

Candidate: **Betty Penske**
Assessment: Spoken Language Skills (English - Australian)
Completed: October 31, 2020
Prepared for: Susan Bookman



Test Result and Interview Guide

The Spoken Language Skills (English - Australian) assessment measures various aspects of a candidate's ability to listen and speak with others in their native language. A variety of different question types are used. Some measure the ability to respond to simple questions orally. Others ask for a more detailed, free-form response. Others measure simple mechanics, such as reading text or repeating spoken phrases. The purpose of the assessment is to indicate whether the candidate can interact fluidly with customers in their native language, and their ability to conduct a positive, relationship-reinforcing conversation. English versions of the test also include a full analysis of the way a candidate's speech is perceived by others.

Overall

Candidate	Score	Interpretation
Betty Penske bettypenske@yourcompany.org Spoken Language Skills (English - Australian) October 31, 2020	70	
The candidate's scores indicate proficiency in hearing and understanding, as well as speaking both specific and free-form English. The candidate should be able to conduct an effective easy-flowing conversation with native speakers.		Key ▼ Candidate Score Higher Risk Lower Risk Custom Baseline (Optional)

Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Hearing and Understanding	70	
Repeating Back Clearly	72	
Responding Clearly	71	
Sharing Thoughts Clearly	77	
Speaking Clearly	62	

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	0	10	20	30	40	50	60	70	80	90	100	
Global	70th												
United States	58th												
HR Avatar Data	65th												

Assessment Overview

This assessment provides scores for a number of important factors associated with an individual's ability to communicate in English in both oral and aural form during common non-work-related, as well as work-related activities or interactions.

Scores are presented individually on a scale of 0-100. In all cases, including the overall score, higher scores represent higher expected performance. Please refer to the interpretation section of each competency for additional information.

The assessment also evaluates the way the candidate comes across to others when they speak English. These so-called 'Vibes' are presented in the report. Note that there are both positive and negative vibes.

We wish to emphasize that the data contained in this report should be used as part of a comprehensive process for evaluating job candidates. Additional data should include in-person interviews, job tryouts, resume review, and background checks.

Detail

Candidate: **Betty Penske**, bettypenske@yourcompany.org
 Assessment: Spoken Language Skills (English - Australian)
 Authorized: October 31, 2020, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
 Started: October 30, 2020 at 11:18:44 PM EST
 Completed: October 30, 2020 at 11:18:44 PM EST
 Overall Score: 70

Listening and Speaking Skills Detail

This section contains a list of specific job-related listening and speaking skills that have been evaluated. Sample interview questions are provided to gather more information.

Detail	Interview Guide
<p>Hearing and Understanding Score: 70</p> <p><i>Description:</i> The ability to listen to and understand the meaning of what was heard. It's one thing to hear what was said, and another to understand it well enough to be able to take appropriate or expected action. Both are required for success in jobs that require interacting with others.</p> <p><i>Interpretation:</i> Candidate should achieve above average job performance in this area with little or no training.</p> <p>Able to hear most sentences clearly and understand the meaning of what is being said. Will occasionally need to ask for a repetition of a question from a customer or co-worker, but not so often that it impedes performance in most cases.</p>	<p>If someone is speaking to you in English for a minute or longer, how do you make sure you can understand what they are saying? Do you have to ask them to repeat themselves a lot?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> 1 Shows low confidence. Frequently asks for repetition or alternate words. </div> <div style="text-align: center;"> 2 Shows medium confidence. Sometimes asks for repetition or alternate words. </div> <div style="text-align: center;"> 3 Shows high confidence. rarely asks for repetition or alternate words. </div> <div style="text-align: center;"> 4 </div> <div style="text-align: center;"> 5 </div> </div>

Detail	Interview Guide
<p>Repeating Back Clearly Score: 72</p>  <p><i>Description:</i> The ability to listen to a spoken statement and repeat it back exactly as it was heard. Verbal repeatback is necessary when working with or serving others to confirm understanding of what was said and to ensure accuracy.</p> <p><i>Interpretation:</i> Candidate should achieve above average job performance in this area with little or no training.</p> <p>Appears to be able to listen carefully and repeat back what was heard in a manner that can be understood fairly easily by the majority of native speakers.</p>	<p>Please repeat back this sentence exactly as you hear me say it: What time are we going to the movies and dinner with Katherine and Mark tonight?</p> <p style="text-align: center;">  1  2  3  4  5 </p> <p>Unclear repeat back Medium clarity repeat back Very clear repeat back.</p>
<p>Responding Clearly Score: 71</p>  <p><i>Description:</i> The ability to hear a question, formulate a response, and speak in a way that can be understood accurately and satisfies the person asking the questions.</p> <p><i>Interpretation:</i> Candidate should achieve above average job performance in this area with little or no training.</p> <p>Able to understand questions, formulate a response, and speak it in a manner that can be understood in most cases by native speakers. Occasionally needs to ask a probing question or for a repeat.</p>	<p>When someone asks you a question in English, and you respond, do they ask you to repeat yourself, or do they usually understand you the first time?</p> <p style="text-align: center;">  1  2  3  4  5 </p> <p>Always needs to repeat. Sometimes receives request for a repeat. Almost never receives request to repeat.</p>
<p>Speaking Clearly Score: 62</p>  <p><i>Description:</i> The ability to speak words and whole sentences in a way that sounds natural and can be understood by others. In this competency, the candidate is asked to read written sentences aloud. No formulation is necessary, simply reading aloud from text.</p> <p><i>Interpretation:</i> Candidate should achieve above average job performance in this area with little or no training.</p> <p>Able to convert written text into spoken language that can be understood accurately by most native speakers with little or no effort or need for clarifications.</p>	<p>Talk about how you feel when you have to communicate with someone in English. Are you nervous or comfortable?</p> <p style="text-align: center;">  1  2  3  4  5 </p> <p>Nervous and anxious. Doesn't like communicating in English Average comfort level Very confident. Enjoys practicing English with others.</p>

