



**Emergency Medical Technician -
Core Assessment Report**

**Candidate:
John SamplePerson**

**Date:
03/23/2026**

ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL

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Company: Resource Associates Samples
 Date: March 23, 2026

Username: RESOTBFD0001
 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 / ORDERLINESS				◆	
CUSTOMER SERVICE RESPONSIVENESS			◆		
DRUG USE POTENTIAL	◆				
EMOTIONAL STABILITY / RESILIENCE				◆	
INTEGRITY				◆	
NURTURANCE / EMPATHY				◆	
OPENNESS TO EXPERIENCE		◆			
OPTIMISM / POSITIVITY			◆		
TEAMWORK ORIENTATION			◆		
WORK DRIVE				◆	

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APTITUDE SCORES: Reported as Percentile

	PERCENTILE RANGE									
	0-10%	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	Top 10%
General Reasoning						X				

Aptitude Raw Scores

	Total Correct	Total Attempted	Total Questions
General Reasoning	21	25	50

General Reasoning Score Breakdown by Question Type

<p>GENERAL KNOWLEDGE/LOGIC—Demonstrates knowledge of commonly known facts and problem-solving ability. Candidate scored 4 correct out of 11 possible questions.</p>
<p>MATH—Demonstrates knowledge of basic arithmetic operations and an ability to solve short word problems. Candidate scored 3 correct out of 13 possible questions.</p>
<p>REASONING—Demonstrates ability to solve numeric, verbal, and spatial reasoning problems. Candidate scored 9 correct out of 13 possible questions.</p>
<p>VOCABULARY/CLERICAL—Demonstrates grammar and spelling knowledge and an ability to see differences in strings of alphanumeric characters. Candidate scored 5 correct out of 13 possible questions.</p>

Score Interpretation Guidelines

The aptitude scores in the table above reflect percentile rankings -- not percent correct. For example, if a person scores 80-89%ile on a test, 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. So, higher scores are better than lower scores.

Lower Overall Cognitive Aptitude scores predict that the candidate will have difficulty solving new or complex problems. They generally prefer duties that require specific responses rather than those requiring insightful solutions. For example, if they are experienced in their occupation, they may be able to perform well practiced tasks adequately but may have difficulty learning unfamiliar things. As such, they may need additional training time and more support from supervisors.

Higher Overall Cognitive Aptitude scores predict that the candidate will learn quickly, pick up information on their own without needing to be trained, handle a large information load easily, make decisions efficiently, and show a great deal of insight into solving new and complex problems.

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is very easy to get along with. John will avoid arguments and unpleasantness whenever possible. He tries to be a nice, pleasant person in his daily interactions with coworkers and customers.
- He is trustworthy and conscientious in his work habits. John will usually perform job tasks and duties in a reliable manner that others can count on. He is also fairly methodical and systematic in the way he carries out projects and assignments.
- John has good intentions for providing appropriate levels of service to your client population, and will be receptive to blending into an organization that sets a high standard for excellent customer satisfaction.
- He has a sound level of emotional stability. He will be able to take most forms of job stress in stride. He will remain reasonably calm during work crises.
- His integrity scores suggest a tendency towards honest and rule-following behavior. He will internalize and promote company norms, values, and policies on his job.
- John has a lot of concern for other people. He puts a lot of effort into providing care and comfort to those in need and making sure that their lives are better off because of him.
- Preferring to set up a standard way of doing things and develop a routine that leads to predictable outcome, he supports established organizational conventions and protocol. He is most comfortable with job tasks and assignments that he has often done in the past.
- Guardedly optimistic in his approach to work, he not only will look for positive qualities in most situations and people, but he also has a healthy amount of skepticism.
- John prefers some independence in addition to cooperative activity in his work. He values both team player and individual contributor functions in achieving organizational goals.
- His level of work drive is above average. He invests considerable time and energy into meeting the demands of his job and career.

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Developmental Concerns:

- When sensitive issues arise that require bringing competing viewpoints to the table and hash out a reasonable solution, he will put off that type of discussion because he prefers to minimize conflict and preserve harmony. When he is in discussions with others, he will frequently side with the majority so that he does not have to defend a different perspective.
- Scoring average on the Customer Service dimension, John may be responsive some patient needs while ignoring others. He probably sticks to the standard set of services without going above and beyond to address unusual requests.
- Often set in his ways, he may not be willing enough to try new practices and procedures on his job. He could be more receptive to company-sponsored innovation and continuous improvement efforts.
- He could, at times, contribute more actively to teamwork and cooperation in the workplace. If this job requires close collaboration among employees to achieve shared goals, John might benefit from training on team principles.

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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?]

OPENNESS

- Describe the most recent new job-related method, procedure, or technique you learned and how you felt about learning it. [Probe for when and how often this occurred.]
- Tell me about a time when you recommended or implemented a better way of doing things at work.
- Describe a situation where you felt that continuing demands to do new things on your job lowered your overall productivity or efficiency.
- Describe your plans (if any) for continued education, job-related training, or professional development you have for the coming year.