



ASSESSMENT RESULTS SUMMARY

Personality Assessment

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: ◆

	Low	Below Average	Average	Above Average	High
Agreeableness				◆	
Conscientiousness					◆
Emotional Stability				◆	
Long Tenure					◆
Risk Aversion			◆		
Stability				◆	
Work Drive					◆



- A **High** score indicates that this person has a high potential for staying with your company for a year.
- A **Moderate** score indicates that this person has a moderate potential for staying with your company for a year.
- A **Low** score indicates that this person has a high potential for not being able to stay with your company for a year.

ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL

Additional information follows on next page.

STAY Inventory Assessment Report

Candidate: Scott SamplePerson

Date: October 26, 2023

Additional Information

Employee turnover is a reflection of many different factors. Some are internal to the company, for example: low wage scale, problems in the organizational culture or difficult working conditions.

There are other attributes that impact turnover and they reside within the individual employees -- characteristics such as a casual attitude about work, being easily annoyed or offended, unwillingness to work certain hours, poor motivation, resistance to supervision, and the inability to follow company rules. These are things that influence turnover most in the first year of employment.

The STAY inventory evaluates a number of factors that people bring with them to the job that influence their retention potential for a year -- personality traits and attitudes about work.

Suggested 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. 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.

- Tell me why you feel this job would fit well with your interests and your lifestyle. (*Listen for past comments that reflect an awareness of what he or she is getting into by accepting a job at your company.*)
- Can you work overtime? When / when can you not?
- What kind of problems would arise when you have to work _____ shift(s)?
- A few people come into a job with the idea of staying there the rest of their lives. How long do you think you will stay with this company?
- Where do you see yourself in your job or career a year from now? Five years from now?
- Based on your understanding of the job you are applying for, tell me about what you think you would most like about it? What do you think you'd least enjoy

The information contained in this report is Resource Associates, Inc. business information intended only for the use of the individual or entities named above. If the reader of this report is not the intended recipient you are hereby notified that any dissemination, distribution or copying of this report is strictly prohibited. If you have received this report in error, please notify us immediately at (865) 579-3052 or by sending E-mail to info@resourceassociates.com.