resource associates

Industrial Hygienist Assessment Report

Candidate:

Ian Sampleuser

Date:

01/17/2020

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The following pages represent a report based on the results of a psychological assessment. The profile presented 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 (indicated by the shaded areas). The candidate's score is indicated by the diamond symbol: ◆

ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL

	Low	Below Average	Average	Above Average	High
Agreeableness				◆	
Company Loyalty					◆
Conscientiousness				◆	
Customer Service / Responsiveness				◆	
Detail Mindedness				◆	
Emotional Stability / Resilience				◆	
Extroversion					◆
Integrity				◆	
Openness					◆
Optimism				◆	
Orderliness					◆
Teamwork			◆		
Work Drive				◆	

Aptitude Assessment

	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
Math for Industry					X					
Mechanical Reasoning										X
Pattern Series										X
Reading Comprehension									X	
Overall Cognitive Aptitude									X	

Explanation of Aptitude Scores In This Table:

The aptitude scores in this table 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. So, higher scores are better than lower scores.

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

The lower the Overall Cognitive Aptitude score, we predict that the candidate will have difficulty learning new information and making decisions. For example, if they are well experienced in their occupation, they may be able to continue to perform well practiced tasks adequately, but have difficulty learning new things. As such, they will need additional training time and more support from supervisors. People who produce lower Overall Cognitive Aptitude scores generally prefer tasks that call for specific responses rather than ones requiring insightful solutions. They are also slower in processing information and are often easily overwhelmed by complex problems, especially ones they have not dealt with before.

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.

Personality Assessment

Strengths:

- He is easy to get along with most of the time. Ian tends to avoid arguments and unpleasantness in group settings. He tries to be pleasant in his interactions with coworkers and other people.

- Ian comes to his job with a very positive attitude about work expectations and company personnel policies. He believes that management will act in the best interests of the workers. Even when new policies provoke many complaints among the workers, Ian can be expected to keep a positive, optimistic, loyal perspective.

- He is conscientious and dependable in the way he works. Ian will typically follow through on his commitments and do what he says he will do. In addition, Ian is usually orderly and detail-minded in the way he performs job tasks and duties.

- Ian emphasizes customer service and satisfaction in his work and management philosophy. He typically addresses the concerns and preferences of customers in a prompt, responsive manner.

- Care and attention is given to his work to ensure that the final results will meet everyone's expectations. Ian takes pride in the quality of his work products.

- He has good control over his emotions and can handle most forms of job strain. When subjected to normal pressures on the job, Ian keeps his composure and does not let stress undermine his performance.

- Ian is outgoing, personable, and friendly in job-based interactions. He will readily share information with other employees and go out of his way to get to know other people on the job.

- Ian scores above-average in terms of being honest and rule-following. He will internalize and promote company norms, values, and policies on his job.

- He is very receptive to new ways of doing things on his job. Ian is quite willing to engage in continuous improvement activities. He will be highly motivated by opportunities for professional development.

- Ian often expects favorable outcomes in the future, both for himself and other people. Being fairly optimistic, he tries to look for the best in others and on the bright side of most situations. Ian seldom feels discouraged when confronted with obstacles or setbacks on his job.

- Ian is systematic in the way he works. He strives to be efficient in his work. Ian appears to have good organizational skills.

- Ian is moderately teamwork-oriented. He usually works cooperatively with other employees, but also works well in situations calling for individual contribution and self-reliance.

- Ian has an above-average work drive. He is usually willing to work overtime and otherwise extend himself to meet the demands of his job and employer.

Developmental Concerns:

- Ian   may be too involved in the social side of work. He may spend time chatting and interacting with others when he should be concentrating on his own work obligations.

- He could be more inclined to work cooperatively with other employees. Ian   could do more to contribute to work group cohesion and
interdependence.

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?

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 for us 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.

ORDERLINESS

- Tell me about a time when you organized the elements or parts of a project into a larger whole and came up with an integrated system.

- Describe how you use details to make plans and develop long-term strategies.

- Tell me about a time when you were so focused on details that you got bogged down and spent too much time on a task or assignment.

- Describe your approach to doing long-range planning and strategic development on your job.