



Truck Driver Assessment Report

Candidate:
John SamplePerson

Date:
04/30/2024

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www.resourceassociates.com

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Company: Resource Associates Samples
 Date: April 30, 2024

Username: RESOFJLH0001
 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
ACCOMMODATING			◆		
AGREEABLENESS					◆
COMFORT WITH PROCEDURE					◆
COMPANY LOYALTY					◆
CUSTOMER SERVICE ORIENTATION					◆
DETAIL MINDEDNESS				◆	
EMOTIONAL STABILITY					◆
INTEGRITY				◆	
INTROVERSION		◆			
LONG TENURE POTENTIAL					◆
TEAMWORK			◆		
TOUGH MINDEDNESS					◆
WORK DRIVE			◆		

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APTITUDE SCORES: Reported as Percent Correct

DIMENSION	SCORE	CATEGORY
Drivers Basic Math Skills	92% Correct	High Score

Explanation of this "Percent Correct" Aptitude Score

The scoring for tests like this one is based on a "percent correct" calculation which is total number of correct answers divided by total number of questions on the test. The candidate has ample time to complete each question, so it is possible to achieve a 100% score.

Lower scores suggest the candidate will make a high number of errors on the job. Their basic skills in this topic area are probably lacking. If hired, you need to consider on-the-job training in this topic area.

Higher scores suggest the candidate is less likely to make mistakes of this type on the job. Their skills are adequate to good, so they can probably improve accuracy as they practice tasks on the job - especially if you give them feedback about errors as they occur during job performance.

We offer the following guideline:

0% to 50% correct	51% - 70% correct	71% to 85% correct	86% to 100% correct
Low Score	Below Average	Above Average	High Score

Most companies are simply trying to weed out candidates who would have the most trouble handling job tasks of this nature. If that is the case, you need to think about what is the lowest "Percent Correct" score you will tolerate. If errors are not particularly costly to your operations, then you may be able to accept candidates who score in the Below Average range.

Some companies are trying to enhance the overall quality of their workforce with the use of standardized aptitude testing. If this is the case for your company, then we advise that you accept candidates in the Above Average or High categories. If errors of this nature cause very serious problems in your company, then you should only hire people who score in the High category.

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APTITUDE SCORES: Reported as Percentile

	PERCENTILE RANGE									
	0-10%	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	Top 10%
Mechanical Reasoning						X				

Aptitude Raw Scores

	Total Correct	Total Attempted	Total Questions
Mechanical Reasoning	33	46	68

Explanation of Aptitude Scores In This Table:

The aptitude scores in this table 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. So, higher scores are better than lower scores.

The **Overall Cognitive Aptitude** is an average score (an average for the standardized scores) for all of the separate aptitude tests given to this candidate.

The lower the Overall Cognitive Aptitude score, we predict that the candidate will have difficulty learning new information and making decisions. For example, if they are well experienced in their occupation, they may be able to continue to perform well practiced tasks adequately, but have difficulty learning new things. As such, they will need additional training time and more support from supervisors. People who produce lower Overall Cognitive Aptitude scores generally prefer tasks that call for specific responses rather than ones requiring insightful solutions. They are also slower in processing information and are often easily overwhelmed by complex problems, especially ones they have not dealt with before.

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:

- John is a fairly assertive person so he will generally have the confidence to communicate his ideas and opinions to authority figures.
- He is very concerned with pleasing other people and getting along with the people he works with. John is unselfish and willing to give in to other people to preserve harmony and goodwill.
- John is highly conscientious, dutiful, and rule-following so you can expect him to adapt well to jobs governed by many procedures.
- John sees the company in a positive light. He views managers and supervisors as having the workers' best interests at heart. You can expect him to defend the company and try to get other people to be more positive and trusting. John will find it easy to buy into the company's mission and purpose.
- John is highly committed to providing responsive, courteous service to customers. He tries to anticipate, meet, and follow-through on customer concerns and requests.
- John is alert to detailed requirements in his work. He can be counted on to put in the necessary time to remove errors and achieve a high quality product or service.
- He is well-adjusted and resilient. John can consistently weather job stress and strain without lowering his effectiveness. He will respond to crises with more calm than most employees.
- John registers as having a sound level of integrity and honesty. He is unlikely to do things that others would consider to be improper, immoral, or dishonest.
- 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 is generally sociable, expressive, and congenial in his interactions with other people on the job. He should be a capable communicator on the job.
- John's potential for long tenure is high. He would rather work at one company for a long time than have a series of jobs. Assuming things go well for John on this job, he is unlikely to search for another job elsewhere.
- In his management role, John relies on a balance of independent and interdependent work. He will emphasize individual as well as group goals, feedback, and accomplishments.
- Highly tough-minded, he will weigh the facts and consider the objective parameters of a situation before choosing a course of action. He will appraise information and make decisions in a tough-minded manner without being swayed by personal feelings or subjective considerations.
- Generally, John works hard enough to meet most job demands while also achieving a balance between work and the rest of his life. His work drive registers as being about average. As a manager, John is unlikely to expect extensive overtime from subordinates.

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Developmental Concerns:

- If conflict arises in his area of responsibility, he will try to quickly get it smoothed over rather than deal with the underlying problem. People will find that he does not like to deal with disagreements or difficult situations, especially if it requires direct confrontation. And, in discussions with other coworkers, he will tend to give bland comments, or side with the majority when decisions are made even if he doesn't agree with them.
- He will tend to talk too much when he should be listening or concentrating on his work. John may be so easily influenced by social cues and opportunities for interaction that he becomes distracted and loses his work focus.
- His work style can sometimes be too tough-minded in situations where interpersonal sensitivity and empathy are called for. He could be more considerate of and attentive to the feelings and concerns of the people he works with.
- John may sometimes need to work longer hours and extend himself for his job. He may need to put more time and effort into his work.

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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?

AGREEABLENESS

- Tell me about a project that required everybody to get along smoothly and harmoniously. What did you do to help promote harmony and cohesion?
- Sometimes it is good to question or challenge the ideas or decisions of the people you work with, even if it leads to disagreement or an argument. Tell me about a time when you have done so.
- Describe a situation where you took a stand on something that was not necessarily popular with other people, but where you felt it was the correct thing to do?
- Tell me about a situation where you went along with the group (or with individual coworkers) just to keep the peace, preserve harmony, or show support, even though you did not agree with them.
- Conflict seems to be inevitable in most work settings as business competition increases and more demands are made on all employees. Tell me about a conflict or disagreement you had with another employee? [Probes: What was the nature of the problem? What did you do to help resolve it? How often has this occurred?]

INTROVERSION

- This test describes you as outgoing. Do you agree with that?
- Have you ever had a job where you did not have much opportunity to interact with others? How did that make you feel?

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.

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- 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 lowered effort by individual employees or a loss of individual initiative .

TOUGH-TENDER-MINDED

- Describe a time when you made an important decision based primarily on an objective analysis of facts and data. (Compare the candidate's answer to this question with answers to the next question in terms of level of detail and enthusiasm.)
- Describe a time when you made an important decision based on your personal feelings, values, and intuition.
- Describe a situation where you dealt with an employee (or peer) who was consistently negative in meetings or when interacting with other employees. What did you do? What were the results?
- Describe a time when someone at work responded emotionally to something you said or did. How did you respond? What was the result?

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?