Voice Sample(s) Detail



During the assessment, the candidate was asked to provide a spoken, open-ended answer to one or more questions. The text of their responses as well as an analysis of their speaking is provided below. Additionally, you can click on the links below (or cut and past into a web browser) to hear what they said.

Detail	Interview Guide
<p>Sharing Thoughts Clearly Score: 77</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Usually able to formulate ideas into grammatically correct sentences and articulate them clearly in a way that can be understood by native speakers, but may require additional time or clarification by the listener in isolated cases. See section below for text and audio statements collected, as well as any Vibes data that may be available.</p> <p>Please see below to view the converted text from the voice sample that was collected.</p>	<p>Tell me about a project you recently worked on that you really enjoyed. What did you like most about it?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> 1 Unable to understand question. Brief response. Long delays between words. </div> <div style="text-align: center;"> 2 Able to describe what liked about project. Brief but responsive. Medium delays between words. </div> <div style="text-align: center;"> 3 Able to describe what liked about project. Brief but responsive. Medium delays between words. </div> <div style="text-align: center;"> 4 Clear response. Several sentences or more. Short delays between words. </div> <div style="text-align: center;"> 5 Clear response. Several sentences or more. Short delays between words. </div> </div>
Question	Response
<p>Please talk about the HR Avatar Voice Sample system and capability.</p>	<p>The HR Avatar voice sampling and reporting capability is a state-of-the-art voice sample collection tool that works worldwide and in nearly 80 languages. Voice samples are collected and stored. All associated reports make the actual voice something an evaluator can listen to at any time. Additionally, most voice samples are converted to text in their spoken language. The text transcript of what was spoken is usually included in the score report. In some cases, these samples are then translated into another language for processing by text-based automated evaluation tools employing machine learning. In other cases, the text is evaluated against a set of expected responses. The voice sample itself can be evaluated for the perceptions it creates in the listener, both positive and negative.</p> <div style="display: flex; align-items: center; margin-top: 20px;"> <p>Listen to audio recording: https://www.hravatar.com/ta/avpb/0/85</p> </div>

Voice Analysis Information

Spoken voice samples are processed through an artificial intelligence-based algorithm to determine how the speakers voice and speaking style is perceived by others. The following statistics and ratings were collected as part of this analysis and these were used in calculating the related competency scores.

Voice Analysis Info used in scoring: Sharing Thoughts Clearly				
General Speaking Features				
Strength of Opening	29	Weak		Strong
Clarity	65	Muffled		Clear
Pace	Too Much	Too Slow		Too Fast
Pause to Talk Ratio	Too Little	Too Few/Short		Too Many/Long
Variety Features				
Volume Variety	Good	Too Little		Too Much
Pace Variety	Too Little	Too Little		Too Much
Pitch Variety	Excellent	Too Little		Too Much
Positive Vibes				
Assertive	28	Low		High (good)
Authentic	67	Low		High (good)
Captivating	33	Low		High (good)
Clear	82	Low		High (good)
Confident	64	Low		High (good)
Energetic	92	Low		High (good)
Organized	93	Low		High (good)
Personable	3	Low		High (good)
Persuasive	14	Low		High (good)
Negative Vibes				
Arrogant	0	Low (good)		High
Belligerent	95	Low (good)		High
Boring	44	Low (good)		High
Condescending	18	Low (good)		High
Confusing	37	Low (good)		High
Detached	11	Low (good)		High
Ditsy	13	Low (good)		High
Nervous	31	Low (good)		High
Pushy	33	Low (good)		High

Timid	91	Low (good)		High
Unapproachable	36	Low (good)		High

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.
- For non-linear competencies, scores in the middle are more desirable. For these scales a score between 50 and 80 (dark green) represents scores that are within 1 standard deviation of the mean, scores between 80 and 95 and scores between 35 and 50 (yellow) represent scores that are 1 to 2 standard deviations above or below the mean, and scores above 95 or below 35 (red) represent scores that are more than 2 standard deviations above or below the mean.
- Sim ID: 3050-1, Key: 0-0, Rpt: 45, Prd: 1566, Created: 2020-10-31 04:18 GMT
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

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 (%)
Hearing and Understanding	70.3238	Numeric Score	70.3238	20.0000
Repeating Back Clearly	72.3477	Numeric Score	72.3477	20.0000
Responding Clearly	71.4241	Numeric Score	71.4241	20.0000
Sharing Thoughts Clearly	77.7111	Numeric Score	77.7111	20.0000
Speaking Clearly	62.9380	Numeric Score	62.9380	20.0000
Weighted Average:				70.9489
Final Overall Score:				70

Notes

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