



**Quality Control Tech / Inspector
Assessment Report**

**Candidate:
Rene Adkins**

**Date:
03/23/2017**

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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				◆	
Assertiveness					◆
Conscientiousness				◆	
Detail Mindedness				◆	
Emotional Stability / Resilience					◆
Extroversion					◆
Integrity				◆	
Openness					◆
Optimism/Enthusiasm					◆
Self-Confidence				◆	
Teamwork					◆
Tough Mindedness		◆			
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 Rene's overall level of general intellectual aptitude to be in the **70-79 percentile** range. Her individual aptitude levels are:

Abstract Reasoning	70-79%ile
Numeric Reasoning	70-79%ile
Verbal Reasoning	50-59%ile

Rene has an above-average level of general cognitive aptitude. She 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:

- She is agreeable and congenial in her interactions with other people. Rene will not be disruptive in group settings and will avoid conflict if possible.
- Rene is very assertive and forceful. She will speak her mind on matters of importance and not be intimidated by other people, even those in highly placed positions of authority. Rene will take charge of situations.
- She fulfills her job responsibilities reliably and conscientiously. Rene typically does what she says she will do in a manner others can depend on.
- People will view Rene's work as accurate, precise, and thorough. She will put in extra proofing time to make sure everything is completed properly and do not contain errors.
- She has very good control over her emotions and is able to handle considerable stress on the job. Rene keeps her composure while under the pressure and strain of difficult situations or extended periods of work overload.
- Rene is extroverted, gregarious, and outgoing in her interactions with other people. She will be an effective communicator and social facilitator in her work group.
- Rene appears to be a principled and ethical person in how she performs job tasks and duties. She adheres to company rules and policies.
- She is quite open to new ways of doing things on the job and is favorably inclined toward change and innovation. Rene continually tries to improve her knowledge, skills, and abilities.
- She has a positive, upbeat disposition. Rene will look for the best in the people she works with and the situations she works in, even problematic ones.
- Rene is fairly self-assured and secure with her capabilities. She is not prone to doubt herself or fret about things. Rene will approach tasks with confidence that she can handle problems and perform competently.
- Rene is very supportive of organizational goals for teamwork and cooperation. She will contribute to and reinforce cohesiveness and interdependence in her work group.
- Rene is fairly tender-minded and sensitive to the emotions of the people she works with. She will usually be considerate of their feelings. Rene will also rely substantially on her own personal feelings to guide her conclusions, decisions, and actions.
- Rene has a high work drive. She willingly invests a lot of time and energy into meeting the demands of her job, even when long hours are required.

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Developmental Concerns:

- Rene can sometimes be too pushy or controlling. She may need to moderate her style when making requests of other people or disagreeing with them. Some employees may take offense at her tendency to dominate the group and assume leadership functions that have not been assigned.
- Rene may occasionally socialize too much on the job. She may sometimes neglect her work because she is busy talking.
- She can sometimes be too trusting and unassuming, with the result that others may take advantage of her good nature. Rene may occasionally have difficulty making realistic evaluations or seeing others in an appropriately critical light. She may persevere on unsolvable problems long after others have ceased to work on them.
- Rene may, at times, have difficulty viewing problems, situations, and other people in a realistic, objective manner. Her judgment may be clouded by her own feelings on occasion. Rene may give too much weight to the perceived feelings of other people in choosing among decision alternatives.

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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?

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.

EXTROVERSION

- Some employees waste valuable time on their jobs chit-chatting, gossiping, and socializing. Please indicate whether this is ever a problem for you and what steps you take to avoid it becoming a problem.
- 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 that you have made where the audience was not particularly interested in the topic. What did you do? What were the results?

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- Sometimes it is hard for us to be objective about someone we know or like. Tell me if this has ever been a problem for you and, if so, how you dealt with it.

OPTIMISM

- Describe a situation where you were more optimistic than your coworkers or boss about the feasibility of a project or deadline. Was it justified? How did others respond to your initial high level of confidence?
- Tell me about a time when you had unduly high expectations about a project or problem at work and did not adequately estimate the difficulty level or prepare for possible difficulties that arose.

TOUGH-TENDER-MINDED

- Describe a time when you made an important decision based primarily on an objective analysis of facts and data. (Compare the candidate's answer on this question with answers to the next question in terms of level of detail and enthusiasm.)
- Describe a time when you made an important decision based on your personal feelings, values, and intuition.
- Describe a situation where you dealt with an employee (or peer) who was consistently negative in meetings or when interacting with other employees. What did you do? What were the results?
- Describe a time when someone at work responded emotionally to something you said or did. How did you respond? What was the result?

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