



Production Associate V Assessment Report

Candidate:
John SamplePerson

Date:
04/03/2024

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

Production Associate V Assessment Report

Company: Resource Associates Samples
 Date: April 03, 2024

Username: RESOIMXT0001
 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				◆	

Production Associate V Assessment Report

Company: Resource Associates Samples
Date: April 03, 2024

Username: RESOIMXT0001
Candidate: John SamplePerson

APTITUDE SCORES: Reported as Percentile

	PERCENTILE RANGE									
	0-10%	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	Top 10%
3-D						X				
Math For Industry									X	
Mechanical Reasoning							X			
Pattern Series									X	
Reading Comprehension							X			
Overall Cognitive Aptitude								X		

Explanation of Aptitude Scores In This Table:

The aptitude scores in this table 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. So, higher scores are better than lower scores.

The **Overall Cognitive Aptitude** is an average score (an average for the standardized scores) for all of the separate aptitude tests given to this candidate.

The lower the Overall Cognitive Aptitude score, we predict that the candidate will have difficulty learning new information and making decisions. For example, if they are well experienced in their occupation, they may be able to continue to perform well practiced tasks adequately, but have difficulty learning new things. As such, they will need additional training time and more support from supervisors. People who produce lower Overall Cognitive Aptitude scores generally prefer tasks that call for specific responses rather than ones requiring insightful solutions. They are also slower in processing information and are often easily overwhelmed by complex problems, especially ones they have not dealt with before.

The higher the Overall Cognitive Aptitude 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.

Production Associate V Assessment Report

Company: Resource Associates Samples
Date: April 03, 2024

Username: RESOIMXT0001
Candidate: John SamplePerson

PERSONALITY TRAIT INTERPRETATION

Strengths:

- John generally views supervisors and managers at the company in a positive way so he will be trusting and accepting when new directives or policies are announced. His attitude reflects a sense that the company has reasonable expectations of workers and that managers will usually do their best to treat the workforce well. When someone criticizes the company, John will usually offer a different perspective.
- John is generally conscientious in the way he performs his job. John also uses a fair amount of personal discretion and judgment in deciding how he will meet his obligations and duties.
- His level of emotional stability is in the average range. Most types of work pressure and strain will not be a problem for him. He is generally stable and well-adjusted.
- About average in terms of being open to change and innovation at work, he will consider new ideas and ways of doing things on his job, he needs to be convinced of their usefulness before making a change.
- John often expects favorable outcomes in the future, both for himself and other people. Being fairly optimistic, he tries to look for the best in others and on the bright side of most situations. John seldom feels discouraged when confronted with obstacles or setbacks on his job.
- John is moderately teamwork-oriented. He usually works cooperatively with other employees, but also works well in situations calling for individual contribution and self-reliance.
- John has an above-average work drive. He is usually willing to work overtime and otherwise extend himself to meet the demands of his job and employer.

Production Associate V Assessment Report

Company: Resource Associates Samples
Date: April 03, 2024

Username: RESOIMXT0001
Candidate: John SamplePerson

Developmental Concerns:

- John can sometimes be disagreeable or divisive. He could put more effort into being pleasant and courteous in his interactions with other employees.
- John sometimes acts in ways that others see as undependable or of unacceptable quality. He may need to reduce the gap between his job performance and what is expected by his boss or employer.
- High levels of job stress and chronic pressure may undermine his ability to handle his emotions in a stable, mature manner. He may need to develop more effective coping skills for such situations.
- Registering below-average on integrity, he may occasionally act in ways that upper management perceives as ethically questionable or inappropriate. He may violate or fail to uphold some company rules and policies or professional standards.
- His score on the integrity dimension was in the average range. While this does not necessarily predict a future problem, it points to the need for a good on-the-job orientation and training about how to handle various situations, including “gray areas” in a manner that reflects the company’s concern for integrity and rule-adherence.
- He scored in the average range on our measure of integrity. Although this does not necessarily signify a problem, it might be good to further reinforce his ethical code with thorough training that clarifies company rules and regulations as well as consequences for inappropriate behavior.
- Average in openness, he could be more open to change and innovation. He could be more inclined to acquire new learning and develop new skills and abilities.
- He could be more inclined to work cooperatively with other employees. John could do more to contribute to work group cohesion and interdependence.

Production Associate V Assessment Report

Company: Resource Associates Samples
Date: April 03, 2024

Username: RESOIMXT0001
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?]

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.

Production Associate V Assessment Report

Company: Resource Associates Samples
Date: April 03, 2024

Username: RESOIMXT0001
Candidate: John SamplePerson

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.

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?