

Candidate: **Betty Penske**  
Assessment: Spoken Language Skills (French)  
Completed: January 26, 2021  
Prepared for: Susan Bookman



## Test Result and Interview Guide

The Spoken Language Skills (French) 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> bettypenske@yourcompany.org Spoken Language Skills (French) January 26, 2021	<b>74</b>	
The candidate's grades indicate that he is fluent in hearing and comprehension, as well as specific and free French. The candidate should be able to conduct an effective and fluent conversation with native speakers.		<b>Key</b> ▼ Candidate Score <span style="color: red;">■</span> Higher Risk <span style="color: green;">■</span> Lower Risk <span style="color: blue;">■</span> Custom Baseline (Optional)

## Competency Summary

Competency	Score	Interpretation
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Hearing and Understanding	62	
Speaking Clearly	78	
Sharing Thoughts Clearly	72	
Repeating Back Clearly	80	
Responding Clearly	80	

## 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

This assessment provides ratings for a number of important factors associated with a person's ability to communicate in both oral and spoken French during non-work related activities or professional interactions.

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







We would like to point out that the data in this report should be used as part of a comprehensive candidate evaluation process. Additional data should include face-to-face interviews, job testing, CV review and background checks.




## Detail

Candidate: **Betty Penske**, [bettypenske@yourcompany.org](mailto:bettypenske@yourcompany.org)  
 Assessment: Spoken Language Skills (French)  
 Authorized: January 26, 2021, by Susan Bookman, HR Avatar Data Collection Account, [sue.bookman@richardson.biz](mailto:sue.bookman@richardson.biz)  
 Started: January 26, 2021 at 6:46:25 AM EST  
 Completed: January 26, 2021 at 6:46:25 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> Score: 62</p>  <p><i>Description:</i> The ability to listen and understand the meaning of what has been heard. It is one thing to hear what has been said, and another to understand it well enough to be able to take appropriate or expected action. Both are necessary to succeed 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 clearly hear most sentences and understand the meaning of what is said. Sometimes it is necessary to ask a repeat question from a client or colleague, but not so often that it affects performance in most cases.</p>	<p>If someone speaks to you in French for a minute or more, how do you make sure you understand what he says? 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 a low confidence. Often asks for repetition or other words.                 </div> <div style="text-align: center;">  2 Shows a moderate confidence. Sometimes, ask for repetition or other words.                 </div> <div style="text-align: center;">  3 Shows great confidence. rarely asks for repetition or alternative words.                 </div> <div style="text-align: center;">  4                 </div> <div style="text-align: center;">  5                 </div> </div>

