



Consultant Assessment Report

Candidate:
John Sampleuser

Date:
03/10/2020

Consultant Assessment Report

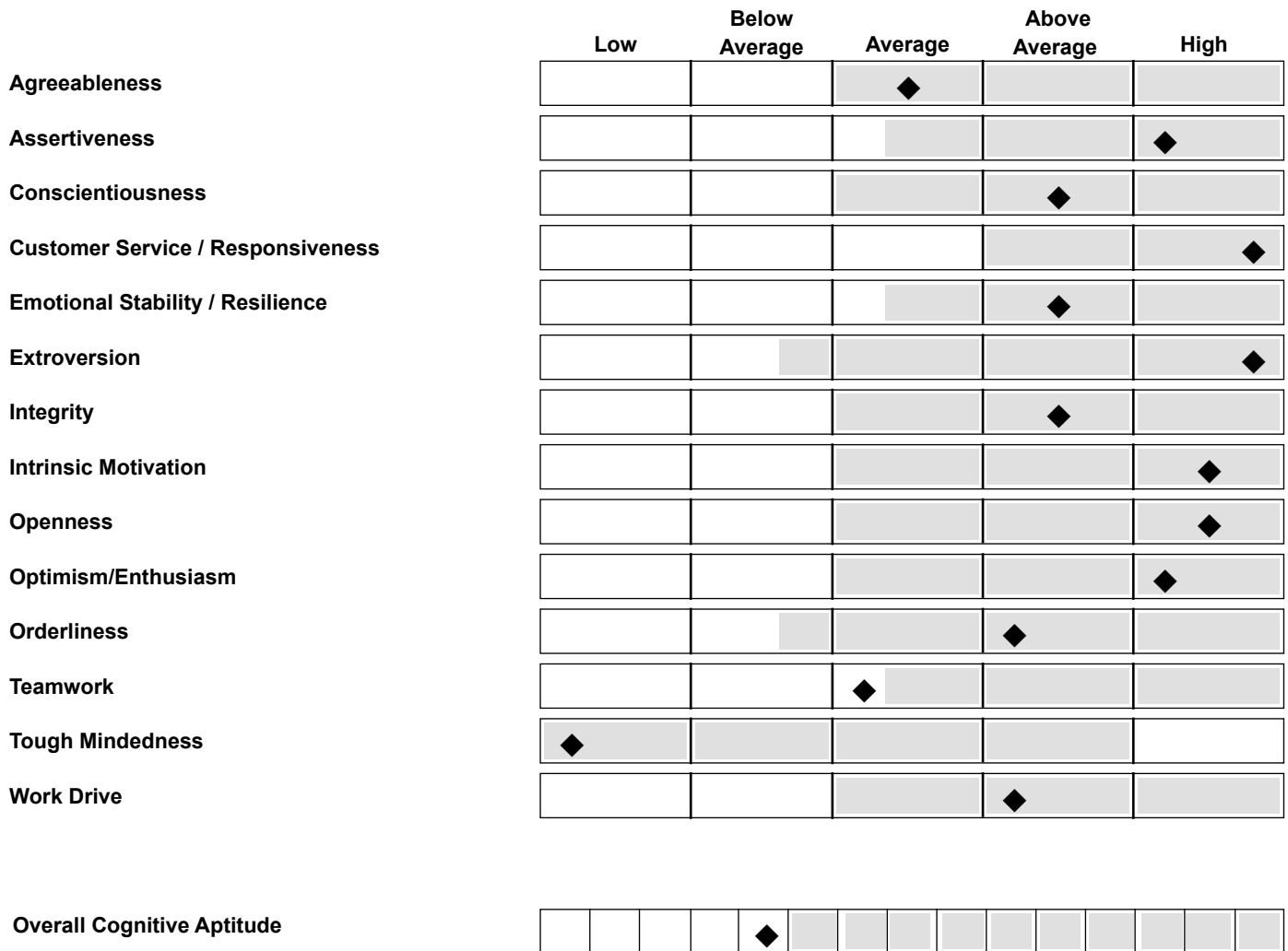
Candidate: John Sampleuser

Date: March 10, 2020

Date: 03/10/2020

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



Consultant Assessment Report

Candidate: John Sampleuser

Date: March 10, 2020

Cognitive Aptitude Assessment

Compared to general adult norms using standardized tests which were validated for a wide range of positions, we estimate John's overall level of general intellectual aptitude to be in the **30-39 percentile** range. His individual aptitude levels are:

Abstract Reasoning 10-19%ile

Numeric Reasoning 20-29%ile

Verbal Reasoning 60-69%ile

John has a below-average level of general cognitive aptitude. While he may be able to handle many routine tasks and assignments, John may not learn new information quickly or be able to handle a heavy information-processing load. There may be times when the problem-solving and analytical demands of this job overwhelm his mental capabilities.

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.

Consultant Assessment Report

Candidate: John Sampleuser

Date: March 10, 2020

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.

Annoyances	Mr. Sampleuser's Responses
<i>I don't like to work with people who...</i>	Answer not included in public website samples.
<i>I get annoyed at work when...</i>	Answer not included in public website samples.
<i>At times my work has suffered because...</i>	Answer not included in public website samples.
<i>I would really dislike a supervisor who...</i>	Answer not included in public website samples.
<i>People should recognize I am stressed out when...</i>	Answer not included in public website samples.
<i>It's hard to do good work when...</i>	Answer not included in public website samples.
<i>I would turn down a job if...</i>	Answer not included in public website samples.

Ideal Job	Mr. Sampleuser's Responses
<i>The most fulfilling job I had...</i>	Answer not included in public website samples.
<i>What I want most from a job is...</i>	Answer not included in public website samples.
<i>My career goal for five years from now...</i>	Answer not included in public website samples.
<i>The set of responsibilities I enjoy most are...</i>	Answer not included in public website samples.
<i>I enjoy working with people who...</i>	Answer not included in public website samples.

