



Social Worker Assessment Report

Candidate:
John SamplePerson

Date:
09/30/2024

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www.resourceassociates.com

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Company: Resource Associates Samples
 Date: September 30, 2024

Username: RESOPIAD0001
 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			◆		
CONSCIENTIOUSNESS			◆		
CUSTOMER SERVICE			◆		
EMOTIONAL STABILITY / RESILIENCE				◆	
EMPATHY					◆
EXTROVERSION			◆		
INTEGRITY				◆	
INTRINSIC MOTIVATION					◆
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 **40-49%ile** range. His individual aptitude levels are:

Abstract Reasoning	50-59%ile
Numeric Reasoning	30-39%ile
Verbal Reasoning	50-59%ile

John registers as having a slightly below-average level of general cognitive aptitude. While he may be able to handle most rote tasks and assignments, he may not be a fast learner or be able to solve complex problems readily. He may be overwhelmed by heavy information loads on this job.

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 **7 correct out of 13** possible questions or 54% 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 **7 correct out of 17** possible questions or 41% correct.

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 concerned with pleasing other people and getting along with the people he works with. John is usually unselfish and willing to give in to other people to preserve harmony and goodwill.
- John 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.
- 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.
- John has good intentions for providing appropriate levels of service to your client population, and will be receptive to blending into an organization that sets a high standard for excellent customer satisfaction.
- Stable and well-adjusted, he can work well under conditions of job stress and not succumb to work-related anxiety or tension.
- He is very attuned to other people's behavior and pays a lot of attention to their feelings and emotional states. John is likely to be perceived by the people he works with as someone who is empathetic and considerate. When they have problems, he will make himself available to assist them.
- He is sincere and unpretentious in his job-based interactions. He won't become overly involved with talking to other people and can concentrate on immediate tasks and assignments.
- John will perform his work tasks and duties in a manner consistent with company rules and policies. He is honest and ethical in his job behavior.
- John wants a job that provides a variety of positive experiences at work. For him, doing interesting and personally meaningful work is a highly desirable factor in a job. He is highly motivated by such factors as challenge and task variety.
- 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.
- 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 could be more assertive and forceful in some situations. He could, at times, stand up more for what is in his best interests and confront problem situations more readily.
- 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.
- Scoring average on the Customer Service dimension, John may be responsive some patient needs while ignoring others. He probably sticks to the standard set of services without going above and beyond to address unusual requests.
- It may be hard for John to critically evaluate information about other people and to make objective decisions which affect them. He may need to put more psychological distance between himself and other people at times. John can so strongly identify with the emotional experience of his customers or clients that he can confuse their feelings with his own.
- In job situations that require good social skills, he may need to be more consistently outgoing and expressive. He could communicate more readily and effectively in some settings.
- With a below-average work drive, he may be insufficiently motivated to work long hours when needed. He may need to be more willing to extend himself to meet heavy or unexpected job demands.

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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?

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.

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?
- 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.)

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.

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- Describe the kind of work that really motivates you.

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?