



## **Automotive Sales Assessment Report**

**Candidate:**  
**John SamplePerson**

**Date:**  
**02/12/2024**

**ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL**

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# Automotive Sales Assessment Report

Company: Resource Associates Samples  
Date: February 12, 2024

Username: RESOGYCD0001  
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

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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
<b>CLOSING ABILITY</b>				◆	
<b>CUSTOMER SERVICE</b>					◆
<b>EXTROVERSION</b>				◆	
<b>INTEGRITY</b>				◆	
<b>MONEY MOTIVATION</b>				◆	
<b>OPTIMISM</b>				◆	
<b>SELLING CONFIDENCE</b>				◆	
<b>TEAMWORK</b>	◆				

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## PERSONALITY TRAIT INTERPRETATION

### **Strengths:**

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- John is fairly forceful and assertive. He will usually address difficult situations in a direct manner and stand up to people who criticize, dispute, or argue with him.
- John is highly customer-oriented and will not be content to only occasionally interact with the buyer. He can be counted on to know the customer's needs and wishes and will readily bring this knowledge to bear when building a profitable relationship with that customer.
- As a fairly extroverted person, John is usually attuned to interpersonal cues and unstated customer buying signals. Since he is usually congenial, cordial, and outgoing, John should be a reasonably effective communicator in sales situations.
- 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.
- He is more motivated by a job's tangible, extrinsic rewards than by its personal, intrinsic factors. John likes to be recognized for a job well done with money and perks. He is attracted to financial rewards that boost his career-related status, but not to the exclusion of other inter-personal motivators.
- John usually looks for the best in sales situations. He has a fairly optimistic outlook that inclines him to expect good things to happen most of the time on his job. John is the kind of person who typically sees the glass as half full.
- John is typically secure with himself and his sales performance capabilities. He approaches most sales situations with confidence in his own ability and can usually act decisively to make a sale.
- John prefers to work in situations where he can function in a self-directed manner. He likes to operate independently and will be comfortable making job decisions on his own.

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## **Developmental Concerns:**

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- He may be so independent-minded that he gives short shrift to teamwork and group effort. John could place much more emphasis on cooperation, interdependence, and cohesion in his work group.

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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?

## 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.