



Loan Officer Assessment Report

Candidate:
John SamplePerson

Date:
02/25/2026

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

Loan Officer Assessment Report

Company: Resource Associates Samples
 Date: February 25, 2026

Username: RESOGMDA0001
 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/CONFIDENCE				◆	
CONSCIENTIOUSNESS/DEPENDABILITY			◆		
CUSTOMER SERVICE ORIENTATION				◆	
DETAIL MINDEDNESS				◆	
EMOTIONAL STABILITY				◆	
IMAGE MANAGEMENT/SELF-PRESENTATION					◆
INTEGRITY/ETHICAL BEHAVIOR				◆	
INTERPERSONAL SENSITIVITY				◆	
OPTIMISM & ENTHUSIASM				◆	
RELATIONSHIP SALES				◆	
SELF-DIRECTED LEARNING			◆		
TEAMWORK	◆				
WORK DRIVE					◆

Loan Officer Assessment Report

Company: Resource Associates Samples
Date: February 25, 2026

Username: RESO MDMA0001
Candidate: John SamplePerson

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 **80-89%**ile range. His individual aptitude levels are:

Abstract Reasoning	Top 10%ile
Numeric Reasoning	60-69%ile
Verbal Reasoning	70-79%ile

John registers as having a high level of cognitive ability. He will likely be a strong cognitive performer in this job, able to solve problems effectively and assimilate new information quickly.

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 **12 correct out of 14** possible questions or 86% 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.

Loan Officer Assessment Report

Company: Resource Associates Samples
Date: February 25, 2026

Username: RESOGMDA0001
Candidate: John SamplePerson

PERSONALITY TRAIT INTERPRETATION

Strengths:

- For the most part, he is agreeable and easygoing at work. John will usually avoid disagreements, conflict, and arguments with other people.
- Scoring as fairly strong-willed and assertive, he can usually bring his influence to bear on other people to guide the sales situation toward closure, and he will confront sales objections in a straightforward manner.
- Usually a person who keeps his word and does what he says he will do, when he says he will do it, he also shows a fair amount of discretion in how he meets his commitments and when he does so.
- John has a solid customer service orientation. He will usually fulfill expectations from the customer's point of view and will know quite a bit about customer needs in order to match them with the company's products.
- John is alert to detailed requirements in his work. He can be counted on to put in the necessary time to remove errors and achieve a high quality product or service.
- He has an above-average level of emotional stability. He can handle most types of job stress and pressure without lowering his performance effectiveness. He will usually deal with work crises in a calm, level-headed manner.
- He is usually able to put himself in the shoes of the people he relates to and to see things from their perspective. John's empathetic style enables him to gain rapport with most customers. He can gain their trust with his attentiveness to their problems and concerns.
- He is very inclined to adjust the way he presents himself to fit the situation he is in. John tries to say and do things that he thinks others want to hear so that they will look at him favorably. John will consistently present a positive image of him self and the company he represents.
- An above-average level of integrity suggests this candidate is unlikely to lie, deceive, cheat, or engage in questionable or improper job behavior.
- His outlook is optimistic on most things. He will usually look for positive attributes in the people he works with and the situations he works in, even problematic ones.
- John likes to use the power of a personalized relationship with a customer to create sales results. He usually takes time to identify and develop potential selling opportunities with prospective customers through discussion, questioning, and indirect information-gathering techniques. He also tries to guide the customer to the sale incrementally by persistence, subtle persuasion, and gradual closure.
- John prefers to work in situations where he can function in a self-directed manner. He likes to operate independently and will be comfortable making job decisions on his own.
- John has a high work drive and is very committed to meeting the demands of his job. He will work hard and put in long or irregular hours when needed. He goes above and beyond normal job performance expectations.

Loan Officer Assessment Report

Company: Resource Associates Samples
Date: February 25, 2026

Username: RESOGMDA0001
Candidate: John SamplePerson

Developmental Concerns:

- At times, John can be hard to get along with. He could make more of an effort to be consistently agreeable and pleasant in his job-based interactions.
- Sometimes he may use too much discretion in deciding how and when he will carry out job tasks, duties, and responsibilities. He could be more conscientious and reliable, at times, in his work habits.
- John can occasionally become too emotionally involved with other people. This may compromise his objectivity when making decisions which affect them. Also, he may try too hard to help other people, which can be seen as too invasive or inappropriate.
- Others may sometimes see John as putting on a false front or as trying to manipulate them. He may need to be coached on how to be more genuine and candid in the way he interacts with customers and co-workers.
- Not very group-minded, he may be too independent and uncomfortable working closely with other employees. He could be more of a team player.

Loan Officer Assessment Report

Company: Resource Associates Samples
Date: February 25, 2026

Username: RESOGMDA0001
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?

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.

EMPATHY

- Tell me about a time when you were dealing with a difficult person. What made them hard to take? What was going on that made this person act or feel that way? (Listen for a broad understanding of that person's personality and an understanding of the context that might have contributed to the situation.)
- Tell me about a time when you counseled an employee (or peer) who was going through a difficult time. What was the problem? What did you do? What was the result?
- Describe a time when someone at work responded emotionally to something you said or did. How did you respond? What was the result? (Listen for awareness of body language, voice tone, etc. as well as an ability to see the person in distress, not necessarily someone who is just offensive.)

IMAGE MANAGEMENT

- In what ways (if any) do you adjust the way you present yourself to the particular customer you are calling on?

Loan Officer Assessment Report

Company: Resource Associates Samples
Date: February 25, 2026

Username: RESOGMDA0001
Candidate: John SamplePerson

- 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.

SELF DIRECTED LEARNING

- Describe a time when you needed to learn something new for your job, but the company did not offer a relevant training program or support for taking courses or workshops. What was it? What steps did you take? What was the outcome? How often has this happened in the last five years?
- How do you go about researching something for which you need information to solve a work-related problem? Do you ask help from other people? What resources (e.g., the Internet, coworkers) do you use? How do you use them? How often does this tend to come up on your job?
- Tell me about a time when you took the initiative to learn new job-related knowledge, skills, or abilities (KSA's). What KSA's were they? What did you do? What was the outcome? How did you continue to improve your mastery of these KSA's?
- Describe your future plans for continued education and professional development in the next 10 years. What are they? How will these help you in your career? What would/did you do if your employer does not help pay for these or give you time off to pursue them?

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