



Educational Aide Assessment Report

Candidate:
John SamplePerson

Date:
05/05/2026

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www.resourceassociates.com

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Company: Resource Associates Samples
 Date: May 05, 2026

Username: RESOFQMJ0001
 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			◆		
ATTITUDES TOWARD CHILD MANAGEMENT					◆
CONSCIENTIOUSNESS			◆		
CUSTOMER SERVICE / RESPONSIVENESS			◆		
EMOTIONAL STABILITY / RESILIENCE					◆
EMPATHY					◆
EXTROVERSION					◆
INTEGRITY			◆		
LONG TENURE POTENTIAL				◆	
OPTIMISM/ENTHUSIASM					◆
ORDERLINESS			◆		
TEAMWORK			◆		
WORK DRIVE				◆	

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GENERAL COGNITIVE APTITUDE ASSESSMENT

OVERALL GENERAL COGNITIVE SCORE



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	60-69%ile
Numeric Reasoning	40-49%ile
Verbal Reasoning	80-89%ile

John demonstrates a slightly above-average level of cognitive ability. He will be a fairly good problem solver and should be able to assimilate most new information readily. He is likely to be a reasonably capable cognitive performer in this job.

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 **7 correct out of 14** possible questions or 50% correct.

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

Candidate scored **8 correct out of 13** possible questions or 62% 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 **11 correct out of 17** possible questions or 65% correct.

General Cognitive 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 General Cognitive Aptitude Score** is an average of the standardized scores for the three separate aptitude tests given to this candidate.

The lower the 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 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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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is very agreeable, easygoing, and kind-hearted. John strives to maintain a pleasant, non-conflictual working environment. He will subsume his own needs and preferences to those of other people to preserve harmony.
- Registering an average level of assertiveness, he will sometimes address tough situations directly and stand up for what he believes in, though he is also willing to accommodate the preferences and demands of others.
- John is very concerned with helping children grow into responsible adults. He is inclined to engage kids in developmental activities, make use of opportunities to teach them, and set appropriate boundaries with them. Being a good role model is a high priority for him.
- John has a fairly positive attitude toward children. He usually enjoys being around them, is able to interact appropriately with them, and tends to view himself as a mentor to young people.
- Moderately conscientious and trustworthy in the way he works, he fulfills most commitments and expectations, though he also makes up his own mind about when and how he will do so.
- His level of emotional stability and resilience is high. He copes effectively with job stress and pressure. He is level-headed and collected in times of work crises.
- Highly empathetic, he makes an effort to understand and resonate to the feelings and problems of other people. He should be good at reading the moods and concerns of customers. He is a considerate person who can get close to the people he works with and will offer a helping hand to those in need.
- He is extroverted, gregarious, warmhearted, and expressive. He will be an effective communicator who is attuned to social cues and interpersonal dynamics in the workplace. He will make an effort to establish and maintain contacts with other areas in the organization.
- He usually prefers to form an attachment to one company, reducing his likelihood of leaving for another job elsewhere. When problems arise at work, John is inclined to tough them out rather than quit in frustration.
- His disposition is positive, upbeat, and optimistic. He will look for the best in the people he works with and the situations he works in, even problematic ones.
- Although generally systematic and methodical in his work, John is not regimented. He is fairly flexible in the way he responds to emergent problems and changing job conditions.
- John is balanced with respect to teamwork versus individual contributor roles. He can alternate between working closely with others and working independently.
- With an above-average work drive, John works energetically and persistently to fulfill job responsibilities. He is usually willing to extend himself, when necessary, to meet heavy or irregular job demands, including working long hours.

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Developmental Concerns:

- As someone who aims to be known as pleasant and easy-going, he 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.
- In some situations, he may need to be more strong-willed and assertive. He should let others know what he really thinks or feels about things at times.
- Sometimes behaving in ways that others see as undependable, he may need to reduce the gap between his stated intentions and actual behavior.
- He could enhance his level of customer service orientation. John may need to show more concern for customer satisfaction on a consistent basis.
- It may be hard for him 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. He can so strongly identify with the emotional experience of his customers or clients that he can confuse their feelings with his own.
- He 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.
- His integrity score is average. Even though this score is in the acceptable range, it is advisable to provide him with 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.
- At times, he can be unduly optimistic and hopeful. He 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.
- John could be more inclined to work cooperatively with other employees. He could do more to contribute to work group cohesion and interdependence.

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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?]

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.

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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.

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?
- Sometimes, it is hard 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.

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?

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.

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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 in your job.

TEAMWORK

- Describe some ways that you have helped a group of coworkers achieve an important goal or outcome.
- Tell me about a time when you needed to work collaboratively with another department or group to achieve a common goal.
- It is hard for some people to work independently. Describe how easy or difficult it is for you to work independently or carry out assignments where you don't consult with others.
- Give some examples of ways that too much emphasis on teamwork in a company can lead to a lowered effort by individual employees or a loss of individual initiative .