HR AVATAR™
EMPLOYMENT TESTS

Candidate:	**Betty Penske**
Assessment:	Emotional Intelligence (EQ)
Completed:	April 20, 2024
Prepared for:	Susan Bookman
	HR Avatar Data Collection Account

Test Results and Interview Guide

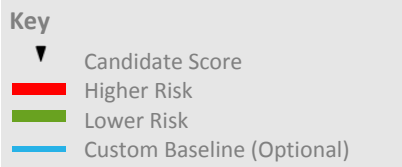
The Emotional Intelligence (EQ) assessment measures key factors related to high performance and tenure in this job. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. This report includes a one page summary, followed by detailed results with an embedded interview guide. Note that these results should always be used as a part of a balanced candidate selection process that includes independent evaluation steps, such as interviews and reference checks.

Proprietary and Confidential

Overall

Candidate	Score	Interpretation
Betty Penske bettypenske@yourcompany.org Emotional Intelligence (EQ) April 20, 2024	75	

The candidate's scores indicate moderate to high performance potential in most jobs. We recommend that this score be used in conjunction with a comprehensive process for evaluating potential performance, including the specific knowledge, skills, and abilities required for a particular job.



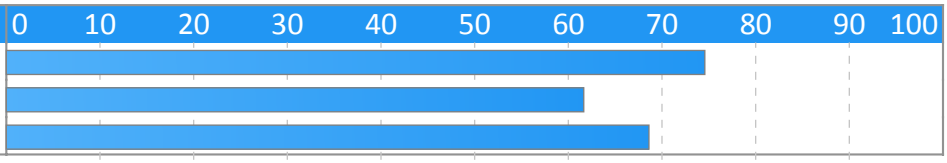
Competency Summary

Competency	Score	Interpretation
Emotional Intelligence (relates to situational judgment, performance and teamwork)		
Emotional Self-Awareness	74	
Emotional Self-Control	84	
Empathy	68	

Comparison

Percentile scores indicate how the candidate compares to other test-takers within various groups. The candidate scored equal to or better than the fraction of test-takers indicated by the percentile.

Test-Taker Group	Percentile
Global	75th
United States	62nd
HR Avatar Data	69th



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Detail

Candidate:	Betty Penske, bettypenske@yourcompany.org
Assessment:	Emotional Intelligence (EQ)
Authorized:	April 20, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started:	April 20, 2024, 1:25:34AM EST
Completed:	April 20, 2024, 1:25:34AM EST
Overall Score:	75

Emotional Intelligence Detail

This section contains a list of emotional intelligence characteristics that indicate how tuned in a candidate is to his or her own emotions, and those of others, as well as the candidate's ability to control his or her behavior in light of the emotions he or she is experiencing. These traits can often impact performance in groups or teams. Sample interview questions are provided to gather more information.

Detail	Interview Guide
Emotional Self-Awareness Score: 74 *Description:* The ability to pay attention to, monitor, and understand how and why one reacts a particular way in different situations, and to know how to conduct oneself appropriately and effectively in social situations. *Interpretation:* The candidate's score in this area should contribute to enhanced overall job performance. Demonstrates strengths in maintaining awareness of his or her emotional reactions and behaviors and the potential impact of those behaviors on others, and a high level of knowledge of what behaviors are appropriate for different situations. Likely to be effective at identifying how his or her feelings may affect his or her behaviors and ensuring those behaviors stay focused and conform to social norms, enabling appropriate, measured interactions with customers and coworkers.	Describe a time when you felt frustrated at work, and had to pay attention to your reaction to make sure you were behaved in a socially appropriate way. 1: Does not self reflect, has little or no understanding of his or her feelings, and does not know the appropriate way to behave. 2 3: Uses some self reflection, has an understanding of his or her feelings, and knows the appropriate way to behave. 4 5: Uses insightful self reflection, has a strong understanding of his or her feelings, and clearly knows the appropriate way to behave.

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Detail	Interview Guide
Emotional Self-Control Score: 84 *Description:* The ability to manage the desire to satisfy urges or impulses, showing restraint and managing behaviors to ensure appropriate and effective interactions with others. *Interpretation:* The candidate's score in this area should contribute to enhanced overall job performance. Demonstrates exceptional strengths in self control and impulse control, enabling very strong ability to employ a balanced approach to managing risk, maintain composure during stressful times, and calmly relate to others at work. Likely to be very effective at prioritizing and staying focused on long-term goals, and to interact with others in a way that helps build lasting relationships.	Tell me about a time you had a lot of pressure on you at work, and a coworker you had to rely on repeatedly did not provide something you needed to get your work done. 1: Loses self control, focuses on the frustration and not the problem and interacts with others emotionally. 2 3: Generally keeps self control, mainly focuses on the problem and interacts with others calmly. 4 5: Completely keeps self control, focuses on the problem and interacts with others calmly.
Empathy Score: 68 *Description:* The ability to sense and understand other people's feelings, feel sympathy for others, and see things from other people's point of view. *Interpretation:* The candidate's score in this area should contribute to enhanced overall job performance. Demonstrates strengths in sensing the emotional needs of others, sympathizing with other people's problems, and seeing things from other people's point of view. Likely to be effective at demonstrating to customers or coworkers that they understand and care about them, resulting in improved customer loyalty, stronger work relationships, and reduced levels of conflict in the workplace.	Tell me about a time when you had to deal with someone at work who was being difficult, but you came to see things from their point of view. 1: Ineffective at sensing and understanding the other person's needs, and struggles to see the issue from the other person's point of view. 2 3: Effectively senses and understands the other person's needs, and is able to see the issue from the other person's point of view. 4 5: Very effectively senses and understands the other person's needs, and quickly sees the issue from the other person's point of view.

