

Candidate: **Betty Penske**  
Assessment: Spoken Language Skills (Russian)  
Completed: December 1, 2020  
Prepared for: Susan Bookman



## Test Result and Interview Guide

The Spoken Language Skills (Russian) 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   |
|--|-----------|--|
| <b>Betty Penske</b><br>bettypenske@yourcompany.org<br>Spoken Language Skills (Russian)<br>December 1, 2020 | <b>74</b> |  |
|  |           | <b>Key</b><br>▼ Candidate Score<br><span style="color: red;">■</span> Higher Risk<br><span style="color: green;">■</span> Lower Risk<br><span style="color: blue;">■</span> Custom Baseline (Optional) |

## Competency Summary

| Competency   | Score | Interpretation |
|--|-------|----------------|
| <b>Skills/Knowledge (relates to immediate readiness)</b> |       |                |
| Hearing and Understanding                                | 59    |                |
| Repeating Back Clearly                                   | 76    |                |
| Sharing Thoughts Clearly                                 | 68    |                |
| Responding Clearly                                       | 85    |                |
| Speaking Clearly   | 83    |                |

## 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           | 74th       |   |    |    |    |    |    |    |    |    |    |     |  |
| United States    | 61st       |   |    |    |    |    |    |    |    |    |    |     |  |
| HR Avatar Data   | 68th       |   |    |    |    |    |    |    |    |    |    |     |  |

## Assessment Overview



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## Detail

Candidate: **Betty Penske**, bettypenske@yourcompany.org  
 Assessment: Spoken Language Skills (Russian)  
 Authorized: December 1, 2020, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz  
 Started: December 1, 2020 at 3:08:51 AM EST  
 Completed: December 1, 2020 at 3:08:51 AM EST  
 Overall Score: 74

## 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><b>Hearing and Understanding</b><br/>Score: 59</p>  <p><i>Description:</i><br/>                     , , , , - , , . , , .</p> <p><i>Interpretation:</i><br/>                     Candidate appears capable of average job performance in this area with little or no training.</p> <p>, , , . , , .</p> | <p>- - , , ? ?</p> <p>★      ★      ★      ★      ★<br/>                     1      2      3      4      5</p> <p>. . . . .</p> |
| <p><b>Repeating Back Clearly</b><br/>Score: 76</p>  <p><i>Description:</i><br/>                     , . , , .</p> <p><i>Interpretation:</i><br/>                     Candidate should achieve above average job performance in this area with little or no training.</p> <p>, , .</p>                      | <p>, , : ?</p> <p>★      ★      ★      ★      ★<br/>                     1      2      3      4      5</p> <p>. . . . .</p>     |

| Detail  | Interview Guide  |
|---|--|
| <p><b>Responding Clearly</b><br/>Score: 85</p>  <p><i>Description:</i><br/>...</p> <p><i>Interpretation:</i><br/>Candidate should achieve superior job performance in this area with little or no training.</p> <p>...</p> | <p>... ?</p> <p>★ 1    ★ 2    ★ 3    ★ 4    ★ 5</p> <p>...</p> |
| <p><b>Speaking Clearly</b><br/>Score: 83</p>  <p><i>Description:</i><br/>...</p> <p><i>Interpretation:</i><br/>Candidate should achieve superior job performance in this area with little or no training.</p> <p>...</p>   | <p>... ?</p> <p>★ 1    ★ 2    ★ 3    ★ 4    ★ 5</p> <p>...</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><b>Sharing Thoughts Clearly</b><br/>Score: 68</p>  <p><i>Interpretation:</i><br/>The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>,, , . , , Vibes.</p> <p>Please see below to view the converted text from the voice sample that was collected.</p> | <p>, . ?</p>  <p>1 2 3 4 5</p> <p>... ..</p>  |
| 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> <p> Listen to audio recording:<br/><a href="https://www.hravatar.com/ta/avpb/0/85">https://www.hravatar.com/ta/avpb/0/85</a></p> |

## 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: |           |               |  |               |
|--------------------------------------|-----------|---------------|--|---------------|
| <b>General Speaking Features</b>     |           |               |  |               |
| Strength of Opening                  | 31        | Weak          |    | Strong        |
| Clarity                              | 40        | Muffled       |    | Clear         |
| Pace                                 | Good      | Too Slow      |    | Too Fast      |
| Pause to Talk Ratio                  | Too Much  | Too Few/Short |    | Too Many/Long |
| <b>Variety Features</b>              |           |               |  |               |
| Volume Variety                       | Too Much  | Too Little    |    | Too Much      |
| Pace Variety                         | Very Good | Too Little    |    | Too Much      |
| Pitch Variety                        | Too Much  | Too Little    |    | Too Much      |
| <b>Positive Vibes</b>                |           |               |  |               |
| Assertive                            | 72        | Low           |    | High (good)   |
| Authentic                            | 6         | Low           |     | High (good)   |
| Captivating                          | 59        | Low           |  | High (good)   |
| Clear                                | 42        | Low           |  | High (good)   |
| Confident                            | 57        | Low           |  | High (good)   |
| Energetic                            | 62        | Low           |  | High (good)   |
| Organized                            | 88        | Low           |  | High (good)   |
| Personable                           | 15        | Low           |   | High (good)   |
| Persuasive                           | 56        | Low           |  | High (good)   |
| <b>Negative Vibes</b>                |           |               |  |               |
| Arrogant                             | 31        | Low (good)    |   | High          |
| Belligerent                          | 18        | Low (good)    |   | High          |
| Boring                               | 74        | Low (good)    |  | High          |
| Condescending                        | 85        | Low (good)    |  | High          |
| Confusing                            | 37        | Low (good)    |  | High          |
| Detached                             | 13        | Low (good)    |   | High          |
| Ditsy                                | 27        | Low (good)    |   | High          |
| Nervous                              | 61        | Low (good)    |  | High          |
| Pushy                                | 26        | Low (good)    |   | High          |

|                |    |            |  |      |
|----------------|----|------------|--|------|
| Timid          | 19 | Low (good) |   | High |
| Unapproachable | 59 | 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](http://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: 3060-1, Key: 0-0, Rpt: 45, Prd: 1576, Created: 2020-12-01 08:08 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 | 59.3086 | Numeric Score          | 59.3086          | 20.0000    |
| Repeating Back Clearly    | 76.4781 | Numeric Score          | 76.4781          | 20.0000    |
| Sharing Thoughts Clearly  | 68.3272 | Numeric Score          | 68.3272          | 20.0000    |
| Responding Clearly        | 85.2084 | Numeric Score          | 85.2084          | 20.0000    |
| Speaking Clearly          | 83.3651 | Numeric Score          | 83.3651          | 20.0000    |
| Weighted Average:         |         |                        |                  | 74.5375    |
| Final Overall Score:      |         |                        |                  | 74         |

## Notes

(This area is intentionally blank - it's reserved as space for your notes.)