



**Laboratory Analyst Assessment  
Report**

**Candidate:  
Badri Sampleuser**

**Date:  
02/28/2020**



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## Cognitive Aptitude Assessment

Compared to general adult norms using standardized tests which were validated for a wide range of positions, we estimate Badri's overall level of general intellectual aptitude to be in the **Top 10 percentile** range. His individual aptitude levels are:

Abstract Reasoning Top 10%ile

Numeric Reasoning Top 5%ile

Verbal Reasoning 80-89%ile

Badri has a very high level of general cognitive aptitude. He can learn new information quickly, solve complex problems efficiently, and be able to handle a very heavy information-processing load on this job.

### Explanation of Cognitive Aptitude Scores:

The aptitude scores in this section reflect percentile rankings -- not percent correct on the test. With percentiles, the average is the 50%ile. Half of the people score below this score and half score above it. As another example, if a person scores 80-89%ile on a specific test in this report, it means that they scored as well as or better than 80-89% of the norm group, but not as high as 11-20% of the norm group.

The **Overall Cognitive Aptitude** is an average of the separate aptitude sections 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.

# Laboratory Analyst Assessment Report

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## Personality Assessment

### Strengths:

- He much prefers to get along with other people and to have smooth working relations. Badri puts a great deal of effort into coming across as courteous and amiable in his interactions with other people .
- Badri has a very forceful and assertive interpersonal style. He won't let other people take advantage of him and will stand up for what he believes in.
- He is trustworthy and conscientious in his work habits. Badri will perform job tasks and duties in a reliable manner that others can count on.
- Badri places a high value on customer service and satisfaction in his work. He gives customers extra attention to ensure their satisfaction and sets a good example for employees in terms of making sure customers are happy.
- Thoroughness and careful attention to detail are both characteristics of Badri's work habits . Customers of Badri's work will be pleased that results are accurate and complete .
- He is resilient in the face of job stress and strain. Badri can handle most demanding conditions and work pressure without becoming unduly frustrated or frazzled.
- Badri registers as being outgoing, cordial, and friendly in his job-based interactions. He is usually a good communicator who relates pleasantly to other people.
- He is open to new learning on the job. Badri will be inclined to adopt and promote planned change programs and innovation initiatives in the workplace. He will listen to employee suggestions for continuous improvement. Badri will be energized by most opportunities for work-related training and development.
- Badri often emphasizes what is good and promising in current situations as well as future possibilities. He has an upbeat style which he uses to accentuate the positive in his work situations. He will usually keep a positive frame of mind when confronted with job setbacks and obstacles, and he will encourage subordinates to do the same. Others in the organization, including his boss, are likely to appreciate the "can-do" attitude that Badri projects most of the time.
- He is typically orderly and exacting in the way he approaches and carries out tasks and assignments. Badri will keep job-related information fairly organized.
- He has an above-average commitment to teamwork. As a manager, Badri emphasizes cooperation, mutual supportiveness, and cohesion among the employees who report to him.
- He is analytical and tough-minded in the way he appraises problems and draws conclusions. Badri will not be swayed by personal factors or sentimentality when making decisions.
- Badri has an average work drive, which should be enough to meet basic job demands. He will not be an idler or a slacker on the job. As a manager, Badri will expect reasonable levels of effort from subordinates.

## Laboratory Analyst Assessment Report

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### Developmental Concerns:

- As someone who aims to be known as pleasant and easy-going, Badri is likely to avoid dealing with difficult issues that would reveal underlying conflict or disagreement. He will have a tendency to go along with the majority no matter what his own opinion.
- Badri can sometimes come on too strong and behave in ways that others perceive as aggressive or overbearing. He may need to tone down his style when making requests of other people or trying to influence their behavior. Some employees may feel that he takes on too much responsibility without the proper authority.
- Badri registers as having a below average score on our measure of integrity. He may act in ways that others consider improper, unethical, or even illegal, especially when presented with an ambiguous or tempting situation. This will convey the wrong message to the people who report to him, and it could contribute to a lax atmosphere about compliance with all company rules and policies.
- Badri may be too involved in the social side of work. He may spend time chatting and interacting with others when he should be concentrating on his own work obligations.
- He may not be considerate enough of the thoughts and feelings of other people. Badri may lack empathy and insight in his transactions with other people. He may sometimes have difficulty relating to or understanding people who are tender-minded and feeling-sensitive.
- Badri may, at times, need to be more willing to work long hours or an irregular schedule. He may have to go above and beyond normal effort levels to meet intense demands and/or deal with unexpected problems.

# Laboratory Analyst Assessment Report

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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?

### 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?]

### ASSERTIVENESS

- Describe a time when you took charge of a difficult situation in your organization and turned it around into a success.
- Describe a time when you spoke up on a matter of importance to you, even though you knew it would not be well-received or when others in the company opposed you.
- Tell me about a time you took the initiative to get a project started or to complete it in a timely manner.
- What would you do if you felt that your boss had been ignoring you or not paying attention to your ideas?
- Describe a time when you successfully confronted a problem situation that others had trouble dealing with in the past.

# Laboratory Analyst Assessment Report

Candidate: Badri Sampleuser

Date: February 28, 2020

- Tell me about a time when you effectively negotiated with upper-management to get them to accept your recommendation over the recommendations of others.

## 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?

## 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?
- He is systematic and orderly in his work. He should be comfortable managing job-related data and information.

## 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 on 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.

## Laboratory Analyst Assessment Report

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- Under what situations would you be willing to work overtime and weekends for your job? How long would you be willing to do so?

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