



Recruiter - Core+ Assessment Report

Candidate:
John SamplePerson

Date:
04/28/2026

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Username: RESOVBWR0001
 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			◆		
CLOSING ABILITY			◆		
COMPANY LOYALTY					◆
COMPETITIVENESS			◆		
CONSCIENTIOUSNESS		◆			
CUSTOMER SERVICE / RESPONSIVENESS				◆	
EMOTIONAL STABILITY / RESILIENCE		◆			
EXTROVERSION				◆	
IMPRESSION MANAGEMENT		◆			
INTEGRITY		◆			
INTRINSIC MOTIVATION				◆	
OPENNESS				◆	
OPTIMISM/ENTHUSIASM			◆		
SELLING CONFIDENCE			◆		
TEAMWORK			◆		
WORK DRIVE					◆

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GENERAL COGNITIVE APTITUDE ASSESSMENT

OVERALL GENERAL COGNITIVE SCORE



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 **50-59%ile** range. His individual aptitude levels are:

Abstract Reasoning	60-69%ile
Numeric Reasoning	40-49%ile
Verbal Reasoning	50-59%ile

John scored in the average range on cognitive aptitude. He will not be a top cognitive performer but should be able to handle most common tasks without difficulty. He will probably be able to handle the mental demands of the position of this job in an adequate manner.

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 7 correct out of 14 possible questions or 50% correct.</p>
<p>NUMERIC REASONING—Demonstrates ability to logically analyze numerical information, reason with numbers and make inferences about quantitative relationships: Candidate scored 8 correct out of 13 possible questions or 62% 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>

General Cognitive 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 General Cognitive Aptitude Score** is an average of the standardized scores for the three separate aptitude tests given to this candidate.

The lower the 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 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.

Career Growth	Mr. Sampleperson's Responses
<i>My career goal for five years from now...</i>	Answer not included in public website samples.
<i>To better myself I...</i>	Answer not included in public website samples.
<i>Working with coworkers who do not know as much as I do...</i>	Answer not included in public website samples.
<i>If I feel underutilized in my job...</i>	Answer not included in public website samples.
<i>To get ahead in most companies you have to...</i>	Answer not included in public website samples.
<i>I sometimes felt my career advancement was limited by...</i>	Answer not included in public website samples.
<i>My ideal job would be...</i>	Answer not included in public website samples.
Conscientiousness	Mr. Sampleperson's Responses
<i>Responsibility at work...</i>	Answer not included in public website samples.
<i>Most of the official rules at work...</i>	Answer not included in public website samples.
<i>I get annoyed at work when...</i>	Answer not included in public website samples.
<i>Sometimes employers can place too much emphasis on...</i>	Answer not included in public website samples.
<i>When I make a mistake and someone criticizes me for it, I...</i>	Answer not included in public website samples.
Customer Service	Mr. Sampleperson's Responses
<i>My approach to customer service is...</i>	Answer not included in public website samples.
<i>Dealing with difficult customers...</i>	Answer not included in public website samples.
<i>What customers really want from me is...</i>	Answer not included in public website samples.
<i>When I am training a new staff on customer service, I emphasize...</i>	Answer not included in public website samples.
<i>I am least effective with certain customers who...</i>	Answer not included in public website samples.
<i>Compared to other types of job tasks I enjoy, customer service is...</i>	Answer not included in public website samples.
Demotivators	Mr. Sampleperson's Responses
<i>What annoys most workers...</i>	Answer not included in public website samples.
<i>I would quit my job if...</i>	Answer not included in public website samples.
<i>At work I feel tense when...</i>	Answer not included in public website samples.
<i>I don't like to work with people who...</i>	Answer not included in public website samples.
<i>My work performance suffers when...</i>	Answer not included in public website samples.
<i>I would really dislike a supervisor who...</i>	Answer not included in public website samples.

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Job Satisfaction	Mr. Sampleperson's Responses
<i>The kind of assignment I like best is...</i>	Answer not included in public website samples.
<i>I enjoy working with people who...</i>	Answer not included in public website samples.
<i>I would turn down a job if...</i>	Answer not included in public website samples.
<i>The best way to get ahead in an organization...</i>	Answer not included in public website samples.
<i>The most fulfilling job I had...</i>	Answer not included in public website samples.
<i>My greatest satisfaction in a job...</i>	Answer not included in public website samples.
<i>A boss deserves loyalty if...</i>	Answer not included in public website samples.
<i>What I want most from a job is...</i>	Answer not included in public website samples.
<i>The best type of supervisor for me would be someone who...</i>	Answer not included in public website samples.
<i>Working closely with other people...</i>	Answer not included in public website samples.