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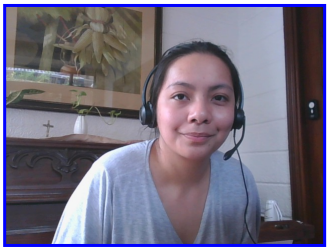
Identity Confirmation Photos

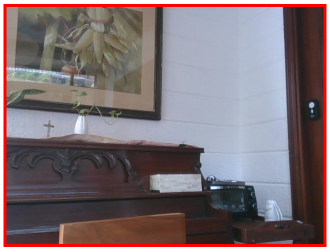
The following photos of the candidate and any identification were uploaded during the assessment session.

Photo Analysis Results	
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



Pre/Post-Test Photo

ID Photo



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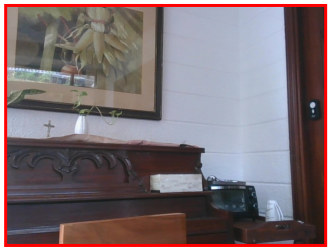

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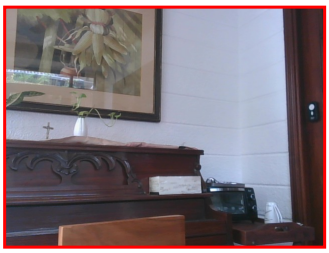

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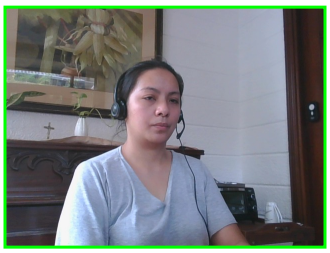
In-Test Photo



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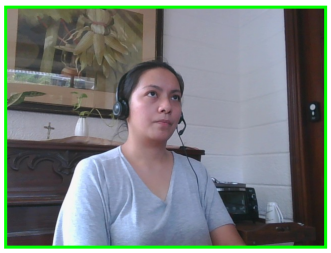

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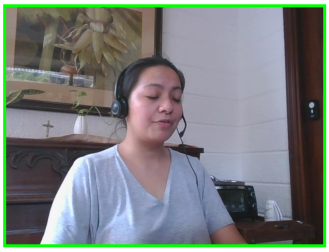

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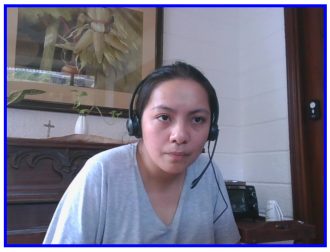

Pre/Post-Test Photo

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Report Preparation Notes

- Hiring decisions should never be based on a single source of information. The most effective use of this assessment report is as a part of a multi-faceted program of candidate evaluation that includes resume review, interviews, and reference checks.
- Overall vs Percentiles Scores: The overall score reflects the success in the test, based on the mean (average) and standard deviation of the test scores. The percentile score reflects the percentage of test-takers who scored equal or below this overall score. We recommend you use the Overall Score as your primary evaluation criteria. However, percentile scores can often be useful in comparing specific candidates against one another and with a group, such as for test takers in a certain organization or within a certain account.
- Note that comparison information is calculated based on completed instances of this assessment at that time the assessment is scored. As additional instances are completed, the comparative data may change. You can always update a report to the current values by clicking on ''Recalculate Percentiles'' within the online results viewing pages at www.hravatar.com.
- Most competency scores are norm-based, which means that they can be interpreted in terms of their distance from the average or mean score. For all scales, a score equal to the mean receives a score of 65 and scores above and below this value are set so that a score change of 15 equals one standard deviation.
- For linear competencies, higher is better across the entire scale. For these scales a score between 65 and 80 (light green) represents 0 to 1 standard deviation above the mean and a score above 80 (dark green) represents more than one standard deviation above the mean. Similarly, a score of 50 - 65 (yellow) represents 0 to 1 standard deviation below the mean, while a score of 35 - 50 (orange) equates to 1 to 2 standard deviations below the mean, and a score below 35 represents more than 2 standard deviations below the mean.
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Score Calculation Detail

The following table provides a summary of how the overall score was calculated from the individual competency scores. Competency scores are calculated on a 0-100 scale by first calculating a Z statistic based on test-taker responses and then transforming the Z value to a scale with target mean and standard deviation. Certain competencies have a normal score distribution where it is best to be closest to the mean. For these competencies we modify the Z statistic by multiplying its absolute value by minus 1 for the overall score calculation. Next, to calculate the overall score, a weighted average of all modified competency Z statistics is computed and this weighted average is itself transformed to a Z statistic, which is then transformed to a score with the same target mean and standard deviation. Finally outlier scores are adjusted if they are below 0 or above 100.

Competency	Score	How applied to overall	Score Value Used	Weight (%)
Emotional Self-Awareness	74.7110	Z-Statistic	0.6474	33.3333
Emotional Self-Control	84.5598	Z-Statistic	1.3040	33.3333
Empathy	68.6137	Z-Statistic	0.2409	33.3333

Weighted Average of Competency Z-Scores:	0.7308
Mean applied to Raw Weighted Avg:	0.0000
Standard Deviation applied to Raw Weighted Avg:	1.0000
Normalized Raw Score:	0.7308
Mean:	65.0000
Standard Deviation Used:	15.0000
Final Overall Score:	75.9615

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Notes

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