



**Remote/Work from Home  
Associate - Core Assessment  
Report**

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**Candidate:  
John SamplePerson**

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**Date:  
02/27/2026**

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Company: Resource Associates Samples  
 Date: February 27, 2026

Username: RESODSCUS  
 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
AUTONOMY			◆		
CONSCIENTIOUSNESS			◆		
CUSTOMER RESPONSIVENESS			◆		
EMOTIONAL STABILITY / RESILIENCE					◆
EXTROVERSION				◆	
FLEXIBILITY			◆		
INITIATIVE					◆
INTEGRITY			◆		
OPENNESS				◆	
OPTIMISM/ENTHUSIASM				◆	
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 **70-79%**ile range. His individual aptitude levels are:

Abstract Reasoning	50-59%ile
Numeric Reasoning	70-79%ile
Verbal Reasoning	80-89%ile

John's scores signify an above-average level of overall cognitive aptitude. He should be able to adequately manage most of the information-processing and problem-solving tasks that this job demands.

### 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 **6 correct out of 14** possible questions or 43% correct.

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

Candidate scored **11 correct out of 13** possible questions or 85% 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 **11 correct out of 17** possible questions or 65% correct.

### 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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## PERSONALITY TRAIT INTERPRETATION

### **Strengths:**

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- He is highly independent. John enjoys the freedom to make his own decisions, set his own work pace and his own schedule. He does not want to be closely managed and highly prefers working with supervisors who delegate authority.
- He is moderately orderly and conscientious in the way he does his work. John also uses a fair amount of his own judgment in determining when and how he will carry out his job responsibilities and commitments.
- Well-adjusted and resilient, he can consistently weather job stress and strain without lowering his effectiveness.
- He is usually outgoing, talkative, and congenial in his interactions with other people. He will likely be an effective communicator on the job.
- John is comfortable with the status quo. But when the company's situation changes and people need to adapt, he will generally respond well if the need is explained.
- John does not need a complete plan or a mandate to move ahead on a project. He is the type of person who likes to get started on something and see some results rather than engage in a long planning or design process.
- Characteristically open to new ways of doing things, he is receptive to most forms of organizational change and innovation. John is motivated by opportunities to learn new job-related knowledge, skills, and abilities.
- Most of the time he is upbeat and optimistic. He tends to look for the best in the people he works with and the situations he works in. When faced with problems on the job, he usually stays positive and perseveres to overcome them.
- This candidate has high work drive. He willingly invests a lot of time and energy into meeting the demands of his job, even when long hours are required.

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### **Developmental Concerns:**

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- He will likely not be happy in a job where he perceives he is being micromanaged. John's preference to work alone may be disruptive in a culture that values or requires interdependence and collaboration.
- John could be somewhat more reliable and careful in his work habits. He could, at times, do his job in a more conscientious, quality-minded manner.
- John's customer service orientation could be higher. He could place more consistent emphasis on trying to address customers' preferences and concerns promptly and responsively.
- John may find it difficult to engage in or benefit from opportunities for growth and professional development, as he is not very open to doing things a different way.
- His integrity score falls in the average range. Although this does not necessarily signify a problem, it might be good to further reinforce his ethical code with thorough training that clarifies company rules and regulations as well as consequences for inappropriate behavior.

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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?

### AUTONOMY

- How do you prefer to be managed? Do you enjoy working on your own and being responsible for your decision-making, or would you rather have regular support and guidance by your supervisor?
- Tell me about a project that required you to work independently, without interference from supervisors, or help from coworkers.
- Describe how you manage your time and work pace in unstructured work situations when you are expected to start and finish a project on your own.
- Do you prefer responsibility delegated to you, or do you prefer to follow procedures and be told what to do?
- Think about a time when you worked on a project but were not the project leader. How did you contribute to the project's final output? What did you like and not like about following someone else's lead?

### CUSTOMER SERVICE

- No matter how hard you try, some customers are rude, annoying, or impossible to please. Describe the most difficult customer you have had to deal with and what efforts you made to accommodate him or her.
- Describe a situation where you went above and beyond your job description to make a customer satisfied. [Probes: What did you do? What was the outcome? How often has this type of thing happened in the last year?]
- Tell me about a time when you had to reconcile competing demands from the customer with company demands or needs.
- Tell me about a time when a customer gave you a difficult problem to solve.

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- There are limits to how far an employee should go to try to satisfy customer demands and requests. Describe the criteria you use to decide when that limit has been reached.

### **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?