



**Medical Coder / Billing Clerk
Assessment Report**

**Candidate:
John SamplePerson**

**Date:
01/05/2026**

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Company: Resource Associates Samples
 Date: January 05, 2026

Username: RESOMPTSC0001
 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			◆		
COMFORT WITH PROCEDURE				◆	
CONSCIENTIOUSNESS				◆	
DETAIL MINDEDNESS				◆	
EMOTIONAL STABILITY / RESILIENCE				◆	
INTEGRITY					◆
INTRINSIC MOTIVATION		◆			
OPTIMISM/ENTHUSIASM			◆		
ORDERLINESS				◆	
PREFERENCE FOR A QUIET JOB	◆				
TEAMWORK			◆		
TOLERANCE FOR REPETITIVE WORK		◆			
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 **40-49%ile** range. His individual aptitude levels are:

Abstract Reasoning	40-49%ile
Numeric Reasoning	30-39%ile
Verbal Reasoning	50-59%ile

John has a slightly below-average level of general cognitive aptitude. While likely able to handle most rote tasks and assignments, he may not be a fast learner or be able to solve complex problems readily. Heavy information loads may sometimes overwhelm him in this job.

Score Breakdown by Question Type (44 total questions)

<p>ABSTRACT REASONING—Demonstrates ability to make sense of conceptual information, reason abstractly and determine patterns and relationships among symbolic stimuli: Candidate scored 5 correct out of 14 possible questions or 36% correct.</p>
<p>NUMERIC REASONING—Demonstrates ability to logically analyze numerical information, reason with numbers and make inferences about quantitative relationships: Candidate scored 6 correct out of 13 possible questions or 46% correct.</p>
<p>VERBAL REASONING—Demonstrates ability to to comprehend English vocabulary, reason with verbally-based information, and draw conclusions based on complex verbal stimuli: Candidate scored 7 correct out of 17 possible questions or 41% correct.</p>

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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APTITUDE SCORES: Reported as Percent Correct

TEST	PERCENT CORRECT SCORE	This score is considered to be:
Arithmetic	100% Correct	High Score
Excel Proficiency	40% Correct	Low Score

Score Interpretation Guidelines

Scoring is based on a "percent correct" calculation: the total number of correct answers divided by total number of questions on the test. The candidate has ample time to complete each question, so it is possible to achieve 100%.

Lower % scores suggest the candidate will make a higher number of errors on the job. Their basic skills in this topic area are probably lacking. If hired, you need to consider on-the-job training in this topic area.

Higher % scores suggest the candidate is less likely to make mistakes of this type on the job. Their skills are adequate to excellent. They can probably improve accuracy as they practice tasks on the job-especially if given feedback.

0% to 50% correct	51% to 70% correct	71% to 85% correct	86% to 100% correct
Low Score (D+ to Failing) "Unsatisfactory"	Below Average (C+ to C-) "Satisfactory"	Above Average (B+ to B-) "Good"	High Score (A to A-) "Excellent"

Most companies are simply trying to weed out candidates who would have the most trouble handling job tasks of this nature. If that is the case, think about what is the lowest "Percent Correct" score you will tolerate. If errors are not particularly costly to your operations, then you may be able to accept candidates who score in the Below Average or "Satisfactory" range. Conversely, if errors of this nature cause very serious problems in your company, then you should only hire people who score in the High category, or "Excellent" range. Companies looking to improve the overall quality of their workforce should target candidates scoring in the upper end of Below Average or higher ranges.

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He much prefers to get along with other people and to have comfortable working relations. John will defer to the preferences and demands of others and strive to maintain a pleasant atmosphere in his work group.
- He is very concerned with pleasing other people and getting along with the people he works with. John is unselfish and willing to give in to other people to preserve harmony and goodwill.
- John is assertive and influential when he needs to be. He is not easily intimidated by other people, but he also is not aggressive, pushy, or domineering.
- John is typically conscientious, dutiful, and rule-following. He has fairly good follow-through and usually performs his work in a reliable manner consistent with established procedures.
- Quite conscientious and dependable in the way he works, he will typically follow through on his commitments and do what he says he will do.
- People will view John's work as accurate, precise, and thorough. He will put in extra proofing time to make sure everything is completed properly and do not contain errors.
- With good control over his emotions, he can handle most forms of job strain. When subjected to normal pressures on the job, he keeps his composure and does not let stress undermine his performance.
- John registers as having a high level of integrity and honesty. He is not likely to behave in ways that others would consider to be improper, dishonest, or unethical, even if it requires going out of his way to do the right thing.
- He is generally optimistic about most future possibilities and contingencies. However, he is also somewhat wary about what can go wrong.
- His systematic and orderly approach to his work indicates that he should be comfortable managing job-related data and information.
- John can work independently in the service of collective goals. He is comfortable with functioning in both team and individual contributor roles.
- His work drive is in the above-average range. He is usually willing to work overtime and otherwise extend himself to meet the demands of his job and employer.

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Developmental Concerns:

- He may be known as someone who tries to be so nice all the time that he avoids any issue that might create ill will or stir up controversy. In discussions with others, he will be hesitant to view a dissenting opinion, even if he thinks the majority opinion is wrong.
- John may be known as someone who tries to be so nice all the time that he avoids any issue that might create ill will or stir up controversy. In work meetings, he will be hesitant to view a dissenting opinion. He will find it difficult to challenge other people.
- 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.
- Financial incentives and other extrinsic rewards are more appealing to John than are the intrinsic features of a job, such as how interesting or personally meaningful it is. He is fairly motivated by salary increases, bonuses, prizes, and promotions.
- Financial incentives and other extrinsic rewards are more appealing to John than are the intrinsic features of a job, such as how interesting or personally meaningful it is. He is fairly motivated by salary increases, bonuses, prizes, and promotions.
- His style predisposes him to be happy in a socially stimulating work environment where there are a lot of people to talk to. A quiet, placid work atmosphere will get on his nerves and lead to non-productive behaviors such as higher absenteeism. Other employees will probably find the fact that John has a great need to talk as very bothersome.
- John may occasionally need to do more to work with others in a mutually supportive, cooperative manner. Teamwork could be a higher priority for him, especially in work settings requiring a high level of interdependence.
- He may be somewhat annoyed or frustrated having to do the same kinds of job tasks on a daily basis. John cannot handle much routine work on a regular basis.

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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?]

INTRINSIC MOTIVATION

- Tell me about what factors define success for you in a job.
- Describe how your feelings of job satisfaction are affected by how much challenge and variety you have at work.
- Tell me what you would do if your job became repetitive and routine.
- Describe the kind of work that really motivates you.
- When you think about what you get out of a job, what comes to mind?

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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 .