



School Bus Driver Assessment Report

Candidate:
John SamplePerson

Date:
02/26/2026

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www.resourceassociates.com

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 Date: February 26, 2026

Username: RESOWVBX0001
 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			◆		
ATTITUDES TOWARD CHILD MANAGEMENT					◆
CONSCIENTIOUSNESS & ORDERLINESS			◆		
CUSTOMER SERVICE / RESPONSIVENESS			◆		
EMOTIONAL STABILITY / RESILIENCE				◆	
EMPATHY					◆
EXTROVERSION			◆		
INTEGRITY			◆		
LONG TENURE POTENTIAL			◆		
OPTIMISM / ENTHUSIASM			◆		
WORK DRIVE		◆			

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PERSONALITY TRAIT INTERPRETATION

Strengths:

- He tends to have smooth working relationships with most people on the job. Mary is usually viewed as being courteous and agreeable, unless he has to work with someone who is very difficult and demanding.
- Mary is assertive and influential when he needs to be. He is not easily intimidated by other people, but he also is not aggressive, pushy, or domineering.
- Mary is very concerned with helping children grow into responsible adults. He is inclined to engage kids in developmental activities, make use of opportunities to teach them, and set appropriate boundaries with them. Being a good role model is a high priority for his.
- Mary seems to care about the well-being of children. He is typically patient with them, has realistic expectations of their behaviors, and tries to be a mentor to them.
- Mary is generally conscientious and systematic, following through on his commitments and doing what he says he will do. On the other hand, Mary also uses a fair amount of personal discretion and judgment in deciding how to perform job tasks and duties.
- He has an above-average level of emotional stability. Mary can handle most types of job stress and pressure without lowering his performance effectiveness. He will usually deal with work crises in a calm, level-headed manner.
- He can identify closely with the feelings and concerns of other people. Mary has a high level of empathy which enables him to understand and relate to the people he works with. He is likely to be perceived by customers as someone who is very insightful, sympathetic, and helpful.
- He will communicate with others as needed while also concentrating on his own tasks and duties. He is generally cordial and pleasant, but not socially distractible.
- Registering as having an average potential for long-tenure with his employer, Mary typically prefers to work at one company for a moderately long time rather than have a series of jobs. He is not a job-hopper.
- Generally speaking, he balances optimism with vigilance in his posture toward other people as well as new situations. He doesn't prejudge others, but he is also not gullible or easily deceived.

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Developmental Concerns:

- He can occasionally come across to others as stubborn and argumentative. He could be more consistently agreeable and amiable when interacting with other people on his job.
- In some situations, he may need to be more strong-willed and assertive. He should let others know what he really thinks or feels about things at times.
- Mary sometimes acts in ways that others see as undependable or of unacceptable quality. He may need to reduce the gap between his job performance and what is expected by his boss or employer.
- He could enhance his level of customer service orientation. Mary may need to show more concern for customer satisfaction on a consistent basis.
- Mary may have difficulty viewing other people in a realistic, objective manner. His judgment may be clouded by his own feelings and identification with them. Mary may give undue weight to the perceived emotions of other people when determining what to do. Also, he may have difficulty both giving and receiving criticism because of his sensitive nature.
- When good social skills are important for successful job performance, he could sometimes communicate more effectively. He could be more consistently sociable and outgoing when interacting with other people.
- His integrity score is average. Even though this score is in the acceptable range, it is advisable to provide him with clear and unambiguous messages about the need to adhere to company rules and policies, as well as to conduct himself in an ethical manner in all work situations.
- He has a below-average work drive which could limit his long-term job performance. Mary may be reluctant to work long hours or extend himself for his job.

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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?

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.
- 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.

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?

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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?