HR AVATAR™
EMPLOYMENT TESTS

Candidate:	**Betty Penske**
Assessment:	Mechanical Aptitude
Completed:	April 25, 2024
Prepared for:	Susan Bookman
	HR Avatar Data Collection Account

Test Results and Interview Guide

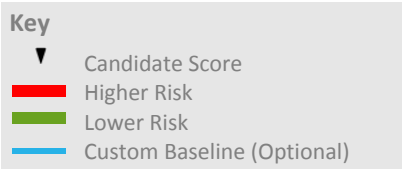
The Mechanical Aptitude assessment measures key factors related to high performance and tenure in this job. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. This report includes 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

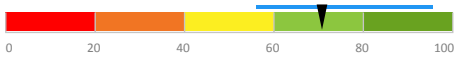
Overall

Candidate	Score	Interpretation
Betty Penske bettypenske@yourcompany.org Mechanical Aptitude April 25, 2024	73	

The candidate's scores indicate a moderate to high degree of mechanical aptitude. 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.



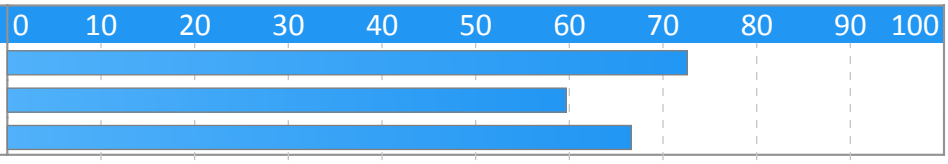
Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Spatial Reasoning	63	
Skills/Knowledge (relates to immediate readiness)		
Basic Physics	67	
Circuits	83	
Gears and Pulleys	70	
Tools	82	

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	73rd
United States	60th
HR Avatar Data	67th



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Assessment Overview

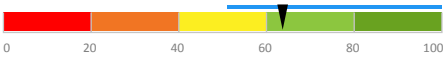
This assessment provides scores for various aspects of a candidate's mechanical aptitude.

Detail

Candidate:	Betty Penske, bettypenske@yourcompany.org
Assessment:	Mechanical Aptitude
Authorized:	April 25, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started:	April 25, 2024, 12:50:27AM EST
Completed:	April 25, 2024, 12:50:27AM EST
Overall Score:	73

Cognitive Abilities Detail

This section contains a list of job-related cognitive abilities that have been evaluated in a job-like context using HR Avatar's simulation technology. Studies have demonstrated that cognitive abilities are highly correlated with job performance for many jobs. Abilities also correlate with problem-solving and the ability to learn quickly.

Detail	Interview Guide
Spatial Reasoning Score: 63  *Description:* Covers the ability to envision a change in the spatial orientation of a three dimensional object. *Interpretation:* Strong scores in this area correlate with above average performance for many jobs. The candidate's score demonstrates a moderate to high degree of spatial reasoning ability.	Can you describe a time when you had to envision something before it was actually built? How did it turn out? 1 No example. 2 3 Weak example. 4 5 String example.

Knowledge and Skills Detail

This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail	Interview Guide
Basic Physics Score: 67 *Description:* Covers fundamental concepts of basic physics including velocity, momentum, mass, and leverage. *Interpretation:* Candidate should achieve above average job performance in this area with little or no training. The candidate's score demonstrates a moderate to string working knowledge of basic physics.	Have you ever taken a class in physics? Can you describe a time when your basic understanding of mass or momentum came in handy at work? 1 No training. No application of physics. 2 3 Basic High School Class. Some application in workplace. 4 5 Higher level high school class or college-level class. Clear example of application.

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Detail	Interview Guide
Circuits Score: 83 *Description:* Basic understanding of electricity and how electrical circuits function. *Interpretation:* Candidate should achieve superior job performance in this area with little or no training. The candidate's score demonstrates a high level of knowledge of circuits.	Have you ever had any training in electrical circuits? Can you describe a project where you had to use them? 1 — No training. No project. 2 3 — Basic training during High School. 4 5 — Formal training. Professional application.
Gears and Pulleys Score: 70 *Description:* Covers a basic understanding of how gears and pulleys function, and how they can provide leverage when lifting or moving heavy items. *Interpretation:* Candidate should achieve above average job performance in this area with little or no training. The candidate's score demonstrates a moderate to moderate level of knowledge of gears and pulleys.	Have you ever studied how gears and pulleys make our work easier? 1 — NA 2 3 — NA 4 5 — NA
Tools Score: 82 *Description:* Evaluates recognition of various types of tools and their purposes. *Interpretation:* Candidate should achieve superior job performance in this area with little or no training. The candidate's score indicates a high degree of recognition of what various tools are used for.	Do you work with tools a lot? How did you get your knowledge of different tools? 1 — Does not work with tools. 2 3 — On the job training or projects at home. 4 5 — Works with tools extensively.

