



Nurse Practitioner Assessment Report

Candidate:
John SamplePerson

Date:
01/05/2026

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Username: RESOSHYLT0001
 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				◆	
ASSERTIVE LEADERSHIP			◆		
CUSTOMER SERVICE				◆	
DEPENDABILITY				◆	
DETAIL MINDEDNESS			◆		
EMOTIONAL STABILITY/RESILIENCE				◆	
EMPATHY					◆
EXTROVERSION				◆	
IMPRESSION MANAGEMENT		◆			
INTEGRITY			◆		
INTRINSIC MOTIVATION					◆
MANAGERIAL HUMAN RELATIONS				◆	
OPENNESS TO CHANGE				◆	
OPTIMISM / ENTHUSIASM			◆		
SELF-CONFIDENCE			◆		
TASK STRUCTURE	◆				
TEAMWORK ORIENTATION			◆		
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 **80-89%ile** range. His individual aptitude levels are:

Abstract Reasoning	70-79%ile
Numeric Reasoning	80-89%ile
Verbal Reasoning	Top 10%ile

John has a high level of general mental ability. In terms of difficult problem solving, learning complex new material, or conceptualizing ideas, he will be a strong performer, able to handle the cognitive demands of this position.

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 **9 correct out of 14** possible questions or 64% correct.

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

Candidate scored **12 correct out of 13** possible questions or 92% 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 **13 correct out of 17** possible questions or 76% 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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NARRATIVE RESPONSES PROVIDED BY THIS CANDIDATE

In reading through the candidate's responses, you should look for general themes that reflect the person's attitudes, values, and beliefs about work. Insights can help you generate probing interview questions. From another perspective, the way in which candidate responses are constructed demonstrate sophistication of communication skills.

Annoyances	Mr. Sampleperson's Responses
<i>I don't like to work with people who...</i>	...
<i>I get annoyed at work when...</i>	...
<i>At times my work has suffered because...</i>	...
<i>I would really dislike a supervisor who...</i>	...
<i>People should recognize I am stressed out when...</i>	...
<i>It's hard to do good work when...</i>	...
<i>I would turn down a job if...</i>	...
Ideal Job	Mr. Sampleperson's Responses
<i>The most fulfilling job I had...</i>	...
<i>What I want most from a job is...</i>	...
<i>My career goal for five years from now...</i>	...
<i>The set of responsibilities I enjoy most are...</i>	...
<i>I enjoy working with people who...</i>	...
Leadership Style	Mr. Sampleperson's Responses
<i>When I have to make a decision quickly...</i>	...
<i>My success as a manager derives from...</i>	...
<i>Mentoring employees who report to me...</i>	...
<i>Besides supervising other people, a manager should...</i>	...
<i>The best way to motivate people...</i>	...
<i>The average employee...</i>	...
<i>An employee who brings personal problems to work...</i>	...
<i>I deal with conflict in my team by...</i>	...
<i>To increase employee commitment I...</i>	...
<i>To be a valuable member of a senior management team, I try to...</i>	...
<i>As a leader, my greatest satisfaction at work...</i>	...
<i>The biggest challenge to a manager in dealing with today's workforce...</i>	...
<i>When I have to reprimand or discipline an employee...</i>	...
<i>The organizational culture I try to create is best described as...</i>	...
Strategies for Success	Mr. Sampleperson's Responses
<i>The best way to get ahead in an organization...</i>	...

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<i>The personal strengths I possess that will help me be successful in this job include...</i>	...
<i>Working long hours every week...</i>	...
<i>To better myself I...</i>	...
<i>My attitude about work-home balance is...</i>	...
<i>The key to success in my career...</i>	...
<i>To get ahead in a company...</i>	...
<i>When I am criticized...</i>	...

