



**Business Development
Professional - Core+ Assessment
Report**

**Candidate:
John SamplePerson**

**Date:
05/08/2026**

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 Date: May 08, 2026

Username: RESODGKF0001
 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					◆
ASSERTIVE LEADERSHIP			◆		
COMPETITIVENESS	◆				
CONSCIENTIOUSNESS		◆			
CUSTOMER SERVICE ORIENTATION			◆		
EMOTIONAL STABILITY				◆	
EXTRINSIC MOTIVATION		◆			
EXTROVERSION				◆	
GOAL-SETTING				◆	
INTEGRITY				◆	
OPENNESS				◆	
OPTIMISM				◆	
SOCIAL NETWORKING					◆
TEAMWORK				◆	
VISIONARY LEADERSHIP			◆		
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 **60-69%ile** range. His individual aptitude levels are:

Abstract Reasoning	60-69%ile
Numeric Reasoning	70-79%ile
Verbal Reasoning	50-59%ile

John's scores indicate a slightly above-average level of overall cognitive ability. He can probably handle most of the information-processing and problem-solving demands of this job in a satisfactory way.

Score Breakdown by Question Type (44 total questions)

<p>ABSTRACT REASONING—Demonstrates ability to make sense of conceptual information, reason abstractly and determine patterns and relationships among symbolic stimuli: Candidate scored 7 correct out of 14 possible questions or 50% correct.</p>
<p>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.</p>
<p>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.</p>

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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NARRATIVE RESPONSES PROVIDED BY THIS CANDIDATE

In reading through the candidate's responses, you should look for general themes that reflect the person's attitudes, values, and beliefs about work. Insights can help you generate probing interview questions. From another perspective, the way in which candidate responses are constructed demonstrate sophistication of communication skills.

Conscientiousness	Mr. Sampleperson's Responses
<i>Responsibility at work...</i>	...
<i>Most of the official rules at work...</i>	...
<i>I get annoyed at work when...</i>	...
<i>Sometimes employers can place too much emphasis on...</i>	...
<i>When I make a mistake and someone criticizes me for it, I...</i>	...
Customer Service	Mr. Sampleperson's Responses
<i>My approach to customer service is...</i>	...
<i>Dealing with difficult customers...</i>	...
<i>What customers really want from me is...</i>	...
<i>When I am training a new staff on customer service, I emphasize...</i>	...
<i>I am least effective with certain customers...</i>	...
<i>Compared to other types of job tasks I enjoy, customer service is...</i>	...
Demotivators	Mr. Sampleperson's Responses
<i>What annoys most workers...</i>	...
<i>I would quit my job if...</i>	...
<i>At work I feel tense when...</i>	...
<i>I don't like to work with people who...</i>	...
<i>My work performance suffers when...</i>	...
<i>I would really dislike a supervisor who...</i>	...
Job Satisfaction	Mr. Sampleperson's Responses
<i>The kind of assignment I like best is...</i>	...
<i>I enjoy working with people who...</i>	...
<i>I would turn down a job if...</i>	...
<i>The best way to get ahead in an organization...</i>	...
<i>The most fulfilling job I had...</i>	...
<i>My greatest satisfaction in a job...</i>	...
<i>A boss deserves loyalty if...</i>	...
<i>What I want most from a job is...</i>	...

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<i>The best type of supervisor for me would be someone who...</i>	...
<i>Working closely with other people...</i>	...

Sales	Mr. Sampleperson's Responses
<i>The most common ethical decisions I make in sales involve...</i>	...
<i>Being effective at sales in a particular industry is based on...</i>	...
<i>The reason I will be successful in a sales role is...</i>	...
<i>People say that I am a successful salesperson because of my...</i>	...
<i>My sales style is best described as...</i>	...

Teamwork	Mr. Sampleperson's Responses
<i>To me, being a good team player means...</i>	...
<i>I enjoy teamwork when...</i>	...
<i>The optimal split between team and independent work is...</i>	...
<i>Most team meetings are...</i>	...
<i>My experiences with being on a team...</i>	...
<i>In most companies teams are...</i>	...

