



Nurse Assessment Report

Candidate:
John SamplePerson

Date:
10/08/2024

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www.resourceassociates.com

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Username: RESOPUZG0001
 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	◆				
CUSTOMER SERVICE				◆	
DEPENDABILITY		◆			
DRUG USE POTENTIAL	◆				
EMOTIONAL STABILITY / RESILIENCE				◆	
EMPATHY					◆
EXTROVERSION	◆				
FLEXIBILITY	◆				
INTEGRITY		◆			
INTRINSIC MOTIVATION					◆
LONG TENURE POTENTIAL			◆		
NURTURANCE				◆	
OPTIMISM/ENTHUSIASM			◆		
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 **60-69%**ile range. His individual aptitude levels are:

Abstract Reasoning	50-59%ile
Numeric Reasoning	60-69%ile
Verbal Reasoning	50-59%ile

John demonstrates a slightly above-average level of cognitive ability. He will be a fairly good problem solver and should be able to assimilate most new information readily. He is likely to be a reasonably capable cognitive performer 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 6 correct out of 14 possible questions or 43% correct.</p>
<p>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.</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 8 correct out of 17 possible questions or 47% 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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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He is agreeable and easygoing. John strives to maintain pleasant, harmonious working relationships, and avoids disagreement or discord.
- Low-key, humble, and unpretentious, he will readily defer to people who are more assertive than he is and accept work group leadership and organizational authority.
- John registers as having an above-average level of customer service orientation. He tries to meet clients' needs and preferences promptly and in a manner that leaves them happy with your organization.
- Stable and well-adjusted, he can work well under conditions of job stress and not succumb to work-related anxiety or tension.
- He makes an effort to understand and resonate to the feelings and problems of other people . John should be good at reading the moods and concerns of customers. He is an empathetic, considerate person who can get close to the people he works with and will offer a helping hand to those in need .
- An introvert, he is an efficient, to-the-point communicator who does not waste time in extraneous conversations or chit-chat on the job. He focuses his attention on immediate problems and works comfortably in situations where there is limited social input.
- As someone who prefers standard operating procedures and tradition, John will prefer a job where not much change is expected of him.
- He is much more motivated by intrinsic rewards on his job than by extrinsic, tangible factors. John appreciates recognition in the form of praise and recognition of his contributions. He is also attracted to variety and personal responsibility for work outcomes.
- John has average potential for long-tenure with his next employer. He is inclined to form a solid attachment to one company, making it somewhat unlikely that he would leave for another job elsewhere.
- Providing care, nurturance, or assistance is something that John enjoys doing. He takes a lot of pride and gratification from doing good things for others.
- He takes many situations and people at face value, without preconceptions or advance judgments. While he is usually optimistic about most prospects and future contingencies, he is not gullible or unrealistic in his expectations.
- His work drive registers as being about average. Generally, he works hard enough to meet most job demands while also achieving a satisfactory work-life balance.

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Developmental Concerns:

- He is unassertive. He may back off from situations which he should confront. He may give in or keep quiet about things which are in his best interests to challenge and address in a direct manner. Even if John has valuable knowledge or insights, he may avoid sharing them with other employees if he feels any challenge or debate is possible.
- He is slightly below-norm in terms of job dependability. John could try harder, at times, to fulfill his job responsibilities in a reliable manner. John could make a bit more effort to follow through on his commitments and do what he says he will do, especially for customers.
- John may have trouble keeping his own emotions separate from the emotions of the people he works with. He can over-identify with their problems and concerns, such that his objectivity and professionalism are undermined.
His decision-making may also be impaired in his efforts to try to please other people.
- He could be more expressive, warmhearted, and sociable in his interpersonal style. He may need to significantly strengthen his ability to communicate effectively with other people.
- He needs to guard against relying too heavily on what he already knows and is familiar with. Co-workers will probably get annoyed with him for being inflexible and rigid.
- Scoring below the norm on integrity, he may not always adhere to company rules and guidelines. He may occasionally engage in behaviors on the job that are considered improper or ethically questionable.
- Depending on job demands, he may sometimes need to be more willing to work longer hours and extend himself when required to meet goals and deadlines. He may need to put more time and effort into his work.

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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?

ASSERTIVENESS

- Describe a time when you took charge of a difficult situation in your organization and turned it around into a success.
- Describe a time when you spoke up on a matter of importance to you, even though you knew it would not be well-received or when others in the company opposed you.
- Tell me about a time you took the initiative to get a project started or to complete it in a timely manner.
- What would you do if you felt that your boss had been ignoring you or not paying attention to your ideas?
- Describe a time when you successfully confronted a problem situation that others had trouble dealing with in the past.
- Tell me about a time when you effectively negotiated with upper management to get them to accept your recommendation over the recommendations of others.

DEPENDABILITY

- Tell me about a time when you were unable to fulfill a promise to a customer. [Probes: What caused this? What were the outcomes? How did you feel about it?]
- What do you do when you are running late for an appointment with a potential customer?
- What do you do when the wrong product is shipped to one of your customers?

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?

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- 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.)

EXTROVERSION

- Describe a situation when your ability to communicate made a difference in the outcome of a project, assignment, or task at work.
- Tell me how much time you would ideally like to spend each day in meetings and discussion groups on the type of job for which you are applying.
- All of us have different styles of interacting and communicating with other people. Describe a situation where your style did not mesh well with that of another employee. [Probe: How did your styles differ? What problems did this lead to? What adjustments did you make?]
- Give me an example of a presentation you have made where the audience was not particularly interested in the topic. What did you do? What were the results?

FLEXIBILITY/ADAPTABILITY

- Tell me about a time you have had to adapt the way you tried to deal with a problem to solve it more effectively.
- Describe the kinds of adjustments you have had to make when an old way of problem-solving would not work. What changes did you make? How were these more effective than previous methods?
- Tell me about a situation where there has been a shortage of resources or equipment available to you and you have had to improvise and make do with what you have to solve a problem or complete a task.
- Describe the most recent new job-related method, procedure, or technique you learned and how you felt about learning it. [Probe for when and how often this occurred.]

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?
- 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.

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WORK DRIVE

- Under what conditions, if any, do you think a company has a right to ask its employees to work long hours? What is the upper limit for you on how many hours/week you are willing to work on an ongoing basis to meet the demands of your job.
- Describe some ways that you think your commitment to your family or personal life away from the job may have limited your advancement opportunities or earnings potential. How do you feel about this?
- What are the potential problems associated with a company expecting too much overtime from their employees or encouraging them to become workaholics?
- Describe how you keep work separate from your home and personal life and how you keep job demands from intruding on your free time.
- Under what situations would you be willing to work overtime and weekends for your job? How long would you be willing to do so?