



**Industrial / Equipment Sales -
Core+ Assessment Report**

**Candidate:
John SamplePerson**

**Date:
05/28/2026**

ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL

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.

www.resourceassociates.com

Industrial / Equipment Sales - Core+ Assessment Report

Company: Resource Associates Samples
 Date: May 28, 2026

Username: RESOWASH0001
 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
CLOSING ABILITY				◆	
COMPETITIVENESS			◆		
CUSTOMER SERVICE			◆		
DEPENDABILITY					◆
EMOTIONAL STABILITY			◆		
EXTROVERSION				◆	
IMAGE MANAGEMENT					◆
MONEY MOTIVATION					◆
OPTIMISM	◆				
RELATIONSHIP SALES		◆			
SELLING CONFIDENCE				◆	
WORK DRIVE				◆	

Industrial / Equipment Sales - Core+ Assessment Report

Company: Resource Associates Samples
 Date: May 28, 2026

Username: RESOWASH0001
 Candidate: John SamplePerson

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%
3-D				X						
Abstract Reasoning								X		
Mechanical Reasoning						X				
Numeric Reasoning						X				
Verbal Reasoning								X		
Overall Cognitive Aptitude							X			

Aptitude Raw Scores

	Total Correct	Total Attempted	Total Questions
3-D	21	21	45
Abstract Reasoning	7	14	14
Mechanical Reasoning	31	32	68
Numeric Reasoning	8	13	13
Verbal Reasoning	8	17	17

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.

Industrial / Equipment Sales - Core+ Assessment Report

Company: Resource Associates Samples
 Date: May 28, 2026

Username: RESOWASH0001
 Candidate: John SamplePerson

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.

Conscientiousness	Mr. Sampleperson's Responses
<i>Responsibility at work...</i>	...
<i>Most of the official rules at work...</i>	...
<i>I get annoyed at work when...</i>	...
<i>Sometimes employers can place too much emphasis on...</i>	...
<i>When I make a mistake and someone criticizes me for it, I...</i>	...
Customer Service	Mr. Sampleperson's Responses
<i>My approach to customer service is...</i>	...
<i>Dealing with difficult customers...</i>	...
<i>What customers really want from me is...</i>	...
<i>When I am training a new staff on customer service, I emphasize...</i>	...
<i>I am least effective with certain customers...</i>	...
<i>Compared to other types of job tasks I enjoy, customer service is...</i>	...
Demotivators	Mr. Sampleperson's Responses
<i>What annoys most workers...</i>	...
<i>I would quit my job if...</i>	...
<i>At work I feel tense when...</i>	...
<i>I don't like to work with people who...</i>	...
<i>My work performance suffers when...</i>	...
<i>I would really dislike a supervisor who...</i>	...
Job Satisfaction	Mr. Sampleperson's Responses
<i>The kind of assignment I like best is...</i>	...
<i>I enjoy working with people who...</i>	...
<i>I would turn down a job if...</i>	...
<i>The best way to get ahead in an organization...</i>	...
<i>The most fulfilling job I had...</i>	...
<i>My greatest satisfaction in a job...</i>	...
<i>A boss deserves loyalty if...</i>	...
<i>What I want most from a job is...</i>	...
<i>The best type of supervisor for me would be someone who...</i>	...

Industrial / Equipment Sales - Core+ Assessment Report

Company: Resource Associates Samples
 Date: May 28, 2026

Username: RESOWASH0001
 Candidate: John SamplePerson

<i>Working closely with other people...</i>	...
Sales	Mr. Sampleperson's Responses
<i>The most common ethical decisions I make in sales involve...</i>	...
<i>Being effective at sales in a particular industry is based on...</i>	...
<i>The reason I will be successful in a sales role is...</i>	...
<i>People say that I am a successful salesperson because of my...</i>	...
<i>My sales style is best described as...</i>	...
Teamwork	Mr. Sampleperson's Responses
<i>To me, being a good team player means...</i>	...
<i>I enjoy teamwork when...</i>	...
<i>The optimal split between team and independent work is...</i>	...
<i>Most team meetings are...</i>	...
<i>My experiences with being on a team...</i>	...
<i>In most companies teams are...</i>	...
Work Drive	Mr. Sampleperson's Responses
<i>I will take on extra responsibilities in my job if and when...</i>	...
<i>Working long hours every week...</i>	...
<i>It's hard to do good work when...</i>	...
<i>When my suggestions at work are turned down I...</i>	...
<i>Having to work on the weekend...</i>	...
<i>Overnight travel...</i>	...

