

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



Test Result and Interview Guide

The Spoken Language Skills (Portuguese with Portuguese Administration) 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 (Portuguese with Portuguese Administration) December 1, 2020 As pontuações do candidato indicam proficiência em audição e compreensão, bem como falando em português, tanto específico como livre. O candidato deve poder realizar uma conversa eficaz e de fácil fluxo com falantes nativos.	75	

Key

- ▼ Candidate Score
- Higher Risk
- Lower Risk
- Custom Baseline (Optional)

Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Hearing and Understanding	92	
Sharing Thoughts Clearly	84	
Speaking Clearly	70	
Repeating Back Clearly	59	
Responding Clearly	71	

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	75th												
United States	62nd												
HR Avatar Data	69th												

Assessment Overview

Esta avaliação fornece pontuações para uma série de fatores importantes associados à capacidade de comunicação de um indivíduo em português, tanto na forma oral como na forma auditiva, durante as atividades comuns não relacionadas ao trabalho, bem como atividades ou interações relacionadas ao trabalho.

pontuações são apresentadas individualmente em uma escala de 0-100. Em todos os casos, incluindo o escore geral, os escores mais altos representam maior desempenho esperado. Consulte a seção de interpretação de cada competência para obter informações adicionais.

A avaliação também avalia a forma como o candidato se depara com outros quando fala português. Esses chamados 'Vibes' são apresentados no relatório. Observe que há vibrações positivas e negativas.

Desejamos enfatizar que os dados contidos neste relatório devem ser usados como parte de um processo abrangente para avaliar os candidatos a trabalho. Os dados adicionais devem incluir entrevistas em pessoa, testes de trabalho, revisão de currículo e verificações de antecedentes.


Detail

Candidate: **Betty Penske**, bettypenske@yourcompany.org
 Assessment: Spoken Language Skills (Portuguese with Portuguese Administration)
 Authorized: December 1, 2020, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
 Started: December 1, 2020 at 3:32:17 AM EST
 Completed: December 1, 2020 at 3:32:17 AM EST
 Overall Score: 75

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: 92</p> <p><i>Description:</i> A capacidade de ouvir e entender o significado do que foi ouvido. Uma coisa é ouvir o que foi dito, e outro para compreendê-lo o bastante para poder tomar uma ação apropriada ou esperada. Ambos são necessários para o sucesso em trabalhos que exigem a interação com os outros.</p> <p><i>Interpretation:</i> Candidate should achieve superior job performance in this area with little or no training.</p> <p>Capaz de ouvir quase todas as frases claramente e entender o significado do que está sendo dito. Raramente será necessário pedir uma repetição de uma pergunta de um cliente ou colega de trabalho.</p>	<p>If someone is speaking to you in German 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 Mostra pouca confiança. Frequentemente pede repetição ou palavras alternativas. </div> <div style="text-align: center;"> 2 Mostra confiança média. Às vezes, pede repetição ou palavras alternativas. </div> <div style="text-align: center;"> 3 Mostra alta confiança. raramente pede repetição ou palavras alternativas. </div> </div>

