



**Personal Style I (Pers Only)
Assessment Report**

**Candidate:
John SamplePerson**

**Date:
04/12/2024**

ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL

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Company: Resource Associates Samples
 Date: April 12, 2024

Username: RESOGVNN0001
 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 / RESPONSIVENESS				◆	
EMOTIONAL STABILITY / RESILIENCE					◆
EXTROVERSION					◆
INTEGRITY				◆	
OPENNESS					◆
OPTIMISM/ENTHUSIASM					◆
TEAMWORK					◆
TOUGH MINDEDNESS	◆				
WORK DRIVE				◆	

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is very agreeable and easy to get along with. John will avoid any type of conflict in group settings and will try to promote harmony whenever possible.
- He can usually assert himself when he feels it acceptable and worthwhile to do so. However, he is not stubborn or aggressive, and makes requests of others in a low-key manner.
- Quite conscientious and dependable in the way he works, he will typically follow through on his commitments and do what he says he will do.
- Having an above average level of customer service commitment, John works to meet customers' demands in a timely and courteous manner. He often takes time to give extra attention to customers to ensure their satisfaction and repeat business.
- Emotionally resilient and hardy, he can weather even high levels of job stress and pressure without becoming anxious or losing his composure.
- He registers as being extroverted, cheerful, and expressive in his job-based interactions. He should demonstrate good communication skills and awareness of interpersonal dynamics.
- John is above average in terms of honesty and integrity on the job. He can be trusted to perform his job in a rule-following manner, consistent with company rules, ethical codes, and values.
- Open to change and innovations in the workplace, John is interested in new learning and professional growth, as well as improving procedures and systems in his work area.
- He is highly optimistic about work prospects and future possibilities. He focuses on positive qualities in the people he works with, the projects he works on, and his employer.
- John is very group-minded and ready to work with others in a collaborative manner. He highly values teamwork, cohesion, and mutual supportiveness.
- Very tender-minded and sensitive to the emotions of the people he works with, this candidate will be considerate of their feelings. He will also rely heavily on his own personal feelings to guide his actions and opinions. When workgroup conflict and unrest are evident, he probably has some insight into the underlying dynamics.
- His work ethic is fairly strong. He is usually willing to put in long or irregular hours at work when needed. John is likely to put forth considerable effort to attain job goals.

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Developmental Concerns:

- He could be more assertive in some situations. He could also be more inclined to bring his influence to bear on other people and to address problems directly.
- He may at times let social factors undermine his objectivity in making evaluations. His high need for social interaction sometimes impairs his work efficiency.
- Highly optimistic, his expectations for the future can sometimes be unrealistically positive and even naïve. He may need to be more skeptical, at times, when evaluating people, plans, and proposals. He needs to guard against wasting valuable company resources working on what others consider to be unsolvable problems.
- His low level of tough-mindedness suggests he may have trouble keeping his own feelings out of his interpretations, analyses, and conclusions. It may be hard for him to objectively evaluate information and data without incorporating some of his own personal opinions and preferences. He may be too swayed by what he perceives will be the feelings and reactions of other people when making decisions.

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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?

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.

EXTROVERSION

- Some employees waste valuable time on their jobs chit-chatting, gossiping, and socializing. Please indicate whether this is ever a problem for you and what steps you take to avoid it becoming a problem.
- Tell me how much time you would ideally like to spend each day in meetings and discussion groups on the type of job for which you are applying.
- All of us have different styles of interacting and communicating with other people. Describe a situation where your style did not mesh well with that of another employee. [Probe: How did your styles differ? What problems did this lead to? What adjustments did you make?]
- Give me an example of a presentation that you have made where the audience was not particularly interested in the topic. What did you do? What were the results?
- Sometimes, it is hard to be objective about someone we know or like. Tell me if this has ever been a problem for you and, if so, how you dealt with it.

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OPTIMISM

- Describe a situation where you were more optimistic than your coworkers or boss about the feasibility of a project or deadline. Was it justified? How did others respond to your initial high level of confidence?
- Tell me about a time when you had unduly high expectations about a project or problem at work and did not adequately estimate the difficulty level or prepare for possible difficulties that arose.

TOUGH-TENDER-MINDED

- Describe a time when you made an important decision based primarily on an objective analysis of facts and data. (Compare the candidate's answer to this question with answers to the next question in terms of level of detail and enthusiasm.)
- Describe a time when you made an important decision based on your personal feelings, values, and intuition.
- Describe a situation where you dealt with an employee (or peer) who was consistently negative in meetings or when interacting with other employees. What did you do? What were the results?
- Describe a time when someone at work responded emotionally to something you said or did. How did you respond? What was the result?