



Camp Counselor Assessment Report

Candidate:
John SamplePerson

Date:
02/12/2024

ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL

The information contained in this report is Resource Associates, Inc. business information intended only for the use of the individual or entities named above. If the reader of this report is not the intended recipient you are hereby notified that any dissemination, distribution or copying of this report is strictly prohibited. If you have received this report in error, please notify us immediately at (865) 579-3052 or by sending E-mail to info@resourceassociates.com.

www.resourceassociates.com

Camp Counselor Assessment Report

Company: Resource Associates Samples
 Date: February 12, 2024

Username: RESOXSVT0001
 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 | | | ◆ | | |
| ATTITUDES TOWARD CHILD MANAGEMENT | | | | | ◆ |
| AVOIDANCE OF VIOLENCE | | | | | ◆ |
| CONSCIENTIOUSNESS | | ◆ | | | |
| CUSTOMER SERVICE / RESPONSIVENESS | | | ◆ | | |
| EMOTIONAL STABILITY / RESILIENCE | | | | ◆ | |
| EMPATHY | | | | | ◆ |
| EXTROVERSION | | ◆ | | | |
| INTEGRITY | | | ◆ | | |
| OPTIMISM / ENTHUSIASM | | | ◆ | | |
| ORDERLINESS | | ◆ | | | |
| TEAMWORK | | | ◆ | | |
| WORK DRIVE | | | ◆ | | |

Camp Counselor Assessment Report

Company: Resource Associates Samples
Date: February 12, 2024

Username: RESOXSVT0001
Candidate: John SamplePerson

PERSONALITY TRAIT INTERPRETATION

Strengths:

- He usually gets along smoothly with other people in the workplace. John tends to have amiable relations with coworkers.
- John can exert influence and speak his mind when it is important for him to do so. However, he is by no means aggressive or overbearing. John is usually willing to go along with others and to accept organizational leadership.
- John is very concerned with helping children grow into responsible adults. He is inclined to engage kids in developmental activities, make use of opportunities to teach them, and set appropriate boundaries with them. Being a good role model is a high priority for him.
- John is strongly attracted toward working with children. He enjoys their company, is patient with them, has realistic expectations regarding their behavior, and is able to maintain appropriate boundaries.
- John responds to provocations without resorting to hostility. He appears to deal with conflict in a socially appropriate manner that seeks to calm the situation and bring about an appropriate resolution.
- John responds to provocations without resorting to hostility. He appears to deal with conflict in a socially appropriate manner that seeks to calm the situation and bring about an appropriate resolution.
- Usually adaptable and able to make on-the-spot adjustments in his work, John can often go with the flow in unstructured situations and should be fairly comfortable responding to unplanned developments and changing conditions on the job.
- He has an above-average level of emotional stability. John should be able to handle effectively the stressors associated with this job and not let problems or crises cause undue anxiety or worry.
- He can tune into the feelings of other people and empathize with their problems and perspectives. John is a considerate, sympathetic person who can gain rapport readily with customers. He will take their feelings into account when making decisions. Others are likely to perceive John as a sensitive person who is receptive to hearing their perspectives.
- John tends to be introverted and is not one to waste words or engage in much casual, extraneous conversations in the workplace. He functions comfortably in situations that do not require extensive interaction with others.
- 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.
- John can work independently in the service of collective goals. He is comfortable with functioning in both team and individual contributor roles.
- With an average work drive, John usually works industriously during regular job hours. However, he is not a workaholic and tries to balance job demands and his personal/family life.

Camp Counselor Assessment Report

Company: Resource Associates Samples
Date: February 12, 2024

Username: RESOXSVT0001
Candidate: John SamplePerson

Developmental Concerns:

- He can sometimes be unpleasant or difficult to deal with when interacting with other people . John may need some feedback about being more consistently pleasant and congenial in his interactions with coworkers.
- John may need to be more assertive and influential in some situations. He could be more inclined to seize the initiative and address problem situations.
- John is below-average in terms of being conscientious and dependable on his job. He could try harder to honor his work commitments and fulfill his responsibilities to others in a consistent manner which they can count on.
- John's commitment to customer service could be further developed . He could do more, at times, to sense customers' preferences, address their concerns promptly, and ensure their satisfaction.
- John may have difficulty viewing other people in a realistic , objective manner. His judgment may be clouded by his own feelings and identification with them. John may give undue weight to the perceived emotions of other people when determining what to do. Also, he may have difficulty both giving and receiving criticism because of his sensitive nature.
- John may be uncomfortable with work tasks and settings requiring extensive social interaction. He may sometimes be too quiet, impersonal, or reserved.
- John scored in the average range on our measure of integrity. Although this does not necessarily signify a problem, it might be good to further reinforce his ethical code with thorough training that clarifies company rules and regulations as well as consequences for inappropriate behavior.
- He may need to organize his work more carefully and strive harder to be neat and tidy in his work habits.
- John may occasionally need to do more to contribute to group unity and cohesion in his work group. If this job requires extensive teamwork, he may need training and coaching on team functioning.
- John may, at times, need to be more willing to work long hours or an irregular schedule. He may have to go above and beyond normal effort levels to meet intense demands and/or deal with unexpected problems.

Camp Counselor Assessment Report

Company: Resource Associates Samples
Date: February 12, 2024

Username: RESOXSVT0001
Candidate: John SamplePerson

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.

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.

Camp Counselor Assessment Report

Company: Resource Associates Samples
Date: February 12, 2024

Username: RESOXSVT0001
Candidate: John SamplePerson

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.

EMPATHY

- Tell me about a time when you were dealing with a difficult person. What made them hard to take? What was going on that made this person act or feel that way? (Listen for a broad understanding of that person's personality and an understanding of the context that might have contributed to the situation.)
- 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? (Listen for awareness of body language, voice tone, etc. as well as an ability to see the person in distress, not necessarily someone who is just offensive.)

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?

INTEGRITY

- What would you do if you discovered that a coworker had been taking home office supplies without permission and without telling anyone?
- Under what conditions would it be acceptable to ignore or bend a company rule or policy?
- Describe what you would do if your boss asked you to keep quiet about some data he or she was falsifying for the annual company report.

Camp Counselor Assessment Report

Company: Resource Associates Samples
Date: February 12, 2024

Username: RESOXSVT0001
Candidate: John SamplePerson

- Under what circumstances would it be OK to claim a sick day (even though you were not sick) to deal with a personal problem at home?

ORDERLINESS

- All of us learn from our errors and mistakes. Tell me about the most recent error or mistake you learned from. [Probes: What was the error or mistake? What did you learn from it? What did you do to prevent it from happening again?]
- Tell me about a time when your organizational skills paid off and helped solve or prevent a problem at work.
- Sooner or later all employees have to make some trade-offs between working quickly and doing a sufficient quantity of work versus working precisely and doing work of the highest quality . Tell me about an occasion at work when you traded off quality for quantity or when time constraints forced you to compromise on thoroughness or attention to detail. [Probe: How did you feel about having to make such a trade-off?]
- Describe the most significant thing you have done to help yourself become better organized on your job.

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?