HR AVATAR™
EMPLOYMENT TESTS

ndidate: **Betty Penske**
ssessment: Basic Cognitive & Behavioral Assessment - Entry Level Version (Short plus Video Interview)
ompleted: April 24, 2024
epared for: Susan Bookman
HR Avatar Data Collection Account

# Test Results and Interview Guide

The Basic Cognitive & Behavioral Assessment - Entry Level Version (Short plus Video Interview) 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

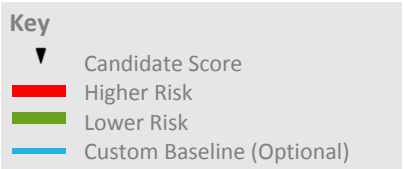
## Overall

| Candidate | Score | Interpretation |
|---|---|---|
| Betty Penske<br>bettypenske@yourcompany.org | 86 | |



Basic Cognitive & Behavioral Assessment - Entry Level Version (Short plus Video Interview)
April 24, 2024

Summary: High Performance Potential




## Competency Summary

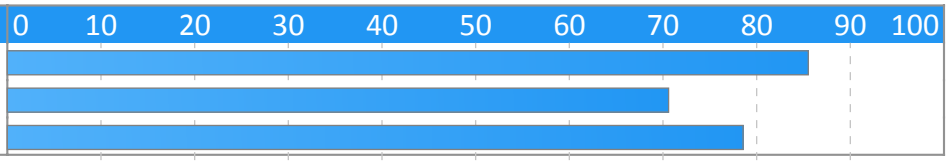
| Competency | Score | Interpretation |
|---|---|---|
| **Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)** | | |
| Analytical Thinking and Attention to Detail | 90 | |
| **Behavioral History (relates to performance and turnover)** | | |
| History Survey - Performance | 68 | |
| History Survey - Tenure | 87 | |



## 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 | 86th |
| United States | 71st |
| HR Avatar Data | 79th |

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## Detail

| | |
|---|---|
| Candidate: | Betty Penske, bettypenske@yourcompany.org |
| Assessment: | Basic Cognitive & Behavioral Assessment - Entry Level Version (Short plus Video Interview) |
| Authorized: | April 24, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz |
| Started: | April 24, 2024, 5:57:46PM EST |
| Completed: | April 24, 2024, 5:57:46PM EST |
| Overall Score: | 86 |

## 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 |
|---|---|
| **Analytical Thinking and Attention to Detail**<br>Score: 90<br> <br><br>*Description:*<br>This scale represents thoroughness, accuracy, and being concerned for all areas involved no matter how insignificant. Individuals who demonstrate high Attention to Detail produce work products that are consistently accurate and require little checking. They rarely forget schedule commitments or overlook even the smallest details.<br>*Interpretation:*<br>High scores in this area correlate with superior performance for many jobs.<br><br>Able to think in a thoughtful, discerning way. Can often solve difficult problems, plan many-featured tasks and projects, organize multiple resources, and analyze complex data. Able to quickly recall and use information when needed or appropriate. Additionally, able to achieve a high degree of thoroughness and accuracy in a work task. Concerned for all areas involved. Work products require little or no review or checking to maintain consistency. | Can you give me an example of where your attention to detail or your thoughtful analysis of a situation helped make a project successful?<br><br>1 — Poor example. Does not show attention to detail or analytical ability.<br>2<br>3 — Moderately relevant or impactful example.<br>4<br>5 — Strongly relevant and clear example. |

## Behavioral History Detail

This section evaluates answers the candidate gave concerning his or her work-related history. Studies often show that a candidate''s past behavior often indicates his or her future behavior. Potential caution areas (if any) are specified in each detail section.

Continued on next page.

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| Detail | Interview Guide |
|---|---|
| **History Survey - Performance**<br>Score: 68<br> <br><br>*Description:*<br>Evaluates elements of the candidate's past work and education history to identify indications of high or low performance potential.<br>*Interpretation:*<br>The candidate's score indicates past behaviors that contribute to above average job performance.<br><br>Exhibits past behaviors and achievements that are likely to result in above average job performance.<br><br>The following potential performance risk areas were identified:<br><br>• Below average productivity history<br>• Below average performance reviews<br>Further probing is recommended for each of these items. | How does your work compare with your peers? Do you produce more or less? How do you know?<br><br>☆ 1 ☆ 2 ☆ 3 ☆ 4 ☆ 5<br><br>What kind of feedback have you received about your performance from your managers and your peers?<br><br>☆ 1 ☆ 2 ☆ 3 ☆ 4 ☆ 5 |
| **History Survey - Tenure**<br>Score: 87<br> <br><br>*Description:*<br>Evaluates a candidate's past employment history and related factors for indications of potentially low job tenure.<br>*Interpretation:*<br>The candidate's score indicates past behaviors that contribute to high job performance.<br><br>Exhibits behaviors likely to result in longer than average job tenure.<br><br>The following potential performance risk areas were identified:<br><br>• Frequent job changes<br>• Potential long commute<br>Further probing is recommended for each of these items. | Review your last few jobs with me, explaining why you left the old job and what attracted you to the new one.<br><br>☆ 1 ☆ 2 ☆ 3 ☆ 4 ☆ 5<br><br>What is the longest distance you have had to commute to work? What did you do during the commute? How long did you keep that job?<br><br>☆ 1 ☆ 2 ☆ 3 ☆ 4 ☆ 5 |

