



Graphic Designer Assessment Report

Candidate:
John SamplePerson

Date:
05/20/2026

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www.resourceassociates.com

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Company: Resource Associates Samples
 Date: May 20, 2026

Username: RESOBMDUP0001
 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			◆		
EXTROVERSION	◆				
IMPRESSION MANAGEMENT		◆			
INTEGRITY				◆	
INTRINSIC MOTIVATION					◆
OPENNESS				◆	
OPTIMISM	◆				
ORDERLINESS			◆		
TEAMWORK	◆				
TOUGH MINDEDNESS					◆
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 **70-79%**ile range. His individual aptitude levels are:

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

John has an above-average level of general cognitive aptitude. He should be able to handle the problem-solving demands of this job in a capable 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 **10 correct out of 17** possible questions or 59% 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 tends to be easy to get along with. John avoids arguments and unpleasantness unless the topic or the person is one that really makes him upset.
- He goes along with the wishes and demands of other people. He is respectful and deferential toward other people, particularly those in positions of authority.
- 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.
- He is moderately well-adjusted and stable. John can handle most everyday forms of job hassles and stressors without losing his composure.
- He is introverted and able to focus very intently on work tasks for extended periods of time. John has well developed concentration skills and does not need much social interaction to be comfortable and productive on the job. His style is likely to be well-received by subordinates who are also quiet and reserved.
- He is a fairly genuine and straightforward person. John tries to present himself in a consistent manner regardless of the situation he is in.
- John scores as having an above-average level of integrity. He is unlikely to lie, deceive, cheat, or engage in questionable or improper job behavior.
- 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 typically progressive and open-minded. John is usually ready to adopt and disseminate new ways of doing things and engage in innovation initiatives. He will be concerned with continuous improvement, job training, and employee development.
- He is quite skeptical, doubting, and observant. John does not take anything at face value, so he will try to verify proposals, plans, and reports by means of corroborating evidence. John can serve a valuable role in meetings by challenging people who propose overly optimistic plans.
- Often, he approaches tasks methodically, paying attention to intermediate steps in task completion. However, John can also improvise when necessary and adjust his approach to accommodate changing demands and constraints.
- He prefers to work in situations where he can function in a self-directed manner. He will expect subordinates to work independently and autonomously.
- Objective and tough-minded in the way he appraises information, situations, and people, he bases his decisions on facts and data, not on personal feelings or subjective cues.

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Developmental Concerns:

- In stressful situations, he can sometimes come across to others as disagreeable or difficult to get along with. John may need to make more of an effort to be courteous and pleasant in all of his interactions with others in the workplace.
- This applicant is likely to be too submissive, reticent, and unassertive to function effectively in some work situations. He may back down too easily from problems which he should address. It will be difficult for him to voice a negative opinion in a group setting, engage in a debate about competing ideas, or deal with conflict.
- Perhaps not as consistently conscientious and dependable as others who hold this job, he may need to perform job tasks, duties, and assignments in a more reliable manner that others can consistently count on.
- He could place slightly more emphasis on customer service in his work. John could be more sensitive and responsive to customer requests, concerns, and needs. He could make their satisfaction a higher priority.
- High levels of job stress and chronic pressure may cause John to lose control of his emotions. He may need to develop more effective coping skills for such situations .
- John can be seen by other employees as impersonal, reserved, or distant. The communication climate in his work could be improved. Rather than taking the initiative to develop relationships with other people, John may wait for them to approach him. Interactions with subordinates may be sparse and incomplete, which can be a disadvantage to the employees who report to him.
- John may sometimes be too upfront or tactless in what he says to other people. He could probably be more effective on the job if he were more discreet and tactful.
- John may be too ready to look for what is wrong with situations and individuals. Subordinates may become demoralized by his frequently pessimistic reactions to plans and proposals designed to solve problems. They may react by ignoring him or by lowering their own expectations and effort levels . In order to be a more effective motivator, he needs to be more optimistic and inclined to expect good things from the people he works with and the situations he works in.
- He may place too much emphasis on autonomy and self-reliance such that group unity, cohesion, and accomplishment suffer. He could do substantially more to promote and reinforce teamwork among the employees who report to him. He could work more cooperatively with other groups and departments in the company.
- This candidate may sometimes come across as insensitive or unfeeling at times in his relations with others. He could try to develop more insight and empathy in his interactions with coworkers.
- Compared to other successful managers, his work drive score falls in the below-average range. John may not be willing enough to put in overtime hours, come into work unexpectedly during non-work hours, or go above and beyond the call of normal duty to handle job problems. He may be viewed as lacking in commitment to his job or employer. As a manager, he may fail to inspire subordinates to work hard to complete projects in a timely manner.

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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?

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.

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.

EMOTIONAL STABILITY

- Tell me about a time when you had to keep on working despite having some problem or concern weighing on your mind. [Probes: How long did it go on? How was it resolved? How often has this kind of thing happened in the last six months?]
- Stress is a natural part of most work environments these days. Describe a situation where some significant form of stress has impacted you on your job and how you dealt with it.
- Describe a situation where you learned to live with something stressful at work.

EXTROVERSION

- Describe a situation when your ability to communicate made a difference in the outcome of a project, assignment, or task at work.
- 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?

IMPRESSION MANAGEMENT

- In what ways (if any) do you adjust the way you present yourself to the particular customer you are calling on?
- Describe your techniques for building rapport with coworkers and customers.
- Talk about the ways you tailor yourself and your presentations to fit the needs, resources, and interest levels of the people you are interacting with.

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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

- Sometimes it helps to prepare for the worst and try to anticipate potential problems at work. Describe a time when your concerns about possible future problems were justified.
- What would you say to a coworker whom you felt was being naïve or gullible about some new job they were considering? If asked, what advice would you give?
- How do you personally guard against unrealistically high expectations at work or being blindsided by unanticipated problems?

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 lowered effort by individual employees or a loss of individual initiative .

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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 to 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?