Work Drive	Mr. Sampleperson's Responses
<i>I will take on extra responsibilities in my job if and when...</i>	...
<i>Working long hours every week...</i>	...
<i>It's hard to do good work when...</i>	...
<i>When my suggestions at work are turned down I...</i>	...
<i>Having to work on the weekend...</i>	...
<i>Overnight travel...</i>	...

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is very concerned with getting along well with the people he works with. John is consistently agreeable and will work hard to preserve harmony in social situations.
- John is mildly assertive when the situation permits or calls for it. However, he is by no means aggressive or overbearing and tries to influence the behavior and guide the work of subordinates in a respectful, reasonable manner.
- He functions effectively in less structured situations where the answers to problems and guidelines for behavior are not clearly defined. He often uses his own judgment about how best and when to perform job tasks and achieve work goals.
- He is generally stable and well-adjusted. John can usually work with composure under hectic conditions and job stress.
- For John, the nature of his job, including variety, challenge, responsibility, freedom, and relationships with customers are somewhat more important for him than just making a lot of money or achieving high status. You do not have to motivate John with promises of high commissions or bonuses as long as the personal, intrinsic job satisfactions are high.
- John is usually sociable, outgoing, and friendly in his work-based interactions. He is likely to be a capable communicator who shares his ideas and views readily with other employees.
- He usually includes goal setting in planning his work as a way to prioritize his tasks and to ensure he is using his time well.
- 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.
- 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.
- John is often optimistic in his outlook. He usually expects good things from his job and the situations he encounters at work. John will seldom become demoralized by setbacks and will keep a positive attitude in the face of problems. This can sometimes have the effect of stimulating subordinates to work harder to meet challenging goals.
- Creating a broad social network as a way of furthering the goals of his job and his company is something that John appreciates. He will make the time to establish relationships with various people outside your company to create alliances, generate leads, learn about competition, and as a source of general information.
- He typically stresses teamwork and cooperation in the workplace. He emphasizes interdependence and mutual supportiveness among the people who report to him. He engages in goal setting, consensus building, and exchange of ideas in group settings, not one-on-one with individual employees.

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Developmental Concerns:

- When sensitive issues arise that require bringing competing viewpoints to the table and hash out a reasonable solution, he will put off that type of discussion because he prefers to minimize conflict and preserve harmony. When he is in discussions with others, he will frequently side with the majority so that he does not have to defend a different perspective.
- John may need to use a more forceful and assertive managerial style. He may need to exert more influence in group settings and be more authoritative in the way he directs the work of subordinates.
- John is not positively energized by competition; it may even turn him off. Performance incentives that are based on relative results or comparisons with other sales representatives hold little or no appeal for him. John will need different forms of motivation.
- He could be more reliable and trustworthy in the way he performs job duties and assignments. He could fulfill his work commitments and responsibilities in a more conscientious manner consistent with quality standards.
- He could strengthen his customer service orientation. John could be more responsive to the needs and preferences of customers in his job capacity.
- John may not always work hard enough to meet heavy or unusual work loads. He may become demotivated by having to work much overtime or an irregular work schedule. John may not invest enough time and energy on a consistent basis to be successful in this job. As a manager, he may fail to set an example for subordinates of working hard to complete job tasks in a timely manner.

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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?

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?]

COMPETITIVENESS

- Describe a situation where you had to compete with other employees to reach a goal. What was the situation and how much did you enjoy it? How did it turn out?
- What types of competitive experiences have you had at work? To what degree were you successful in competing against your peers... or competing to reach a company goal? Tell me about one of those situations.
- To what degree do you prefer a job that involves competition, e.g. competing between employees to see who can produce the highest volume or achieve the lowest defects, etc.

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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.

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.

EXTRINSIC MOTIVATION

- Describe your earnings goals for the next five years.
- Tell me which what factors define success for you in a job.
- Describe how your feelings of self-worth are affected by how much money you make.
- Describe the kind of lifestyle you want to achieve.

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.

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- Under what situations would you be willing to work overtime and weekends for your job? How long would you be willing to do so?