



Buyer - Core Assessment Report

Candidate:
John SamplePerson

Date:
05/08/2026

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 Date: May 08, 2026

Username: RESOWIHPF0001
 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				◆	
COMPETITIVENESS / ACHIEVEMENT MOTIVATION		◆			
CUSTOMER SERVICE / RESPONSIVENESS			◆		
DEPENDABILITY				◆	
DETAIL MINDEDNESS				◆	
EMOTIONAL STABILITY / RESILIENCE				◆	
EMPATHY	◆				
EXTROVERSION			◆		
INTEGRITY				◆	
OPENNESS				◆	
OPTIMISM / ENTHUSIASM			◆		
SELF-CONFIDENCE				◆	
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 **70-79%**ile range. His individual aptitude levels are:

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

John registers as having an above-average level of general cognitive aptitude. He should be able to handle most of the problem-solving demands of this job in a capable manner.

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 6 correct out of 14 possible questions or 43% correct.</p>
<p>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.</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 10 correct out of 17 possible questions or 59% 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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PERSONALITY TRAIT INTERPRETATION

Strengths:

- John usually gets along smoothly with the people he works with. Unless John has to work with someone he particularly dislikes, he will interact with others in an agreeable manner.
- His level of assertiveness is above average. John is able to exert influence in most situations and take a stand on matters of importance to him. He won't usually be intimidated by tough situations or difficult people.
- John is generally conscientious and dependable. He has fairly good follow-through and tries to perform his work in a reliable manner.
- Thoroughness and careful attention to detail are both characteristics of John's work habits. Customers of John's work will be pleased that results are accurate and complete.
- He has an above-average level of emotional stability. He should be able to handle effectively the stressors associated with this job and not let problems or crises cause undue anxiety or worry.
- His thinking style is analytical and logical. He relies on facts and data as the basis of decisions. He is analytical and detached in his approach to most things. He will be comfortable giving criticism and negative feedback to other people.
- John will communicate with others as needed while also concentrating on his own tasks and duties. He is generally cordial and pleasant, but not socially distractible.
- His above average level of integrity suggests that he's a principled and ethical person in how he performs job tasks and duties. He adheres to company rules and policies.
- Open to learning new things, he is typically willing to try different ideas and practices on his job. He is likely to be receptive to continuous improvement programs and innovation initiatives. He will make an effort to learn new job-related knowledge, skills, and abilities.
- Although fairly optimistic in his outlook most of the time, he is not naïve or unrealistic. He tempers his positive expectations with an awareness of the potential for problems and difficulties.
- John is fairly self-assured and secure with his capabilities. He is not prone to doubt himself or fret about things. John will approach tasks with confidence that he can handle problems and perform competently.
- John has an above average work drive. He invests considerable time and energy into meeting the demands of his job and career.

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Developmental Concerns:

- In trying to handle situations that are particularly upsetting or aggravating, he can sometimes be disagreeable or harsh in how he comes across to others. John might benefit from feedback on maintaining consistently positive relationships with others on the job.
- He does not usually like to compete against other people. John will not be readily motivated to try and outperform others. He will need to be motivated in ways that do not involve contests and comparisons with peers.
- He may need to deepen his commitment to providing responsive, high-quality service to customers. John could place more emphasis on activities that lead to high levels of customer satisfaction and retention.
- Due to his low levels of empathy, he may sometimes come across as callous and unfeeling at times in his relations with customers. He could try to develop more insight in his interactions with them. He may have trouble understanding the emotions and "subjective" responses of other people.
- John could be somewhat more communicative on the job—especially in situations requiring extensive social interaction. He could, at times, be more expressive, outgoing, and cheerful in his dealings with other people.

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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?

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.

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.

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EMPATHY

- Tell me about a time when you were able to establish rapport with a "difficult" person.
- Tell me about a time when you counseled an employee (or peer) who was going through a difficult time. What was the problem? What did you do? What was the result?
- Describe a time when someone at work responded emotionally to something you said or did. How did you respond? What was the result?