



**Child Care Worker / Youth Group
Leader - Core+ Assessment
Report**

**Candidate:
John SamplePerson**

**Date:
03/17/2026**

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Username: RESOQSRR0001
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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 / PATIENCE | | | | ◆ | |
| ASSERTIVENESS | | | ◆ | | |
| ATTITUDES TOWARD CHILD MANAGEMENT | | | | | ◆ |
| AVOIDANCE OF VIOLENCE | | | | | ◆ |
| CONSCIENTIOUSNESS / ORDERLINESS | | | ◆ | | |
| CUSTOMER SERVICE / RESPONSIVENESS | | | ◆ | | |
| EMOTIONAL STABILITY / RESILIENCE | | | | ◆ | |
| EMPATHY | | | | | ◆ |
| EXTROVERSION | | ◆ | | | |
| INTEGRITY | | | | ◆ | |
| LONG TENURE POTENTIAL | | | ◆ | | |
| OPTIMISM / ENTHUSIASM | | | ◆ | | |
| WORK DRIVE | | | ◆ | | |

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APTITUDE SCORES: Reported as Percentile

| | PERCENTILE RANGE | | | | | | | | | |
|-------------------|------------------|-------|-------|-------|-------|-------|-------|-------|-------|---------|
| | 0-10% | 10-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60-69 | 70-79 | 80-89 | Top 10% |
| General Reasoning | | | | | | | X | | | |

Aptitude Raw Scores

| | Total Correct | Total Attempted | Total Questions |
|-------------------|---------------|-----------------|-----------------|
| General Reasoning | 23 | 38 | 50 |

Score Interpretation Guidelines

The aptitude scores in the table above reflect percentile rankings -- not percent correct. For example, if a person scores 80-89%ile on a test, 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. So, higher scores are better than lower scores.

Lower Overall Cognitive Aptitude scores predict that the candidate will have difficulty solving new or complex problems. They generally prefer duties that require specific responses rather than those requiring insightful solutions. For example, if they are experienced in their occupation, they may be able to perform well practiced tasks adequately but may have difficulty learning unfamiliar things. As such, they may need additional training time and more support from supervisors.

Higher Overall Cognitive Aptitude scores predict that the candidate will learn quickly, pick up information on their own without needing to be trained, handle a large information load easily, make decisions efficiently, and show a great deal of insight into solving 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.

| Career Growth | Mr. Sampleperson's Responses |
|--|-------------------------------------|
| <i>The personal strengths I possess that will help me be successful in this job include...</i> | ... |
| <i>My career goal five years from now...</i> | ... |
| <i>The best way to get ahead in an organization...</i> | ... |
| <i>If I feel underutilized at work...</i> | ... |
| Demotivators | Mr. Sampleperson's Responses |
| <i>Dealing with difficult clients...</i> | ... |
| <i>Whenever I am criticized...</i> | ... |
| <i>I would quit my job if...</i> | ... |
| <i>It is hard to do good work when...</i> | ... |
| Job Satisfaction | Mr. Sampleperson's Responses |
| <i>What I want most from a job...</i> | ... |
| <i>My greatest satisfaction at work...</i> | ... |
| <i>My ideal job would be...</i> | ... |
| <i>My attitude about work-home balance is...</i> | ... |
| <i>The best type of supervisor for me would be someone who ...</i> | ... |
| Teamwork | Mr. Sampleperson's Responses |
| <i>I enjoy working with people who ...</i> | ... |
| <i>To increase cohesion in my workgroup...</i> | ... |
| <i>I respond to conflict in my workgroup by...</i> | ... |
| <i>I participate in team discussions by...</i> | ... |
| <i>The best way to motivate people...</i> | ... |
| <i>When I have to correct or criticize an employee...</i> | ... |
| <i>Mentoring other employees...</i> | ... |

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is agreeable and easygoing. John strives to maintain pleasant, harmonious working relationships, and avoids disagreement or discord.
- This candidate 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. He is usually willing to go along with others and to accept organizational leadership.
- John truly cares about the well-being of children and young people. He is patient with them, has realistic expectations of their behaviors, and strives to be a mentor to them.
- John is oriented toward working with children. He is generally patient with them, tends to have 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.
- He is often conscientious and dependable in his job performance. Yet, John can also adjust to changing circumstances and be flexible in how and when he carries out tasks and assignments.
- 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.
- He is very attuned to other people's behavior and pays a lot of attention to their feelings and emotional states. John is likely to be perceived by the people he works with as someone who is empathetic and considerate. When they have problems, he will make himself available to assist them.
- Fairly efficient, he will be a to-the-point communicator who does not waste time in extraneous conversations or chit-chat on the job. He can usually focus on immediate problems and work comfortably in situations requiring sustained concentration.
- Scoring above average in terms of honesty and integrity on the job, this candidate can be trusted to perform his job in a rule-following manner, consistent with company rules, ethical codes, and values.
- John has average potential for long-tenure with his next employer. He is inclined to form a solid attachment to one company, making it somewhat unlikely that he would leave for another job elsewhere.
- Mid-range in the trait of Optimism, he is not one to judge others in advance of observing their behavior and performance. He takes people at their word until facts persuade him otherwise.
- His work drive is average. He usually works hard enough to meet the demands of his job and to fit into the norms of the group in terms of trying to meet goals in a reasonable and timely manner.

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Developmental Concerns:

- He could be more assertive and forceful in some situations. He could, at times, stand up more for what is in his best interests and confront problem situations more readily.
- John may occasionally be unreliable or inattentive to details in the way he performs his job. He could sometimes be more conscientious about performing job tasks as expected and on time.
- John's customer service orientation could be higher. He could place more consistent emphasis on trying to address customers' preferences and concerns promptly and responsively.
- It may be hard for John to critically evaluate information about other people and to make objective decisions which affect them. He may need to put more psychological distance between himself and other people at times. John can so strongly identify with the emotional experience of his customers or clients that he can confuse their feelings with his own.
- He could be more outgoing, sociable, and personable. He may not share his ideas and communicate his views frequently enough to coworkers.
- His levels of work drive are just average. He sometimes needs to step up his work intensity and invest more time and energy into his job, especially during highly demanding situations.

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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?

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.)

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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 you have made where the audience was not particularly interested in the topic. What did you do? What were the results?

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?