



Laboratory Analyst Assessment Report

Candidate:
John SamplePerson

Date:
01/05/2026

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www.resourceassociates.com

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 Date: January 05, 2026

Username: RESOWZMMC0001
 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			◆		
DETAIL MINDEDNESS				◆	
EMOTIONAL STABILITY					◆
INTEGRITY					◆
INTROVERSION	◆				
OPENNESS				◆	
OPTIMISM					◆
ORDERLINESS					◆
TEAMWORK			◆		
TOUGH MINDEDNESS			◆		
WORK DRIVE				◆	

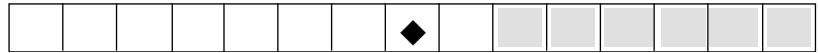
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APTITUDE ASSESSMENT

OVERALL COGNITIVE APTITUDE



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 **50-59%ile** range. His individual aptitude levels are:

Abstract Reasoning	30-39%ile
Numeric Reasoning	70-79%ile
Verbal Reasoning	40-49%ile

John falls in the average range with regard to general cognitive ability. He can solve most routine problems and should perform most mental tasks adequately. He will be a satisfactory, but not remarkable, cognitive performer in this job.

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 **4 correct out of 14** possible questions or 29% correct.

NUMERIC REASONING—Demonstrates ability to logically analyze numerical information, reason with numbers and make inferences about quantitative relationships:

Candidate scored **11 correct out of 13** possible questions or 85% 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 **6 correct out of 17** possible questions or 35% correct.

More About 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 Cognitive Aptitude** is an average score (an average for the standardized scores) for the separate aptitude tests given to this candidate.

The lower the Overall Cognitive Aptitude 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 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.

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is consistently agreeable, easygoing, and amiable. John will go the extra mile to maintain a pleasant, harmonious working environment.
- He is mildly assertive when the situation permits or calls for it. However, he is by no means aggressive or overbearing and tries to bring his influence to bear in a respectful, reasonable manner.
- Very conscientious and reliable in his work habits, he will perform his job in a reliable manner that others can depend on.
- He is careful and detail-minded in how his work is performed, and will put in the extra time for error-proofing to make sure the results are accurate and conform to specifications.
- He is stable, and well-adjusted. John can work well under hectic conditions and job stress without losing his composure.
- John is likely to be very honest and rule-following in all aspects of his work behavior. He is likely to internalize and abide by company norms, values, and policies on his job. When making decisions on his own, he will do so in a responsible, ethical manner. John will be a good role model of integrity for the people who report to him.
- John registers as being extroverted, cheerful, and expressive in his job-based interactions. He should demonstrate good communication skills and awareness of interpersonal dynamics.
- He is open to new learning on the job. John will be inclined to adopt and promote planned change programs and innovation initiatives in the workplace. He will listen to employee suggestions for continuous improvement. John will be energized by most opportunities for work-related training and development.
- He has a highly optimistic disposition. John will look for good things from his job, subordinates, and employer. He will not become demoralized by setbacks and will stay upbeat in the face of problems. John will communicate positive expectations to his subordinates.
- High in the trait of Orderliness, he is methodical and systematic in the way he organizes and carries out tasks and assignments. A careful worker, John is concerned with doing things correctly in an orderly manner.
- He relies on a balance of independent and interdependent work in his management role. He will emphasize individual as well as group goals, feedback, and accomplishments.
- This applicant's tough mindedness score is average so he will tend to look at both the objective factors and subjective considerations when making decisions. He places importance on not only personal feelings, but also empirical data and logical relations in determining a course of action.

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- With an above-average work drive, John works energetically and persistently to fulfill job responsibilities. He is usually willing to extend himself, when necessary, to meet heavy or irregular job demands, including working long hours or a difficult schedule. As a manager, John will set a fairly good example for employees of working hard.

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Developmental Concerns:

- When sensitive issues arise that require him to hash out a reasonable solution, John may tend to put off that type of discussion because he prefers to minimize conflict and preserve harmony. When he is in discussions with other coworkers, he will frequently side with the majority so that he does not have to defend a different perspective.
- In some situations, he may need to be more assertive and influential. He could be more inclined to seize the initiative and address problem situations.
- John's commitment to customer service could be further developed. He could do more, at times, to sense customers' preferences, address their concerns promptly, and ensure their satisfaction.
- John will occasionally socialize too much on the job. He may sometimes neglect his work because he is busy talking.
- He can sometimes be unduly positive in his expectations concerning people and problematic situations, leading him to possibly misuse valuable company resources by trying to solve problems that others see as a waste of effort. Employees on his team may, at times, get demoralized by being expected to accomplish impractical goals. John may need to temper his expectations a bit and make them more realistic.
- He could more actively promote teamwork and cooperation among the employees reporting to him. He may need to do more to instill a sense of group unity and cohesion.
- Due to below average levels of tough-mindedness, his judgment may be clouded by his own feelings on occasion. He may, at times, have difficulty viewing problems, situations, and other people in a realistic, objective manner. He may give too much weight to the perceived feelings of other people in choosing among decision alternatives.

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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?]

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.

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- 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.

INTROVERSION

- This test describes you as outgoing. Do you agree with that?
- Have you ever had a job where you did not have much opportunity to interact with others? How did that make you feel?

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?

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.