Industrial / Equipment Sales - Core+ Assessment Report

Company: Resource Associates Samples
Date: May 28, 2026

Username: RESOWASH0001
Candidate: John SamplePerson

PERSONALITY TRAIT INTERPRETATION

Strengths:

- His level of assertiveness is above average. He is able to exert significant influence and control in most sales situations and promote his product in a straightforward manner. As a result, he will not be intimidated when faced with tough selling situations or resistant customers.
- John is moderately, but not overly, competitive. He may sometimes gauge his success by comparing his sales numbers to other salesmen and saleswomen. John may work to outdo them in some situations, but this is not his primary concern; he does not have to perform better than his peers to feel successful at his job.
- Average customer service orientation scores suggest a moderate disposition to meet customer needs . He will usually try to learn about the customer's needs to achieve a good relationship with the customer and to match those needs with your products.
- John is a highly reliable person. If selected for this job, you can depend on him to be very dependable and trustworthy in the way he performs job tasks and interacts with staff and customers .
- Most types of sales pressure and strain from customers and sales deadlines will not be a problem for John. He is moderately resilient and is not emotionally reactive to the everyday sales stressors.
- John is fairly sociable, outgoing, and cheerful in his dealings with customers and coworkers. He should communicate reasonably effectively, responding to customers needs while providing a comfortable sales situation.
- John is adept at managing the image he presents to customers and others he works with. John will make subtle changes in his approach to customers and his interactions with those individuals making purchasing decisions to help make the sale.
- For him, making money and consistently increasing his income are the key factors of a desirable sales job. You can expect this candidate to work especially hard for salary increases and year-end bonuses. He is highly motivated by goals with tangible rewards that increase his status in the company.
- Definitely not gullible or naïve, John tends to be on guard against people who are trying to deceive, manipulate, or take advantage of him in sales situations. He always keeps an eye out for potential problems.
- John is usually sure of himself and what he can do as a sales representative. He will approach most sales situations with confidence, projecting a can-do image to most of his customers.
- John has an above-average work drive. He will be seen as a fairly hard worker who is usually willing to work overtime and otherwise extend himself to meet customer demands and sales goals.

Industrial / Equipment Sales - Core+ Assessment Report

Company: Resource Associates Samples
Date: May 28, 2026

Username: RESOWASH0001
Candidate: John SamplePerson

Developmental Concerns:

- A deeper commitment to responsive, high-quality service to customers may boost performance. He may need more training on techniques to achieve high levels of customer satisfaction and retention, including going out of his way to ensure that the customer's needs are fully met.
- Acute surges of stress and chronic pressure on his job may undermine his emotional stability and ability to keep his composure on the job. John may need to develop more effective coping skills in a sales role.
- He can sometimes be too concerned with his public image and how he comes across to customers in sales situations. John may need to be coached on how to present himself in a more sincere, genuine manner.
- He has such a high need for tangible rewards and making money that it may not be possible to keep him satisfied over the long haul. Before hiring him, you may want to give him a realistic preview of the job's reward system, including a timetable (if available) to make sure that it would be motivating for him on a continuing basis.
- John is often too ready to look for what is wrong in sales situations. He needs to be significantly more optimistic and inclined to expect positive outcomes from his selling efforts.
- He currently has a below-average commitment to building relationships with customers as part of the sales process. If hired, John's sales trainer should help him grasp the importance of cultivating relationships with potential customers to build trust, gain valuable insights about how the customer thinks, and how to close sales in a persistent, but non-aggressive, manner.

Industrial / Equipment Sales - Core+ Assessment Report

Company: Resource Associates Samples
Date: May 28, 2026

Username: RESOWASH0001
Candidate: John SamplePerson

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?

COMPETITIVENESS

- Describe a time when you won a sales contest or competition.
- Tell me about how you typically respond to sales competitions and contests. Are they more motivating or demotivating for you?
- To what extent do you prefer your sales earnings to be based on commission versus salary?

CUSTOMER SERVICE ORIENTATION

- 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?]

Industrial / Equipment Sales - Core+ Assessment Report

Company: Resource Associates Samples
Date: May 28, 2026

Username: RESOWASH0001
Candidate: John SamplePerson

- 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.

IMAGE 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.

MONEY MOTIVATION

- Describe your earnings goals for the next five years.
- Tell me which what factors define success for you in a job.
- Describe how your feelings of self-worth are affected by how much money you make.
- Describe the kind of lifestyle you want to achieve.

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?

RELATIONSHIP SALES

- Describe a time when you closed a deal, increased the amount of a sale, or gained a referral because you developed a relationship with your customer. How often has that happened in the past 5 years? How did you do it?
- Give me a detailed description of your techniques for establishing customer trust and loyalty.
- Among the various tasks involved in the sales process —sales tracking and goal attainment, learning about new products and services, customer prospecting— where does customer relationship building fall in terms of its importance to your success and the percentage of time you spend on relationship building compared to the other tasks.
- Every salesperson has their own sales style. Describe your techniques for building rapport with both prospective customers and existing customers. What sort of activities do you engage in? What are some of the things you've found that work? What hasn't been effective?
- Talk about the ways you modify your approach and your sales presentations to fit the needs, knowledge and interest levels of the people you are interacting with.

Industrial / Equipment Sales - Core+ Assessment Report

Company: Resource Associates Samples
Date: May 28, 2026

Username: RESOWASH0001
Candidate: John SamplePerson

- Tell me a story about how you won over a difficult customer by establishing a common bond and forming a successful business relationship. How did you do it? How long did it take? What did you learn from the experience?