



## **Construction Laborer Assessment Report**

**Candidate:**  
**John SamplePerson**

**Date:**  
**02/21/2024**

**ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL**

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Company: Resource Associates Samples  
Date: February 21, 2024

Username: RESOZFZE0001  
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

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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
<b>AGREEABLENESS</b>		◆			
<b>DEPENDABILITY</b>			◆		
<b>EMOTIONAL STABILITY</b>				◆	
<b>RUGGEDNESS</b>					◆
<b>TEAMWORK</b>				◆	
<b>WORK DRIVE</b>				◆	

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## PERSONALITY TRAIT INTERPRETATION

### **Strengths:**

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- John is usually reliable on his job. He fulfills most work commitments and expectations, though John also makes up his own mind about how he will do so.
- He is a fairly resilient person who has good control over his emotions. John can weather most forms of job hassles, stress, and pressure. He usually keeps his composure when dealing with work crises and emergencies.
- John is typically group-minded and inclined to work cooperatively with coworkers. He will usually contribute positively to teamwork and cohesion in the workplace.
- John has an above-average work drive. He will put considerable time and effort into meeting job demands, including working long hours as needed.

### **Developmental Concerns:**

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- Some people may view his style as being hard to get along with in group settings. John will probably need feedback from time to time about the need to be more amiable and agreeable in his interactions with coworkers and other people.
- John may sometimes use too much of his own discretion and cut corners too sharply on his job. He may need to perform his work in a more reliable, dependable manner consistent with the expectations of others, particularly customers.

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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?

## 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?]