



**Market Analyst Assessment
Report**

**Candidate:
David Sampleuser**

**Date:
05/07/2019**

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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				◆	
Competitiveness	◆				
Conscientiousness				◆	
Dependability				◆	
Detail Mindedness					◆
Emotional Stability / Resilience			◆		
Integrity				◆	
Intrinsic Motivation			◆		
Introversion			◆		
Openness				◆	
Optimism			◆		
Self-Directed Learning					◆
Work Drive					◆
Overall Cognitive Aptitude					

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Cognitive Aptitude Assessment

Compared to general adult norms using standardized tests which were validated for a wide range of positions, we estimate David's overall level of general intellectual aptitude to be in the **70-79 percentile** range. His individual aptitude levels are:

Abstract Reasoning 70-79%ile

Numeric Reasoning 80-89%ile

Verbal Reasoning 50-59%ile

David has an above-average level of general cognitive aptitude. He should be able to handle the problem-solving demands of this job in a capable manner.

Explanation of Cognitive Aptitude Scores:

The aptitude scores in this section reflect percentile rankings -- not percent correct on the test. With percentiles, the average is the 50%ile. Half of the people score below this score and half score above it. As another example, if a person scores 80-89%ile on a specific test in this report, it means that they scored as well as or better than 80-89% of the norm group, but not as high as 11-20% of the norm group.

The **Overall Cognitive Aptitude** is an average of the separate aptitude sections 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.

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Personality Assessment

Strengths:

- He is concerned with pleasing other people and getting along with the people he works with. David is usually unselfish and willing to give in to other people to preserve harmony and goodwill.
- He can be counted on to perform his work in a reliable and conscientious manner. David typically honors his commitments and fulfills his obligations. He also works carefully and accurately on most job tasks.
- David is generally conscientious and dependable. He has fairly good follow-through and tries to perform his work in a reliable manner.
- David is exacting and extremely alert to the small details that go into creating good products and services. He is painstaking in reviewing his work for errors and deficiencies.
- He can handle most ordinary types of job stressors and hassles. David is moderately well-adjusted and able to manage his emotions fairly well in demanding situations.
- David is above-average in terms of honesty and integrity on the job. He can be trusted to perform his job in a rule-following manner, consistent with company rules, ethical codes, and values.
- David derives some satisfaction from the enjoyment a task, as well as taking pride in a job well done and being challenged in his work. Yet, he also places some value on extrinsic rewards such as promotions to a high status position, bonuses, and tangible or cash prizes.
- David will communicate with others as needed while also concentrating on his own tasks and duties. He is generally cordial and pleasant, but not socially distractible.
- He is ready to try new ways of doing things and to engage in innovation initiatives. David will generally be energized by opportunities for on-the-job learning and professional development.
- He is equally open to positive and negative possibilities in sales situations. David will balance optimism with skepticism in his approach to prospective customers and selling opportunities.
- He is very committed to self-directed learning and professional development. David takes responsibility for continuously improving his work-related knowledge, skills, and abilities.
- David is willing to extend himself to meet pressing demands at work. He has a high level of work drive. Working overtime or putting up with a demanding schedule will not be a problem for him.

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Developmental Concerns:

- David is not a competitive person. Performance incentives that are based on relative results or comparisons with others in this job are not highly motivating, so he needs different forms of motivation.
- David may have trouble coping with extensive or intensive job stress. He may not bear up as well under heavy pressure as many others who hold this job.
- David can sometimes be too modest in his expectations in sales situations. He may not look for or try to make good on positive selling possibilities.

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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?

COMPETITIVENESS

- Describe a situation where you had to compete with other employees to reach a goal. What was the situation and how much did you enjoy it? How did it turn out?
- What types of competitive experiences have you had at work? To what degree were you successful in competing against your peers... or competing to reach a company goal? Tell me about one of those situations.
- To what degree do you prefer a job that involves competition, e.g. competing between employees to see who can produce the highest volume or achieve the lowest defects, etc.

EMOTIONAL STABILITY/RESILIENCE

- 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?]
- 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.

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