Consultant Assessment Report

Candidate: John Sampleuser

Date: March 10, 2020

Leadership Style	Mr. Sampleuser's Responses
<i>When I have to make a decision quickly...</i>	Answer not included in public website samples.
<i>My success as a manager derives from...</i>	Answer not included in public website samples.
<i>Mentoring employees who report to me...</i>	Answer not included in public website samples.
<i>Besides supervising other people, a manager should...</i>	Answer not included in public website samples.
<i>The best way to motivate people...</i>	Answer not included in public website samples.
<i>The average employee...</i>	Answer not included in public website samples.
<i>An employee who brings personal problems to work...</i>	Answer not included in public website samples.
<i>I deal with conflict in my team by...</i>	Answer not included in public website samples.
<i>To increase employee commitment I...</i>	Answer not included in public website samples.
<i>To be a valuable member of a senior management team, I try to...</i>	Answer not included in public website samples.
<i>As a leader, my greatest satisfaction at work...</i>	Answer not included in public website samples.
<i>The biggest challenge to a manager in dealing with today's workforce...</i>	Answer not included in public website samples.
<i>When I have to reprimand or discipline an employee...</i>	Answer not included in public website samples.
<i>The organizational culture I try to create is best described as...</i>	Answer not included in public website samples.

Consultant Assessment Report

Candidate: John Sampleuser

Date: March 10, 2020

Strategies for Success	Mr. Sampleuser's Responses
<i>The best way to get ahead in an organization...</i>	Answer not included in public website samples.
<i>The personal strengths I possess that will help me be successful in this job include...</i>	Answer not included in public website samples.
<i>Working long hours every week...</i>	Answer not included in public website samples.
<i>To better myself I...</i>	Answer not included in public website samples.
<i>My attitude about work-home balance is...</i>	Answer not included in public website samples.
<i>The key to success in my career...</i>	Answer not included in public website samples.
<i>To get ahead in a company...</i>	Answer not included in public website samples.
<i>When I am criticized...</i>	Answer not included in public website samples.

