

Test Results and Interview Guide

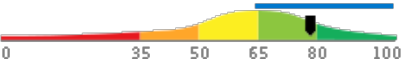
Candidate:	Richard Wantsajob
Assessment:	Basic Entry-Level Work Simulation
Completed:	May 11, 2025
Prepared for:	Sara Maple Example Company

What's Included

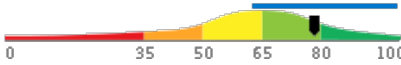
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Basic Entry-Level Work Simulation 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.

Overall

Candidate	Score	Interpretation
<div><div>Richard Wantsajob</div><div><div>rich.wantsajob@gmail.com</div><div>Basic Entry-Level Work Simulation</div><div>May 11, 2025</div></div><div>Summary: Moderate to High Performance Potential</div></div>	<div>78</div>	<div><div><div>Key</div><div><div></div>Candidate Score</div><div><div></div>Higher Risk</div><div><div></div>Lower Risk</div><div><div></div>Custom Baseline (Optional)</div></div></div>

Competency Summary

Competency	Score	Interpretation
<div><div>Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)</div><div>Analytical Thinking and Attention to Detail</div></div>	<div>78</div>	<div></div>

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	78th											
United States	65th											
Example Company	72nd											

Detail

Candidate: Richard Wantsajob, rich.wantsajob@gmail.com
 Assessment: Basic Entry-Level Work Simulation
 Authorized: May 11, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
 Started: May 11, 2025, 1:31:45PM EDT
 Completed: May 11, 2025, 1:31:45PM EDT
 Overall Score: 78

Cognitive Abilities Detail

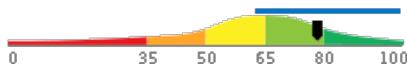
This section contains a list of job-related cognitive abilities that have been evaluated in a job-like context using simulation technology. Studies have demonstrated that cognitive abilities are highly correlated with job performance for many jobs. Abilities also correlate with problem-solving and the ability to learn quickly.

Detail

Interview Guide

Analytical Thinking and Attention to Detail

Score: 78



Description:

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.

Interpretation:

Strong scores in this area correlate with above average performance for many jobs.

Usually able to think in a thoughtful, discerning way. Capable of solving difficult problems, planning many-featured tasks and projects, organizing multiple resources, and analyzing complex data with only occasional assistance. Usually able to quickly recall and use information when needed or appropriate. Additionally, can usually achieve a high degree of thoroughness and accuracy in work tasks.

Can you give me an example of where your attention to detail or your thoughtful analysis of a situation helped make a project successful?



1

Poor example.
 Does not show
 attention to detail
 or analytical ability.



2

Moderately relevant or
 impactful example.



3



4

Strongly relevant
 and clear example.



5

How do you handle a situation when you've messed up due to overlooking an important detail?



1

Is unable to handle
 the situation.



2

Demonstrates the ability
 to admit to their error
 and quickly fix the error,
 but didn't put
 preventative systems in
 place.



3



4

Demonstrates the
 ability to admit to
 their error and
 quickly fix the
 error, but didn't
 put preventative
 systems in place.



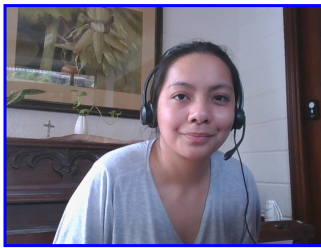
5

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%)



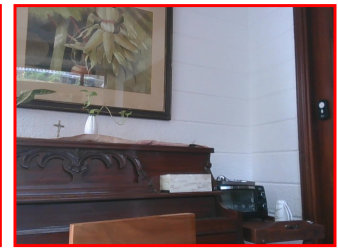
Pre/Post-Test Photo



ID Photo



In-Test Error Detected (No Face Detected)



In-Test Error Detected (No Face Detected)



In-Test Error Detected (No Face Detected)



In-Test Photo



In-Test Photo



In-Test Photo



In-Test Photo



Pre/Post-Test Photo

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.
- Sim ID: 15457-2, Key: 0-0, Rpt: 13, Prd: 2835, Created: 2025-05-11 17:31 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 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	78.7951	Z-Statistic	0.9197	100.0000
Weighted Average of Competency Z-Scores:				0.9197
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.9197
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				78.7951

Notes

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