



**Child Care Worker II -- 4H
Leader / Scout Leader
Assessment Report**

Candidate:
Margaret Sampleuser

Date:
03/09/2020

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The following pages represent a report based on the results of a psychological assessment. The profile presented 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 (indicated by the shaded areas). The candidate's score is indicated by the diamond symbol: ◆

ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL

	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			◆		
Overall Cognitive Aptitude					◆

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Cognitive Aptitude Assessment

Compared to general adult norms using standardized tests which were validated for a wide range of positions, we estimate Margaret's overall level of general intellectual aptitude to be in the **70-79 percentile** range. Her individual aptitude levels are:

Abstract Reasoning 50-59%ile

Numeric Reasoning 80-89%ile

Verbal Reasoning 60-69%ile

Margaret has a slightly above-average level of general cognitive aptitude. She should be able to handle most of the problem-solving demands of this job in a satisfactory manner.

Explanation of Cognitive Aptitude Scores:

The aptitude scores in this section reflect percentile rankings -- not percent correct on the test. With percentiles, the average is the 50%ile. Half of the people score below this score and half score above it. As another example, if a person scores 80-89%ile on a specific test in this report, it means that they scored as well as or better than 80-89% of the norm group, but not as high as 11-20% of the norm group.

The **Overall Cognitive Aptitude** is an average of the separate aptitude sections given to this candidate.

The lower the Overall Cognitive Aptitude score, we predict that the candidate will have difficulty learning new information and making decisions. For example, if they are well experienced in their occupation, they may be able to continue to perform well practiced tasks adequately, but have difficulty learning new things. As such, they will need additional training time and more support from supervisors. People who produce lower Overall Cognitive Aptitude scores generally prefer tasks that call for specific responses rather than ones requiring insightful solutions. They are also slower in processing information and are often easily overwhelmed by complex problems, especially ones they have not dealt with before.

The higher the Overall Cognitive Aptitude 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 Assessment

Strengths:

- She usually gets along smoothly with other people in the workplace. Margaret tends to have amiable relations with coworkers.
- Margaret is fairly strong-willed and assertive. She can usually bring her influence to bear on other people and confront problems directly.
- Believing that aggression is an inappropriate way to handle problems, Margaret is very unlikely to act in a verbally or physically hostile manner toward other people. When faced with a provocative situation, she finds a way to deal with things without resorting to inappropriate actions.
- Even when other people are acting in an aggressive manner, Margaret does not allow her behavior to deteriorate to that level. She controls her feelings well and seeks a resolution to conflict that does not include open hostility.
- She can be counted on to perform her work in a reliable and conscientious manner. Margaret typically honors her commitments and fulfills her obligations.
- Margaret places substantial emphasis on customer satisfaction and retention in her work. She tries to anticipate and fulfill customer needs and demands courteously and without delay. As a manager, Margaret usually encourages customer responsiveness by the people who report to her.
- She has a high level of emotional stability and resilience. Margaret copes effectively with job stress and pressure. She is level-headed and collected in times of work crises.
- Margaret is a fair-minded person who has the ability to understand the concerns and preferences of others without being overly emotionally influenced in her decision-making. The people she works with are likely to respect her for the ability to be fairly sensitive to their concerns and yet reasonably objective in her conclusions and decisions.
- Margaret is usually sociable, outgoing, and friendly in her work-based interactions. She should be a capable communicator who relates well to other people on the job.
- Margaret appears to have a high level of integrity and code of ethics. She is not one to lie, deceive, cheat, or engage in questionable or improper job behavior. Margaret will consistently adhere to company rules and policies.
- She consistently anticipates favorable outcomes in the workplace, both for herself and her employer. Margaret has positive job expectations, even when faced with problems.
- She will be comfortable organizing work information and tasks and keeping track of large amounts of data or material.
- Margaret usually prefers to work in situations where she can function in a self-directed manner. She prefers to operate independently most of the time.
- With an average work drive, Margaret usually works industriously during regular job hours. However, she is not a workaholic and tries to balance job demands and her personal/family life.

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Developmental Concerns:

- In stressful situations, she can sometimes come across to others as disagreeable or difficult to get along with. Margaret may need to make more of an effort to be courteous and pleasant in all of her interactions with others in the workplace.
- She could place slightly more emphasis on the needs of children. Margaret could be more willing to interact with them and take advantage of opportunities to teach them. She could make their well-being a consistently higher priority on her job.
- She can sometimes be too trusting and unassuming, with the result that others may take advantage of her good nature. Margaret may occasionally have difficulty making realistic evaluations or seeing others in an appropriately critical light. She may persevere on unsolvable problems long after others have ceased to work on them.
- She does not strongly support teamwork, which could lower group unity or productivity depending on the task at hand. Margaret could probably do more to contribute to cooperation and interdependence in her work group.
- Margaret may, at times, need to be more willing to work long hours or an irregular schedule. She may have to go above and beyond normal effort levels to meet intense demands and/or deal with unexpected problems.

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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?

OPTIMISM

- Describe a situation where you were more optimistic than your coworkers or boss about the feasibility of a project or deadline. Was it justified? How did others respond to your initial high level of confidence?
- Tell me about a time when you had unduly high expectations about a project or problem at work and did not adequately estimate the difficulty level or prepare for possible difficulties that arose.
- He is systematic and orderly in his work. He should be comfortable managing job-related data and information.

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.

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- 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?

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