



Personal Style II Assessment Report

Candidate:
John SamplePerson

Date:
04/12/2024

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www.resourceassociates.com

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Company: Resource Associates Samples
 Date: April 12, 2024

Username: RESOTIBA0001
 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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APTITUDE ASSESSMENT

OVERALL COGNITIVE APTITUDE



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 **Top 10%ile** range. His individual aptitude levels are:

Abstract Reasoning	70-79%ile
Numeric Reasoning	Top 10%ile
Verbal Reasoning	Top 5%ile

John has a very high level of cognitive ability. He will be a very versatile, effective problem solver in this job, one who can think abstractly and learn and assimilate new information quickly.

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 **9 correct out of 14** possible questions or 64% correct.

NUMERIC REASONING—Demonstrates ability to logically analyze numerical information, reason with numbers and make inferences about quantitative relationships:

Candidate scored **13 correct out of 13** possible questions or 100% 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 **14 correct out of 17** possible questions or 82% correct.

More About 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 Cognitive Aptitude** is an average score (an average for the standardized scores) for the separate aptitude tests given to this candidate.

The lower the Overall Cognitive Aptitude 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 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.

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- Agreeable and congenial in his interactions with other people, he will not be disruptive in group settings, He will avoid conflict if possible.
- He tends to be fairly modest and unpretentious in his dealings with other people. He is mild-mannered and usually goes along with the wishes of others.
- 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.
- He places a high value on customer service and satisfaction in his work. He gives customers extra attention to ensure their satisfaction and sets a good example for other employees in terms of making sure customers are happy.
- With good control over his emotions, he can handle most forms of job strain. When subjected to normal pressures on the job, he keeps his composure and does not let stress undermine his performance.
- He registers as being outgoing, cordial, and friendly in his job-based interactions. He is usually a good communicator who relates pleasantly to other people.
- John appears to be a principled and ethical person in how he performs job tasks and duties. He adheres to company rules and policies.
- Very receptive to new ways of doing things on his job, John is quite willing to engage in continuous improvement activities. He will be highly motivated by opportunities for professional development.
- Often emphasizing what is good and promising when appraising current situations as well as future possibilities, he is usually upbeat and tries to accentuate the positive in his work situations. He will usually keep a positive frame of mind when confronted with job setbacks and obstacles.
- John can work independently in the service of collective goals. He is comfortable with functioning in both team and individual contributor roles.
- With below average levels of tough mindedness, he will often base his decisions on his own personal feelings and the perceived feelings of the people he works with, rather than on facts and data. He is likely to demonstrate empathy and understanding in his relations with coworkers.
- A high work drive suggests this candidate will put a lot of effort into meeting job demands . Long hours and an irregular schedule will not be a problem for him, even on a continuing basis.

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Developmental Concerns:

- In some situations, he may need to be more assertive and strong-willed. He tends to avoid dealing with problems and difficulties in a direct manner. If people are interesting in hearing what John really thinks about issues, they will have to draw him out, despite his hesitation to speak up.
- John could be more inclined to work cooperatively with other employees. He could do more to contribute to work group cohesion and interdependence.
- Sometimes, he may be so feeling sensitive that it may be hard for him to critically and objectively appraise situations, problems, and people. He may overreact to negative feedback, criticism, or disapproval. He may need to toughen up and develop more of a thick skin if he is to function comfortably in some work settings.

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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.

TEAMWORK

- Describe some ways that you have helped a group of coworkers achieve an important goal or outcome.
- Tell me about a time when you needed to work collaboratively with another department or group to achieve a common goal.
- It is hard for some people to work independently. Describe how easy or difficult it is for you to work independently or carry out assignments where you don't consult with others.
- Give some examples of ways that too much emphasis on teamwork in a company can lead to a lowered effort by individual employees or a loss of individual initiative.

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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?