Detail	Interview Guide
<p>Speaking Clearly Score: 70</p>  <p><i>Description:</i> A capacidade de falar palavras e frases inteiras de uma maneira que parece natural e pode ser entendida pelos outros. Nesta competência, o candidato é solicitado a ler frases escritas em voz alta. Nenhuma formulação é necessária, simplesmente lendo em voz alta texto.</p> <p><i>Interpretation:</i> Candidate should achieve above average job performance in this area with little or no training.</p> <p>Capaz de converter texto escrito em linguagem falada que pode ser entendida com precisão pela maioria dos falantes nativos com pouco ou nenhum esforço ou necessidade de esclarecimentos.</p>	<p>Fale sobre como você se sente quando precisa se comunicar com alguém em português. Você está nervoso ou confortável?</p> <p style="text-align: center;">★ ★ ★ ★ ★ 1 2 3 4 5</p> <p>Nervoso e ansioso. Não gosta de se comunicar em Português Nível médio de conforto Muito confiante. Gosta de praticar o português com outros.</p>
<p>Repeating Back Clearly Score: 59</p>  <p><i>Description:</i> A capacidade de ouvir uma declaração falada e repeti-la exatamente como foi ouvida. A repetição verbal é necessária quando se trabalha com outras pessoas ou serve para confirmar a compreensão do que foi dito e garantir a precisão.</p> <p><i>Interpretation:</i> Candidate appears capable of average job performance in this area with little or no training.</p> <p>Parece poder ouvir e repetir o que foi ouvido de uma maneira que pode ser parcialmente compreendida pelos falantes nativos.</p>	<p>Por favor, repita esta frase exatamente como você me ouviu, diga: a que horas vamos ao cinema e jantar com Katherine e Mark hoje à noite?</p> <p style="text-align: center;">★ ★ ★ ★ ★ 1 2 3 4 5</p> <p>Confirmação pouco clara Repetição de clareza média Uma repetição muito clara de volta.</p>
<p>Responding Clearly Score: 71</p>  <p><i>Description:</i> A capacidade de ouvir uma pergunta, formular uma resposta e falar de uma forma que possa ser entendida com precisão e satisfaça a pessoa que faz as perguntas.</p> <p><i>Interpretation:</i> Candidate should achieve above average job performance in this area with little or no training.</p> <p>Capaz de compreender perguntas, formular uma resposta e falar de uma maneira que pode ser entendida na maioria dos casos por falantes nativos. Ocasionalmente, é necessário fazer uma pergunta de sondagem ou uma repetição.</p>	<p>When someone asks you a question in German, do you need to ask them to repeat it or can you usually answer it the first time they ask?</p> <p style="text-align: center;">★ ★ ★ ★ ★ 1 2 3 4 5</p> <p>Sempre precisa uma repetição. Às vezes, pede uma repetição Quase nunca precisa pedir uma repetição</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: 84</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Capaz de formular facilmente idéias em frases grammaticamente corretas e articulá-las claramente de uma forma que possa ser entendida por falantes nativos. Veja a seção abaixo para as declarações de texto e áudio coletadas, bem como quaisquer dados da Vibes que possam estar disponíveis.</p> <p>Please see below to view the converted text from the voice sample that was collected.</p>	<p>Conte-me sobre um projeto que você trabalhou recentemente e que você realmente gostou. O que você mais gostou sobre isso?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> 1 Não é possível entender a pergunta. Breve resposta. Longas demoras entre as palavras. </div> <div style="text-align: center;"> 2 Capaz de descrever o que gostou do projeto. Breve, mas receptivo. Pequenos atrasos entre as palavras. </div> <div style="text-align: center;"> 3 </div> <div style="text-align: center;"> 4 </div> <div style="text-align: center;"> 5 Resposta clara. Várias frases ou mais. Pequenos atrasos entre as palavras. </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="margin-top: 20px;"> Listen to audio recording: https://www.hravatar.com/ta/avpb/0/85 </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: Compartilhando os pensamentos claramente				
General Speaking Features				
Strength of Opening	79	Weak		Strong
Clarity	64	Muffled		Clear
Pace	Too Little	Too Slow		Too Fast
Pause to Talk Ratio	Too Much	Too Few/Short		Too Many/Long
Variety Features				
Volume Variety	Excellent	Too Little		Too Much
Pace Variety	Very Good	Too Little		Too Much
Pitch Variety	Too Little	Too Little		Too Much
Positive Vibes				
Assertive	96	Low		High (good)
Authentic	71	Low		High (good)
Captivating	92	Low		High (good)
Clear	64	Low		High (good)
Confident	64	Low		High (good)
Energetic	32	Low		High (good)
Organized	67	Low		High (good)
Personable	60	Low		High (good)
Persuasive	85	Low		High (good)
Negative Vibes				
Arrogant	3	Low (good)		High
Belligerent	42	Low (good)		High
Boring	78	Low (good)		High
Condescending	15	Low (good)		High
Confusing	21	Low (good)		High
Detached	23	Low (good)		High
Ditsy	67	Low (good)		High
Nervous	15	Low (good)		High
Pushy	40	Low (good)		High

Timid	68	Low (good)		High
Unapproachable	15	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: 3070-1, Key: 0-0, Rpt: 45, Prd: 1809, Created: 2020-12-01 08:32 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	92.0187	Numeric Score	92.0187	20.0000
Sharing Thoughts Clearly	84.0726	Numeric Score	84.0726	20.0000
Speaking Clearly	70.6597	Numeric Score	70.6597	20.0000
Repeating Back Clearly	59.3683	Numeric Score	59.3683	20.0000
Responding Clearly	71.9014	Numeric Score	71.9014	20.0000
Weighted Average:				75.6041
Final Overall Score:				75

Notes

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