



**Installer / Setup Specialist
Assessment Report**

**Candidate:
Tracy Sampleuser**

**Date:
04/06/2020**

Installer / Setup Specialist Assessment Report

Candidate: Tracy Sampleuser

Date: April 06, 2020

Date: 04/06/2020

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				◆	
Conscientiousness					◆
Customer Service / Responsiveness					◆
Emotional Stability / Resilience					◆
Extroversion					◆
Openness				◆	
Optimism			◆		
Teamwork			◆		
Work Drive				◆	

Installer / Setup Specialist Assessment Report

Candidate: Tracy Sampleuser

Date: April 06, 2020

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.

Installer / Setup Specialist Assessment Report

Candidate: Tracy Sampleuser

Date: April 06, 2020

Personality Assessment

Strengths:

- He is the type of person who tends to have smooth, amiable working relationships. Tracy is courteous and agreeable in most job situations.
- He is highly dependable and conscientious on the job. Tracy will reliably fulfill job expectations and commitments. He also works carefully and accurately, paying attention to details and quality standards.
- Tracy puts a great deal of effort into trying to fulfill customers' needs and concerns. Their satisfaction is a consistently high priority for him. Customer satisfaction will be a high priority in his work group.
- He has very good control over his emotions and is able to handle considerable stress on the job. Tracy keeps his composure while under the pressure and strain of difficult situations or extended periods of work overload.
- Tracy is extroverted, gregarious, and outgoing in his interactions with other people. He will be an effective communicator and social facilitator in his work group.
- He is open to new learning on the job. Tracy should be fairly comfortable with organizational change and innovation initiatives in the workplace, as well opportunities to advance his skills and abilities.
- Although fairly optimistic in his outlook most of the time, Tracy is not naïve or unrealistic. He tempers his positive expectations with an awareness of the potential for problems and difficulties.
- Tracy is moderately teamwork-oriented. He usually works cooperatively with other employees, but also works well in situations calling for individual contribution and self-reliance.
- Tracy has an above-average work drive. He usually works hard and does what it takes, including putting in overtime or working long hours, to meet the demands of his job.

Installer / Setup Specialist Assessment Report

Candidate: Tracy Sampleuser

Date: April 06, 2020

Developmental Concerns:

- Tracy may at times let social factors undermine his objectivity in making evaluations. His high need for social interaction sometimes impairs his work efficiency.
- 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, Tracy might benefit from training on team principles.

Installer / Setup Specialist Assessment Report

Candidate: Tracy Sampleuser

Date: April 06, 2020

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?

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.

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.