



Architect Assessment Report

Candidate:
John SamplePerson

Date:
05/19/2026

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www.resourceassociates.com

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Company: Resource Associates Samples
 Date: May 19, 2026

Username: RESOVPUKM0001
 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			◆		
EXTROVERSION			◆		
IMPRESSION MANAGEMENT		◆			
INTEGRITY				◆	
INTRINSIC MOTIVATION					◆
OPENNESS				◆	
OPTIMISM			◆		
ORDERLINESS				◆	
TEAMWORK			◆		
TOUGH MINDEDNESS			◆		
WORK DRIVE			◆		

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GENERAL COGNITIVE APTITUDE ASSESSMENT

OVERALL GENERAL COGNITIVE SCORE



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 **80-89%**ile range. His individual aptitude levels are:

Abstract Reasoning	Top 5%ile
Numeric Reasoning	70-79%ile
Verbal Reasoning	50-59%ile

John has a high level of general mental ability. In terms of difficult problem solving, learning complex new material, or conceptualizing ideas, he will be a strong performer, able to handle the cognitive demands of this position.

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 **12 correct out of 14** possible questions or 86% correct.

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

Candidate scored **11 correct out of 13** possible questions or 85% 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 **7 correct out of 17** possible questions or 41% correct.

General Cognitive 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 General Cognitive Aptitude Score** is an average of the standardized scores for the three separate aptitude tests given to this candidate.

The lower the 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 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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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 Spatial Reasoning					X					

Aptitude Raw Scores

	Total Correct	Total Attempted	Total Questions
3-D Spatial Reasoning	22	23	45

Score Interpretation Guidelines

The aptitude scores in the table above reflect percentile rankings -- not percent correct. For example, if a person scores 80-89%ile on a test, 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.

Lower Overall Cognitive Aptitude scores predict that the candidate will have difficulty solving new or complex problems. They generally prefer duties that require specific responses rather than those requiring insightful solutions. For example, if they are experienced in their occupation, they may be able to perform well practiced tasks adequately but may have difficulty learning unfamiliar things. As such, they may need additional training time and more support from supervisors.

Higher Overall Cognitive Aptitude scores predict that the candidate will learn quickly, pick up information on their own without needing to be trained, handle a large information load easily, make decisions efficiently, and show a great deal of insight into solving new and complex problems.

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is concerned with getting along well with the people he works with. Most of the time, John is agreeable and inclined to preserve harmony in social situations.
- Very assertive and able to exert considerable influence on others when he wants to do so, he will address problems directly. He might be comfortable with supervisory or managerial duties.
- Generally conscientious and reliable, he follows through on his commitments and does what he says he will do most of the time. On the other hand, he also uses some personal discretion and judgment in deciding how to perform job tasks and duties.
- Most types of work pressure and strain will not be a problem for John. He has an average level of emotional stability and resilience. John is not quick to anger or become agitated in frustrating situations.
- John is generally amiable and pleasant in his interactions with others at work, sharing information that he feels others need to know and spending time listening to ideas when it seems important to do so. He can also concentrate his attention on the tasks at hand without being socially distractible or getting overly involved in pursuing friendships at work.
- He is a fairly genuine and straightforward person. John tries to present himself in a consistent manner regardless of the situation he is in.
- John 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.
- John wants a job that provides a variety of positive experiences at work. For him, doing interesting and personally meaningful work is a highly desirable factor in a job. He is highly motivated by such factors as challenge and task variety.
- He is receptive to new ideas and practices on his job, no matter whether they come from his own work group or other parts of the organization. Improving operations and implementing organizational change efforts will be a fairly high priority for him. John will also strive to advance the job knowledge and skills of his subordinates and him self.
- He balances optimism with vigilance in his posture toward other people as well as new situations. John doesn't prejudge others, but he is also not gullible or easily deceived. When problems are encountered, he tends to believe they can be overcome with a reasonable amount of effort, but John won't be unrealistic in his expectations.
- Methodical and systematic in the way he organizes and carries out tasks and assignments, John is usually concerned with doing things correctly and in an orderly manner on his job.
- He emphasizes both team and individual contributor roles. He is comfortable with employees working together as well as independently to accomplish work goals.
- This applicant's tough mindedness score is average so he will tend to look at both the objective factors and subjective considerations when making decisions. He places importance on not only personal feelings, but also empirical data and logical relations in determining a course of action.

