



Chiropractic Assistant Assessment Report

Candidate:
John SamplePerson

Date:
01/05/2026

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Username: RESOPVPKE0001
 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					◆
CONSCIENTIOUSNESS					◆
DETAIL MINDEDNESS			◆		
EMOTIONAL STABILITY / RESILIENCE			◆		
EXTROVERSION				◆	
IMPRESSION MANAGEMENT		◆			
INTEGRITY				◆	
INTRINSIC MOTIVATION					◆
LONG TENURE POTENTIAL			◆		
ORDERLINESS			◆		
RESPONSIVE SERVICE			◆		
TOUGH MINDEDNESS		◆			
WORK DRIVE			◆		

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APTITUDE SCORES: Reported as Percent Correct

TEST	PERCENT CORRECT SCORE	This score is considered to be:
Filing Aptitude	94% Correct	High Score
Grammar & Spelling	72% Correct	Above Average

Score Interpretation Guidelines

Scoring is based on a "percent correct" calculation: the total number of correct answers divided by total number of questions on the test. The candidate has ample time to complete each question, so it is possible to achieve 100%.

Lower % scores suggest the candidate will make a higher number of errors on the job. Their basic skills in this topic area are probably lacking. If hired, you need to consider on-the-job training in this topic area.

Higher % scores suggest the candidate is less likely to make mistakes of this type on the job. Their skills are adequate to excellent. They can probably improve accuracy as they practice tasks on the job-especially if given feedback.

0% to 50% correct	51% to 70% correct	71% to 85% correct	86% to 100% correct
Low Score (D+ to Failing) "Unsatisfactory"	Below Average (C+ to C-) "Satisfactory"	Above Average (B+ to B-) "Good"	High Score (A to A-) "Excellent"

Most companies are simply trying to weed out candidates who would have the most trouble handling job tasks of this nature. If that is the case, think about what is the lowest "Percent Correct" score you will tolerate. If errors are not particularly costly to your operations, then you may be able to accept candidates who score in the Below Average or "Satisfactory" range. Conversely, if errors of this nature cause very serious problems in your company, then you should only hire people who score in the High category, or "Excellent" range. Companies looking to improve the overall quality of their workforce should target candidates scoring in the upper end of Below Average or higher ranges.

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is very kind, agreeable, and accommodating. John will not be disruptive in group settings and will avoid conflict whenever possible. He is generous and giving of his time and attention.
- Very conscientious and reliable in his work habits, he will perform his job in a reliable manner that others can depend on.
- He registers as being fairly careful and methodical in the way he performs many tasks and assignments.
- He should be able to withstand most of the stressors associated with this job. He is unlikely to lose his temper, have emotional outbursts on the job, or experience a lot of anxiety over unresolved work problems.
- He is fairly sociable, outgoing, and amiable in his work-based interactions. He will usually be an effective communicator.
- He is a fairly genuine and straightforward person. John tries to present himself in a consistent manner regardless of the situation he is in.
- John scores as having an above-average level of integrity. He is unlikely to lie, deceive, cheat, or engage in questionable or improper job behavior.
- Intrinsic rewards such as personal enjoyment of his tasks are much more appealing to John than extrinsic features of a job such as bonuses, job status, etc. He is drawn to jobs that he finds interesting and meaningful.
- Registering as having an average potential for long-tenure with his employer, John typically prefers to work at one company for a moderately long time rather than have a series of jobs. He is not a job-hopper.
- Reasonably organized and systematic in his work, John is also flexible and adaptable, adjusting his style to changing job circumstances.
- Scoring below average in the trait of Tough-Mindedness, he is inclined to be empathetic and tuned into the feelings and emotional states of the people he works with. He usually tries to take into account their concerns and sensitivities when drawing conclusions and choosing a course of action.
- His work drive registers as being about average. Generally, he works hard enough to meet most job demands while also achieving a satisfactory work-life balance.

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Developmental Concerns:

- As someone who aims to be known as pleasant and easy-going, John is likely to avoid dealing with difficult issues that would reveal underlying conflict or disagreement. He will have a tendency to go along with the majority no matter what his own opinion.
- John's work needs extra supervision and review to deal with his somewhat careless style which will produce more than average level of errors. He needs to be instructed on proper methods for checking details or possibility of errors.
- In high pressure work situations, he may have some difficulty managing his emotions. He may not be able to handle a lot of stress on this job, particularly on a prolonged basis.
- At times, John may need to be more circumspect in his speech and behavior. He may be a bit too candid or blunt in what he says to others.
- He could 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.
- Sometimes he may have trouble keeping his own feelings out of his interpretations, analyses, and conclusions. He may be over-influenced by what he perceives will be the feelings and reactions of other people when making decisions. It may be difficult for he to do things which he thinks others might dislike or not approve of.
- Scoring in the average range, he may need to rev up his work drive, at times, if he is to really succeed in this job. This may necessitate going above and beyond normal effort levels to meet pressing or irregular job demands.

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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?]

EMOTIONAL STABILITY/RESILIENCE

- Tell me about a time when you had to keep on working despite having some problem or concern weighing on your mind. [Probes: How long did it go on? How was it resolved? How often has this kind of thing happened in the last six months?]
- Stress is a natural part of most work environments these days. Describe a situation where some significant form of stress has impacted you on your job and how you dealt with it.
- Describe a situation where you learned to live with something stressful at work.

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IMPRESSION MANAGEMENT

- In what ways (if any) do you adjust the way you present yourself to the particular customer you are calling on?
- Describe your techniques for building rapport with coworkers and customers.
- Talk about the ways you tailor yourself and your presentations to fit the needs, resources, and interest levels of the people you are interacting with.

INTRINSIC MOTIVATION

- Tell me which factors define success for you in a job.
- Describe how your feelings of job satisfaction are affected by how much challenge and variety you have at work.
- Tell me what you would do if your job became repetitive and routine.
- Describe the kind of work that really motivates you.

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 in your job.

TOUGH-TENDER-MINDED

- Describe a time when you made an important decision based primarily on an objective analysis of facts and data. (Compare the candidate's answer to this question with answers to the next question in terms of level of detail and enthusiasm.)
- Describe a time when you made an important decision based on your personal feelings, values, and intuition.
- Describe a situation where you dealt with an employee (or peer) who was consistently negative in meetings or when interacting with other employees. What did you do? What were the results?
- Describe a time when someone at work responded emotionally to something you said or did. How did you respond? What was the result?

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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?