Teamwork	Mr. Sampleperson's Responses
<i>To me, being a good team player means...</i>	Answer not included in public website samples.
<i>I enjoy teamwork when...</i>	Answer not included in public website samples.
<i>The optimal split between team and independent work is...</i>	Answer not included in public website samples.
<i>Most team meetings are...</i>	Answer not included in public website samples.
<i>My experiences with being on a team...</i>	Answer not included in public website samples.
<i>In most companies, teams are...</i>	Answer not included in public website samples.

Work Drive	Mr. Sampleperson's Responses
<i>Taking on additional responsibilities in my job if ...</i>	Answer not included in public website samples.
<i>Working long hours every week...</i>	Answer not included in public website samples.
<i>It's hard to do good work when...</i>	Answer not included in public website samples.
<i>When my suggestions at work are turned down I...</i>	Answer not included in public website samples.
<i>Having to work on the weekend...</i>	Answer not included in public website samples.
<i>Overnight travel...</i>	Answer not included in public website samples.

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He tends to have smooth working relationships with most people on the job. John is usually viewed as being courteous and agreeable, unless he has to work with someone who is very difficult and demanding.
- While being mildly assertive in most sales situations, he is by no means aggressive or overbearing with even difficult clients. He will bring his influence to bear in sales situations in a low-key manner.
- John believes that the company has his best interests at heart, so when concerns arise, he is prepared to believe things will turn out well for the workforce. Being loyal and committed to the company and its management is easy for him. Even where the organizational climate is adversarial, John is likely to maintain a positive attitude about the company.
- Although John often strives to do better than the next person, he is not overly aggressive or cutthroat. He usually strives to fulfill aspects of his job that don't have observable performance standards that can be compared to others.
- Quite opportunistic and able to take advantage of situations that come up, he should function comfortably in settings requiring flexibility and self-direction.
- He places substantial emphasis on customer satisfaction and retention in his work. He tries to anticipate and fulfill customer needs and demands courteously and without delay.
- He registers as being outgoing, cordial, and friendly in his job-based interactions. He is usually a good communicator who relates pleasantly to other people.
- John presents himself in a fairly accurate and consistent manner. He does not try to put on a false front or manipulate the image he presents to other people.
- He registers as being somewhat motivated by intrinsic factors on his job. John values doing work that is challenging, interesting, and varied. He is energized by the nature of the work itself and his relationships with coworkers, and does not place much emphasis on financial incentives.
- Open to new learning, John should be fairly comfortable with organizational change and innovation initiatives in the workplace, as well opportunities to advance his skills and abilities.
- He is generally optimistic about most future possibilities and contingencies. However, he is also somewhat wary about what can go wrong.
- John can work independently in the service of collective goals. He is comfortable with functioning in both team and individual contributor roles.
- This candidate has a strong work drive and commitment to productivity. John works energetically and persistently to fulfill job responsibilities and demands. He will readily put in overtime or work an irregular schedule when needed.

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Developmental Concerns:

- At times, John can be hard to get along with. He could make more of an effort to be consistently agreeable and pleasant in his job-based interactions.
- Sometimes he could be more assertive in a sales role. He may need help in learning how to exert more influence in selling settings and be more persuasive in presenting his product and service to customers.
- Below the norm in conscientiousness, he could be somewhat more dependable on his job. He could do better in terms of following through on his things and doing what he says he will do.
- From the standpoint of emotional stability and endurance, John registers as below-average and may not be able to handle the stress associated with this job. He may not be as able as most employees to weather work pressure and strain.
- At times, John may need to be more circumspect in his speech and behavior. He may be a bit too candid or blunt in what he says to others.
- A below average score on honesty and integrity calls into question whether he will consistently behave in a wholly ethical and truthful manner on the job. He may fail to adhere consistently to company rules and policies.
- John could more actively cooperate and collaborate with other employees. There may be times when he places too much emphasis on individual contribution rather than group accomplishment.

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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?

CONSCIENTIOUSNESS

- Describe a time when you have taken a shortcut or bypassed some steps at work to get something done quicker, better, or more efficiently.
- Flexibility is important in many jobs. Describe a situation where it would be advantageous to bend or ignore a company rule or policy to improve job effectiveness.
- Describe how you deal with situations where the best course of action is not covered by company policies and procedures.
- Describe a situation where you feel that organizational bureaucracy or red tape made your job difficult or significantly slowed you down.

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.

IMPRESSION MANAGEMENT

- In what ways (if any) do you adjust the way you present yourself to the particular customer you are calling on?
- Describe your techniques for building rapport with coworkers and customers.

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- Talk about the ways you tailor yourself and your presentations to fit the needs , resources, and interest levels of the people you are interacting with.

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?

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 .