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- With an average work drive, John usually works hard to meet job demands; however, he is not a workaholic and tries to balance job demands and his personal/family life. John will work overtime when it is really needed, but he would prefer not to do so regularly, and he would not expect his subordinates to work long hours frequently.

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Developmental Concerns:

- Sometimes he can be too pushy or controlling. He may need to moderate his style when making requests of other people or disagreeing with them. Some employees may take offense at his tendency to dominate the group and assume leadership functions that have not been assigned.
- Occasionally, he may be unreliable in the way he performs his job. He may sometimes need to be reminded about the need to be more conscientious about doing things as expected.
- He could strengthen his customer service orientation. John may need to be more responsive to the needs and preferences of customers in his area of responsibility.
- High levels of job stress and chronic pressure may cause John to lose control of his emotions. He may need to develop more effective coping skills for such situations.
- John could, at times, make more effort to share information and ideas with his subordinates and other organizational areas. He could be more cheerful and outgoing in some social situations.
- John could improve his interpersonal effectiveness by adjusting his approach to fit his audience and situation. He could tailor his presentations and statements more toward the person he is trying to influence.
- He could more actively promote teamwork and cooperation among the employees reporting to him. He may need to do more to instill a sense of group unity and cohesion.
- On occasion, he may be too tender-minded and swayed by his own feelings or the perceived feelings of other people. It may be hard for him to be objective about things. Also, he may sometimes become emotionally wounded and distraught by negative remarks and disapproval from other people.
- John may sometimes need to work longer hours and extend himself more for his job. He may need to put more time and effort into meeting work demands.

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INTERVIEW QUESTIONS

Resource Associates highly recommends conducting a final interview prior to making an offer to hire, using this candidate's assessment results as a guide. To help with this process, we offer a set of interview questions which can help explore potential "red flags" or areas of concern. Most of these interview questions are situation-based items which ask the candidate to describe their behaviors, attitudes, and opinions while on the job. If you choose to conduct this type of interview to further investigate and clarify concerns, 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 during your interview. You will probably want to customize 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. 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.

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.

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CUSTOMER SERVICE

- No matter how hard you try, some customers are rude, annoying, or impossible to please. Describe the most difficult customer you have had to deal with and what efforts you made to accommodate him or her.
- Describe a situation where you went above and beyond your job description to make a customer satisfied. [Probes: What did you do? What was the outcome? How often has this type of thing happened in the last year?]
- Tell me about a time when you had to reconcile competing demands from the customer with company demands or needs.
- Tell me about a time when a customer gave you a difficult problem to solve.
- There are limits to how far an employee should go to try to satisfy customer demands and requests. Describe the criteria you use to decide when that limit has been reached.

EMOTIONAL STABILITY

- 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.

EXTROVERSION

- Describe a situation when your ability to communicate made a difference in the outcome of a project, assignment, or task at work.
- 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?

IMPRESSION MANAGEMENT

- In what ways (if any) do you adjust the way you present yourself to the particular customer you are calling on?
- Describe your techniques for building rapport with coworkers and customers.
- Talk about the ways you tailor yourself and your presentations to fit the needs, resources, and interest levels of the people you are interacting with.

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INTRINSIC MOTIVATION

- Tell me which factors define success for you in a job.
- Describe how your feelings of job satisfaction are affected by how much challenge and variety you have at work.
- Tell me what you would do if your job became repetitive and routine.
- Describe the kind of work that really motivates you.

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 lowered effort by individual employees or a loss of individual initiative.

WORK DRIVE

- Under what conditions, if any, do you think a company has a right to ask its employees to work long hours? What is the upper limit for you on how many hours/week you are willing to work on an ongoing basis to meet the demands of your job.
- Describe some ways that you think your commitment to your family or personal life away from the job may have limited your advancement opportunities or earnings potential. How do you feel about this?
- What are the potential problems associated with a company expecting too much overtime from their employees or encouraging them to become workaholics?
- Describe how you keep work separate from your home and personal life and how you keep job demands from intruding on your free time.
- Under what situations would you be willing to work overtime and weekends for your job? How long would you be willing to do so?