Production Associate (personality only) Assessment Report

Candidate:

John SamplePerson

Date:

04/02/2024

ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL

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Company:	Resource Associates Samples		Username:	RESOBRBM0001
Date:	April 02, 2024		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			◆		
COMPANY LOYALTY			◆		
CONSCIENTIOUSNESS				◆	
EMOTIONAL STABILITY / RESILIENCE			◆		
INTEGRITY				◆	
OPENNESS		◆			
OPTIMISM		◆			
TEAMWORK			◆		
WORK DRIVE			◆		

PERSONALITY TRAIT INTERPRETATION

Strengths:

- He tends to have smooth working relationships with most people on the job. John is usually viewed as being courteous and agreeable, unless he has to work with someone who is very difficult and demanding.

- Should a negative culture develop in John's department, he will generally refrain from reinforcing negative beliefs. He tries to be positive and loyal even in face of others' negative attitudes.

- He is trustworthy and conscientious in his work habits. John will usually perform job tasks and duties in a reliable manner that others can count on. He is also fairly methodical and systematic in the way he carries out projects and assignments.

- His level of emotional stability is in the average range. He can handle most ordinary types of job stressors and hassles. He is moderately well-adjusted and able to manage his emotions fairly well in demanding situations.

- He registers as having a sound level of integrity and honesty. He is unlikely to do things which others would consider to be improper, immoral, or dishonest.

- He scores as having an above-average level of integrity. He is unlikely to lie, deceive, cheat, or engage in questionable or improper job behavior.

- Preferring to set up a standard way of doing things and develop a routine that leads to predictable outcome, he supports established organizational conventions and protocol. He is most comfortable with job tasks and assignments that he has often done in the past.

- He is observant on the job and doesn't let emerging or potential problems escape his attention. John won't take much for granted or at face value, preferring instead to look for the truth of the matter, despite appearances.

- John is balanced with respect to teamwork versus individual contributor roles. He can alternate between working closely with others and working independently.

- John has an average work drive, which should be enough to meet most job demands. He will not be an idler or a slacker on the job.

Developmental Concerns:

- In trying to handle situations that are particularly upsetting or aggravating, he can sometimes be disagreeable or harsh in how he comes across to others. John might benefit from feedback on maintaining consistently positive relationships with others on the job.

- When other people on John's team are disgruntled, he may get caught up in their negative attitudes and develop disloyal beliefs and behaviors himself.

- When subjected to high levels of job pressure and strain, he may have difficulty keeping his emotions under control He may become stressed out by factors that most employees in this job take in stride.

- At times, his below average level of openness may cause him to rely too much on his own experience and on what has worked in the past. He could be more open to new ideas on his job.

- John may occasionally be too pessimistic and inclined to expect negative outcomes on his job. He could, at times, be more upbeat about future prospects and outcomes of current problems. Some people may feel that John is too quick to conclude that a solution to a problem is unattainable.

- He could, at times, contribute more actively to teamwork and cooperation in the workplace. If this job requires close collaboration among employees to achieve shared goals, John might benefit from training on team principles.

- John may, at times, need to be more willing to extend himself when long hours or an irregular work schedule are required. He may be reluctant to make any personal sacrifices for his job.

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.)

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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.

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.

OPTIMISM

- Sometimes it helps to prepare for the worst and try to anticipate potential problems at work. Describe a time when your concerns about possible future problems were justified.

- What would you say to a coworker whom you felt was being naïve or gullible about some new job they were considering? If asked, what advice would you give?

- How do you personally guard against unrealistically high expectations at work or being blindsided by unanticipated problems?