 2024

Username: RESOGSSP0001
Candidate: John SamplePerson

PERSONALITY TRAIT INTERPRETATION

Strengths:

- Coworkers are likely to see John as very easy to get along with. John will avoid arguments and unpleasantness whenever possible. He tries to be agreeable in his daily interactions with coworkers and other people.
- John brings attitudes of trust about the company and upper management to his job. When faced with a negative organizational culture, he will try to keep a positive attitude.
- He can be counted on to perform his work in a very trustworthy and conscientious manner. John makes good on his job commitments, keeps his promises, and follows through on obligations. He is also orderly and organized in the way he carries out tasks and assignments.
- He is a fairly resilient person who has good control over his emotions. John can weather most forms of job hassles, stress, and pressure. He usually keeps his composure when dealing with work crises and emergencies.
- An honest, principled person who strives for integrity, John can be trusted to act in an ethical manner on the job, consistent with established legal and moral codes. He distinguishes right from wrong in his work and performs his work accordingly.
- 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.
- He is moderately open to change and new learning on the job. John is also fairly comfortable with tried-and-true methods, but he is not one to change things about himself or his work just for the sake of trying something new.
- John is very supportive of organizational goals for teamwork and cooperation. He will contribute to and reinforce cohesiveness and interdependence in his work group.
- John is average in terms of work drive. He exerts reasonable effort to meet normal job demands, but not at the expense of compromising his personal life away from work.

Manufacturing / Production Worker I (personality only) Assessment Report

Company: Resource Associates Samples
Date: March 28, 2024

Username: RESOGSSP0001
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.
- John may find it difficult to engage in or benefit from some opportunities for growth and professional development, as he is not very open to new learning. He could be more receptive to opportunities to acquire new knowledge, skills, and abilities.
- He may, at times, need to invest more time and effort into his work. Long-term job success and organizational advancement may require John to extend himself more to meet pressing or heavy job demands.

Manufacturing / Production Worker I (personality only) Assessment Report

Company: Resource Associates Samples
Date: March 28, 2024

Username: RESOGSSP0001
Candidate: John SamplePerson

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?]

COMPANY LOYALTY

- We've all had the experience of hearing co-workers grumble about the company or its management. What type of experiences have you had? Tell me about one of them: what were the complaints, why were people upset, what was the situation. What did you say / how did you react to the conversation? (Listen for whether the candidate's comments promoted positive or negative attitudes.)
- In a previous job, when someone in the public would ask you about your company, what type of things would you say? (You'd like to hear that the candidate took the opportunity to create positive impressions about the company.)
- When you get upset about a work-related problem. Who do you typically talk to? Tell me about a time when you were aggravated or upset about a problem at work (maybe a team issue or something about company policies), what did you tell him or her? (Listen for someone who would badmouth the company in public.)

Manufacturing / Production Worker I (personality only) Assessment Report

Company: Resource Associates Samples
Date: March 28, 2024

Username: RESOGSSP0001
Candidate: John SamplePerson

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.