Detail	Interview Guide
<p><b>Speaking Clearly</b> Score: 78</p>  <p><i>Description:</i> The ability to speak words and whole sentences in a way that seems natural and can be understood by others. In this skill, the candidate is invited to read written phrases aloud. No wording is needed, simply by reading aloud the 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 accurately understood by most native speakers with little or no effort or need for clarification.</p>	<p>Talk about how you feel when you have to communicate with someone in French. Are you nervous or comfortable?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1</div> <div style="text-align: center;">★ 2</div> <div style="text-align: center;">★ 3</div> <div style="text-align: center;">★ 4</div> <div style="text-align: center;">★ 5</div> </div> <p>Nervous and anxious. Do not like to communicate in French</p> <p style="text-align: center;">Average comfort level</p> <p>Very confident. Love to practice French with others.</p>
<p><b>Repeating Back Clearly</b> Score: 80</p>  <p><i>Description:</i> The ability to listen to an oral statement and repeat it exactly as it was heard. Verbal repetition is necessary when working with or serving others to confirm understanding of what has been said and to ensure accuracy.</p> <p><i>Interpretation:</i> Candidate should achieve superior job performance in this area with little or no training.</p> <p>Appears to be able to listen carefully and repeat exactly what has been heard in a way that can be easily understood by almost all native speakers.</p>	<p>Repeat this sentence exactly as you hear me say: What time are we going to the movies and dinner with Katherine and Mark tonight?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1</div> <div style="text-align: center;">★ 2</div> <div style="text-align: center;">★ 3</div> <div style="text-align: center;">★ 4</div> <div style="text-align: center;">★ 5</div> </div> <p>Inaccurate repetition</p> <p style="text-align: center;">Repetition of average clarity</p> <p>Very clear repeat the back.</p>
<p><b>Responding Clearly</b> Score: 80</p>  <p><i>Description:</i> The ability to hear a question, formulate an answer 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 superior job performance in this area with little or no training.</p> <p>Able to always understand the questions, formulate an answer and speak in a way that can be understood by native speakers. Rarely need to ask questions of deepening or for a repetition of the question.</p>	<p>When someone asks you a question in French, do you need to ask him to repeat it or can you usually answer it the first time he asks?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1</div> <div style="text-align: center;">★ 2</div> <div style="text-align: center;">★ 3</div> <div style="text-align: center;">★ 4</div> <div style="text-align: center;">★ 5</div> </div> <p>Always need a rehearsal.</p> <p style="text-align: center;">Sometimes, ask for a rehearsal</p> <p>Almost never need to ask for a rehearsal</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> Score: 72</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 in grammatically correct sentences and articulate them clearly in a way that can be understood by native speakers, but which may require additional time or clarification by the listener in isolated cases. See the section below for collected audio and text reports, 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 the most?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  1 Can not understand the question. Brief answer. Long delays between words.         </div> <div style="text-align: center;">  2 Able to describe what pleased the project. Brief but reactive. Average delays between words.         </div> <div style="text-align: center;">  3 Able to describe what pleased the project. Brief but reactive. Average delays between words.         </div> <div style="text-align: center;">  4 Clear answer. Several sentences or more. Short delays between words.         </div> <div style="text-align: center;">  5 Clear answer. 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: <a href="https://www.hravatar.com/ta/avpb/0/85">https://www.hravatar.com/ta/avpb/0/85</a></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: Partage des pensées clairement				
<b>General Speaking Features</b>				
Strength of Opening	16	Weak		Strong
Clarity	56	Muffled		Clear
Pace	Too Much	Too Slow		Too Fast
Pause to Talk Ratio	Good	Too Few/Short		Too Many/Long
<b>Variety Features</b>				
Volume Variety	Too Much	Too Little		Too Much
Pace Variety	Good	Too Little		Too Much
Pitch Variety	Excellent	Too Little		Too Much
<b>Positive Vibes</b>				
Assertive	52	Low		High (good)
Authentic	26	Low		High (good)
Captivating	45	Low		High (good)
Clear	85	Low		High (good)
Confident	62	Low		High (good)
Energetic	5	Low		High (good)
Organized	58	Low		High (good)
Personable	11	Low		High (good)
Persuasive	0	Low		High (good)
<b>Negative Vibes</b>				
Arrogant	70	Low (good)		High
Belligerent	81	Low (good)		High
Boring	56	Low (good)		High
Condescending	6	Low (good)		High
Confusing	36	Low (good)		High
Detached	98	Low (good)		High
Ditsy	1	Low (good)		High
Nervous	79	Low (good)		High
Pushy	72	Low (good)		High

Timid	2	Low (good) 	High
Unapproachable	62	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: 3069-1, Key: 0-0, Rpt: 45, Prd: 1585, Created: 2021-01-26 11:46 UTC
- 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	62.2912	Numeric Score	62.2912	20.0000
Speaking Clearly	78.8104	Numeric Score	78.8104	20.0000
Sharing Thoughts Clearly	72.3456	Numeric Score	72.3456	20.0000
Repeating Back Clearly	80.2824	Numeric Score	80.2824	20.0000
Responding Clearly	80.0112	Numeric Score	80.0112	20.0000
Weighted Average:				74.7482
Final Overall Score:				74

## Notes

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