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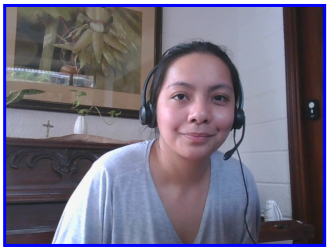
Identity Confirmation Photos

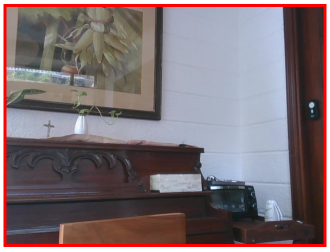
The following photos of the candidate and any identification were uploaded during the assessment session.

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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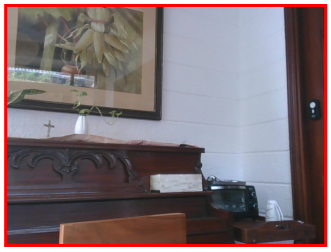

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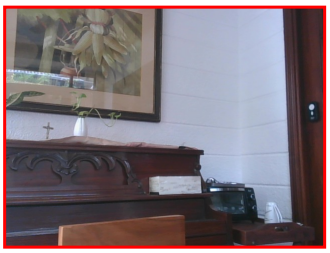
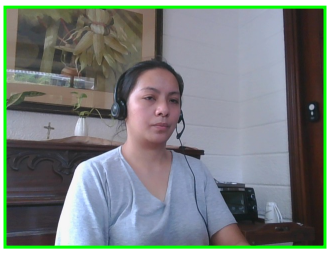


In-Test Error Detected (No Face Detected)

In-Test Photo



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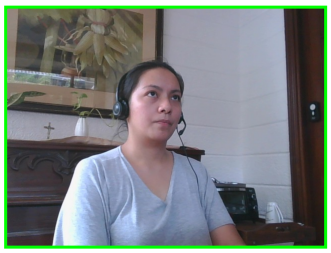

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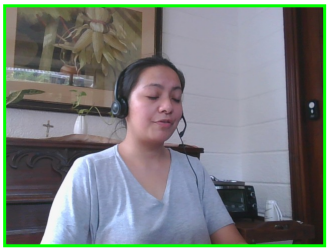
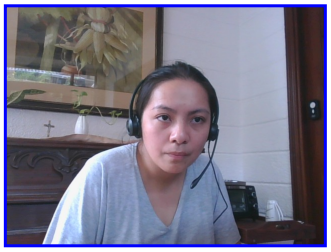


In-Test Photo



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.
- Sim ID: 2548-4, Key: 0-0, Rpt: 16, Prd: 1370, Created: 2024-04-25 05:50 UTC
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

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Score Calculation Detail

The following table provides a summary of how the overall score was calculated from each of the individual competency scores. First, all competency scores are calculated on a scale of 0-100. Note that some competencies use their color category rather than their actual numeric score in the overall calculation. For these, a standard score associated with the assigned color category is used in the overall score calculation rather than the actual numeric score. This is reflected in the ''Score Value Used'' column. Next, a weighted average of scores is computed using individual competency weights, typically set using job analysis data provided by the US Government Occupational Information Network (O*Net).

Competency	Score	How applied to overall	Score Value Used	Weight (%)
Basic Physics	67.6232	Numeric Score	67.6232	20.0000
Circuits	83.0638	Numeric Score	83.0638	20.0000
Gears and Pulleys	70.5379	Numeric Score	70.5379	20.0000
Spatial Reasoning	63.6238	Numeric Score	63.6238	20.0000
Tools	82.4744	Numeric Score	82.4744	20.0000
Weighted Average:				73.4646
Final Overall Score:				73

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Notes

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