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He prefers to get along smoothly with other people and to have harmonious working relations. John is usually amiable and good-natured in his interactions with coworkers and other people.
- John is moderately assertive when the situation permits or calls for it. However, he is by no means aggressive or overbearing, and tries to influence the behavior and guide the work of subordinates in a respectful, reasonable manner.
- John brings a service orientation with him to the job, so dealing directly with your clients to meet their needs will be enjoyable for him. He typically addresses client concerns and preferences of in a prompt, responsive manner.
- John is generally conscientious and dependable. He has fairly good follow-through and tries to perform his work in a reliable manner.
- Most types of work pressure and strain will not be a problem for John. He is moderately stable and well-adjusted.
- He is well able to put himself in the shoes of the people he relates to and to see things from their perspective. John's empathetic style will enable him to gain rapport with customers. He is likely to gain their trust with his attentiveness to their needs.
- John registers as being fairly outgoing, cordial, and friendly in his job-based interactions. He is usually a good communicator who relates pleasantly to customers.
- John's level of integrity is average. He will perform his job in a manner that is generally consistent with company rules, ethical codes, and values, yet John is flexible enough to make exceptions in unusual circumstances.
- Personal satisfaction and accomplishment of tasks are very important to John and he values a job that gives him personal satisfaction. He considers work an end in itself, so he will be motivated by task variety, challenge, and meaningfulness of the responsibility.
- This candidate is concerned with the feelings, attitudes, and sensitivities of the people who report to him. Their morale and emotional well-being are priorities for him. He is empathetic and comfortable relating to subordinates on a personal level. He tends to use praise and affirmation rather than criticism or reprimand to motivate them.
- When managing others, John lets subordinates perform their jobs in a self-directed manner. He is not a micromanager and gives the people who report to him substantial latitude in how they carry out their duties and assignments. John's style is best suited for employees who are knowledgeable about their jobs and do not require supervisory guidance.
- He is typically progressive and open-minded. John is usually ready to adopt and disseminate new ways of doing things and engage in innovation initiatives. He will be concerned with continuous improvement, job training, and employee development.

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- Guardedly optimistic in his approach to work, John not only will look for positive qualities in most situations and people, but also has a healthy amount of skepticism.
- John is balanced with respect to teamwork versus individual contributor roles. He can alternate between working closely with others and working independently.
- John's work drive is average. He usually works hard enough to meet the demands of his job.

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Developmental Concerns:

- John could be more persuasive and influential in his leadership style. He could be more willing to take charge of problem situations and impose his will on other people. John may not be a strong advocate for his work group or department in meetings with upper management.
- His work may not meet your expectations for accuracy and attention to detail, so John's supervisor needs to take extra time to review his work for errors and deficiencies. John needs training on ways to do error proofing.
- John may have difficulty keeping his emotions under control when subjected to high levels of job pressure and strain. He may become stressed out by factors that most incumbents in this job take in stride.
- John may not be objective or dispassionate enough when analyzing information or making decisions which affect others. His conclusions and interpretations can sometimes be biased by his own emotional identification with the other person. Also, John may sometimes offer advice and help which is not wanted.
- John scored at an average level on our measure of integrity. If he is hired, it is advisable to provide him with training that addresses ethical guidelines, examples of ambiguous situations, and the consequences for violation of company rules and policies.
- John may be inattentive to the day-to-day activities and accomplishments of his subordinates with the possibility that work group performance levels can suffer. He could manage much more closely and do much more in terms of setting goals, assessing results, and taking corrective action where needed, especially when dealing with new hires or employees who are not inclined to perform well without oversight.
- John may occasionally need to do more to contribute to group unity and cohesion in his work group. He could be more consistently teamwork-oriented.
- He may, at times, need to invest more time and effort into his work. Long-term job success and organizational advancement may require John to extend himself more to meet pressing or heavy job demands.

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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?

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.

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.)

INTEGRITY

- What would you do if you discovered that a coworker had been taking home office supplies without permission and without telling anyone?
- Under what conditions would it be acceptable to ignore or bend a company rule or policy?

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- Describe what you would do if your boss asked you to keep quiet about some data he or she was falsifying for the annual company report.
- Under what circumstances would it be OK to claim a sick day (even though you were not sick) to deal with a personal problem at home?

INTRINSIC MOTIVATION

- Tell me which 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.

STRUCTURED VERSUS PARTICIPATIVE MANAGERIAL STYLE

- Describe your approach as a manager of setting goals and objectives for the people who report to you.
- As a manager, tell me about your approach for monitoring the performance and accomplishments of the people who report to you.
- Describe whether you empower the people who report to you to function independently, and if so, how.

SELF CONFIDENCE

- Describe a situation at work where you were unsure of yourself. How often does this happen?
- What sort of things cause you to feel lack of confidence? What did you do about it? What has the outcome been?