Consultant Assessment Report

Candidate: John Sampleuser

Date: March 10, 2020

Personality Assessment

Strengths:

- He will usually be agreeable and congenial in his interactions with other people. Unless he is particularly upset about something at work, you can expect him to avoid arguments and contentious interactions.
- John can readily assert himself and confront difficult situations. He can also seize the initiative and bring his influence to bear in a wide range of situations. John has some potential for a supervisory or managerial role. He will be comfortable interfacing with those above him in the organization.
- He is conscientious and dependable in the way he works. John will typically follow through on his commitments and do what he says he will do.
- John is strongly oriented toward customer service. He endeavors to meet the needs and preferences of customers promptly and responsively. As a manager, Jared will encourage subordinates to aim for high levels of customer satisfaction in their work.
- 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 outgoing, personable, and friendly in job-based interactions. He will readily share information with other employees and go out of his way to get to know other people on the job.
- John appears to be a principled and ethical person in how he performs job tasks and duties. He adheres to company rules and policies.
- Strongly motivated by the inherent enjoyment of the everyday work experience, John will enjoy coming to work everyday if the tasks and environment fit his preferences. He consistently looks for meaningful assignments and tasks.
- He is quite open to new ways of doing things on the job and is favorably inclined toward change and innovation. John continually tries to improve his knowledge, skills, and abilities.
- He has a highly optimistic disposition. John expects good things from his job and from the people he works with. He will not become demoralized by setbacks and will keep a positive attitude in the face of problems.
- He will be comfortable organizing work information and tasks and keeping track of large amounts of data or material.
- John likes a balance of independent and interdependent work. He can work closely with others, but he can also switch gears and function well on his own.
- John is very considerate and respectful of the feelings of the people he works with. He should be seen by others as someone who is quite tender-minded, sympathetic, and compassionate.
- John has an above-average work drive. He usually works hard and does what it takes, including putting in overtime or working long hours, to meet the demands of his job.

Consultant Assessment Report

Candidate: John Sampleuser

Date: March 10, 2020

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 can sometimes come on too strong and behave in ways that others perceive as aggressive or overbearing. He may need to tone down his style when making requests of other people or trying to influence their behavior. Some employees may feel that he takes on too much responsibility without the proper authority.
- John may sometimes be too socially distractible and overly influenced by interpersonal cues. He may spend too much time talking or interacting with others on the job when he should be focusing on the work at hand.
- At times, he can be unduly optimistic and hopeful. John occasionally needs to do a better reality check and prepare for possible negative outcomes. He may sometimes be too ready to believe what other people say without verifying their accuracy or truthfulness.
- He could place greater emphasis on group unity, cohesion, and a shared sense of purpose with his fellow employees. John may need to be encouraged to be more actively team-minded, especially in work settings where close cooperation and interdependence are required.
- John is so feeling sensitive that it may be hard for him to critically and objectively appraise situations, problems, and people. He may be thin-skinned and hypersensitive about negative feedback, rejection, criticism, or disapproval. John may need to toughen up and develop more of a thick skin if he is to function comfortably in some work settings.

Consultant Assessment Report

Candidate: John Sampleuser

Date: March 10, 2020

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.

EXTROVERSION

- Some employees waste valuable time on their jobs chit-chatting, gossiping, and socializing. Please indicate whether this is ever a problem for you and what steps you take to avoid it becoming a problem.
- 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?

Consultant Assessment Report

Candidate: John Sampleuser

Date: March 10, 2020

- Sometimes it is hard for us to be objective about someone we know or like. Tell me if this has ever been a problem for you and, if so, how you dealt with it.

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.

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.

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 on 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?

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.