



Consultant Assessment Report

Candidate:
John SamplePerson

Date:
02/26/2024

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www.resourceassociates.com

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 Date: February 26, 2024

Username: RESOGLPF0001
 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					◆
ASSERTIVENESS		◆			
CONSCIENTIOUSNESS			◆		
CUSTOMER SERVICE / RESPONSIVENESS				◆	
EMOTIONAL STABILITY / RESILIENCE				◆	
EXTROVERSION				◆	
INTEGRITY			◆		
INTRINSIC MOTIVATION					◆
OPENNESS				◆	
OPTIMISM / ENTHUSIASM				◆	
ORDERLINESS			◆		
TEAMWORK			◆		
TOUGH MINDEDNESS				◆	
WORK DRIVE				◆	

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APTITUDE ASSESSMENT

OVERALL COGNITIVE APTITUDE



Compared to general adult norms using standardized tests validated for a wide range of jobs, we estimate overall level of mental ability to be in the **60-69%**ile range. His individual aptitude levels are:

Abstract Reasoning	70-79%ile
Numeric Reasoning	60-69%ile
Verbal Reasoning	50-59%ile

He is operating at a slightly above-average level of general cognitive aptitude. He should be able to handle most of the problem-solving demands of this job in a satisfactory manner.

Score Breakdown by Question Type (44 total questions)

ABSTRACT REASONING—Demonstrates ability to make sense of conceptual information, reason abstractly and determine patterns and relationships among symbolic stimuli:

Candidate scored **9 correct out of 14** possible questions or 64% correct.

NUMERIC REASONING—Demonstrates ability to logically analyze numerical information, reason with numbers and make inferences about quantitative relationships:

Candidate scored **10 correct out of 13** possible questions or 77% correct.

VERBAL REASONING—Demonstrates ability to to comprehend English vocabulary, reason with verbally-based information, and draw conclusions based on complex verbal stimuli:

Candidate scored **8 correct out of 17** possible questions or 47% correct.

More About Aptitude Score Interpretation

These aptitude scores reflect percentile rankings -- not percent correct on the test. For example, if a person scores 80-89%ile on a specific test in this report, 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.

The **Overall Cognitive Aptitude** is an average score (an average for the standardized scores) for the separate aptitude tests given to this candidate.

The lower the Overall Cognitive Aptitude score, the more difficulty a candidate is likely to have learning new information and making decisions. If experienced in their profession, they may perform well practiced tasks effectively but struggle with new things. They may need extra training or more support from managers. Low scorers can become overwhelmed by complexity and generally prefer duties requiring specific answers rather than insightful solutions.

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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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. Sampleperson'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. Sampleperson'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.
Leadership Style	Mr. Sampleperson'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.

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Strategies for Success	Mr. Sampleperson'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.

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is consistently agreeable, easygoing, and amiable. John will go the extra mile to maintain a pleasant, harmonious working environment.
- John tends to be fairly modest and unpretentious in his dealings with other people. He is mild-mannered and usually goes along with the wishes of others.
- John is usually reliable and conscientious in the way he performs his job. However, John uses a fair amount of personal discretion and judgment in deciding how he will meet his obligations and duties.
- He has a sound level of emotional stability. John will be able to take most forms of job stress in stride. He will remain reasonably calm during work crises.
- John is fairly sociable, outgoing, and amiable in his work-based interactions. He will usually be an effective communicator.
- He is much more motivated by intrinsic rewards on his job than by extrinsic, tangible factors. John appreciates recognition in the form of praise and recognition of his contributions. He is also attracted to variety and personal responsibility for work outcomes.
- He is open to new learning on the job. John should be fairly comfortable with organizational change and innovation initiatives in the workplace, as well opportunities to advance his skills and abilities.
- He takes many situations and people at face value, without preconceptions or advance judgments. While John is usually optimistic about most prospects and future contingencies, he is not gullible or unrealistic in his expectations.
- He is reasonably organized and systematic in his work. John is also flexible and adaptable, adjusting his style to changing job circumstances.
- John is balanced with respect to teamwork versus individual contributor roles. He can alternate between working closely with others and working independently.
- He will usually weigh the facts and consider the objective parameters of a situation before making a decision or choosing a course of action. John will not be swayed by subjective considerations in his conclusions.
- John has an average work drive, which should be enough to meet most job demands. He will not be an idler or a slacker on the job.

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Developmental Concerns:

- If conflict arises in his area of responsibility, he will try to quickly get it smoothed over rather than deal with the underlying problem. People will find that he does not like to deal with disagreements or difficult situations, especially if it requires direct confrontation. And, in discussions with other coworkers, he will tend to give bland comments, or side with the majority when decisions are made even if he doesn't agree with them.
- John is generally lacking in assertiveness. He may be too reticent and threat-sensitive to be effective in some situations. John may be slow to offer opinions, engage in healthy debate of different ideas, or openly address difficult interpersonal situations.
- John can sometimes use too much discretion in deciding how and when he will carry out job tasks, duties, and responsibilities. He could be more conscientious and reliable, at times, in his work habits.
- He may need to place slightly more emphasis on customer service in his work. John could be more attuned to customer requests, concerns, and needs.
- John scored at an average level on our measure of integrity. Even though this score is in the acceptable range, it is advisable to provide him clear and unambiguous messages about the need to adhere to company rules and policies, as well as to conduct himself in an ethical manner in all work situations.
- John may occasionally need to do more to contribute to group unity and cohesion in his work group. If this job requires extensive teamwork, he may need training and coaching on team functioning.
- John may, at times, lack empathy and sensitivity to the feelings and concerns of other people. He could be more considerate of the emotional states of the people he comes into contact with at work.
- John does not have a high work drive. 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

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?]

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.

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CONSCIENTIOUSNESS

- Describe a time when you have taken a shortcut or bypassed some steps at work to get something done quicker, better, or more efficiently?
- Flexibility is important in many jobs. Describe a situation where it would be advantageous to bend or ignore a company rule or policy to improve job effectiveness.
- Describe how you deal with situations where the best course of action is not covered by company policies and procedures.
- Describe a situation where you feel that organizational bureaucracy or red tape made your job difficult or significantly slowed you down.

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.

INTEGRITY

- What would you do if you discovered that a coworker had been taking home office supplies without permission and without telling anyone?
- Under what conditions would it be acceptable to ignore or bend a company rule or policy?
- Describe what you would do if your boss asked you to keep quiet about some data he or she was falsifying for the annual company report.
- Under what circumstances would it be OK to claim a sick day (even though you were not sick) to deal with a personal problem at home?

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.

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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 on 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 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?

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?