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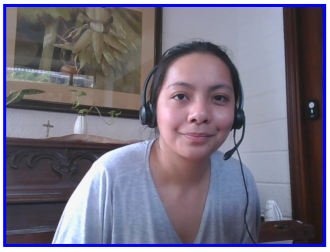
## Identity Confirmation Photos

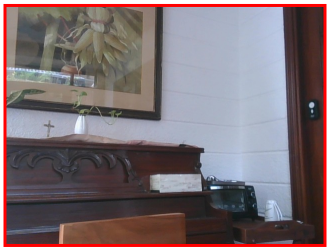
The following photos of the candidate and any identification were uploaded during the assessment session.

| 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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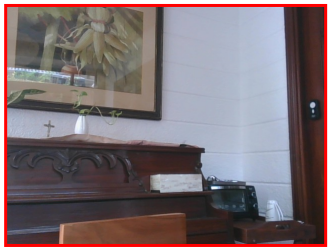

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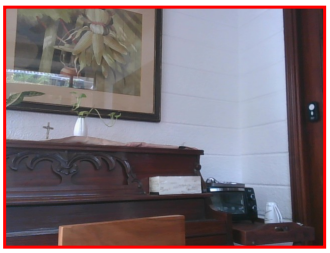
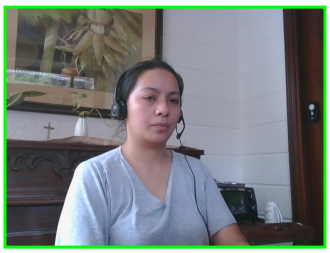


*In-Test Error Detected (No Face Detected)*

*In-Test Photo*



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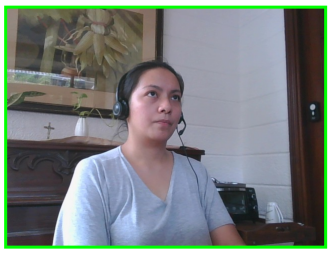

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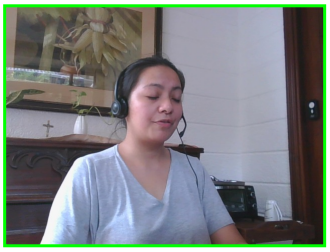

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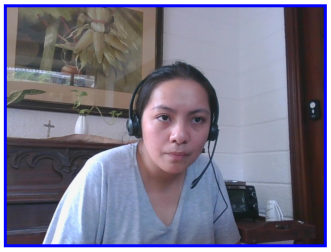

*Pre/Post-Test Photo*

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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.
- This assessment makes use of data from the Occupational Information Network (O*NET), which is funded by the U.S. Federal Government - U.S. Department of Labor/Employment and Training Administration (USDOL/ETA) - as a primary source of occupational information. The O*NET database contains information on hundreds of standardized and occupation-specific descriptors that are continually updated by ongoing research. These data are used in preparing descriptive information as well as setting relative weights between competencies used in calculating the overall score. For additional information about O*NET, visit http://www.onetcenter.org.
- O*Net Standard Occupational Code (SOC) Used: 51-9195.00
- O*Net Version: 26.3
- Sim ID: 14564-1, Key: 0-0, Rpt: 70, Prd: 2774, Created: 2024-04-24 22:57 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 the individual competency scores. Competency scores are calculated on a 0-100 scale by first calculating a Z statistic based on test-taker responses and then transforming the Z value to a scale with target mean and standard deviation. Certain competencies have a normal score distribution where it is best to be closest to the mean. For these competencies we modify the Z statistic by multiplying its absolute value by minus 1 for the overall score calculation. Next, to calculate the overall score, a weighted average of all modified competency Z statistics is computed and this weighted average is itself transformed to a Z statistic, which is then transformed to a score with the same target mean and standard deviation. Finally outlier scores are adjusted if they are below 0 or above 100.

| Competency | Score | How applied to overall | Score Value Used | Weight (%) |
|---|---|---|---|---|
| Analytical Thinking and Attention to Detail | 90.2518 | Z-Statistic | 1.6835 | 70.9091 |
| History Survey - Performance | 68.9940 | Z-Statistic | 0.2663 | 14.5455 |
| History Survey - Tenure | 87.5698 | Z-Statistic | 1.5047 | 14.5455 |
| Weighted Average of Competency Z-Scores: | | | | 1.4513 |
| Mean applied to Raw Weighted Avg: | | | | 0.0000 |
| Standard Deviation applied to Raw Weighted Avg: | | | | 1.0000 |
| Normalized Raw Score: | | | | 1.4513 |
| Mean: | | | | 65.0000 |
| Standard Deviation Used: | | | | 15.0000 |
| Final Overall Score: | | | | 86.7697 |

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## Notes

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

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