

Candidate: Betty Penske

Assessment: Basic Entry-Level Work Simulation

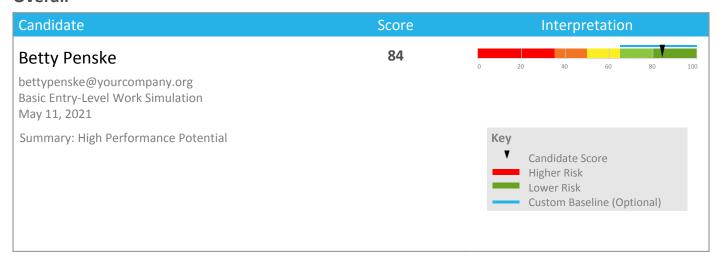
Completed: May 11, 2021 Prepared for: Susan Bookman



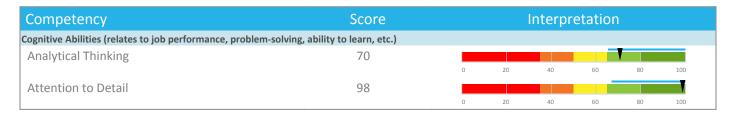
# **Test Results and Interview Guide**

The Basic Entry-Level Work Simulation assessment measures key factors related to high performance and tenure in this job. Attribute types measured 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**



### **Competency Summary**



### 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	84th											
United States	69th									i	i I	
HR Avatar Data	77th										 	



#### **Assessment Overview**

This assessment provides scores for a number of important factors and competencies that are related to success on the job. Scores are presented based on their potential impact on job performance.

Scores are presented individually on a scale of 0-100. In most cases, including the overall score, higher scores represent higher expected job performance. However, for some competencies, either extreme low or extreme high scores indicate a risk of lower performance. Refer to the interpretation section of each competency for additional information.

Individual competency scores are also combined into a single overall score. Please note that individual competencies are weighted differently, depending on their type, and on fine adjustments based on data from the US Government's Occupational Data Network (O\*Net).

Each competency measured includes one or more suggested interview questions, in an easy-to-use format. These questions should be used for additional probing, especially when the score shows an area of relative weakness.

Some of the competencies measured evaluate preferences for doing (or not doing) specific activities. Scores for these competencies can be used to evaluate job-fit.

We wish to emphasize that the data contained in this report should be used as part of a comprehensive process for evaluating job candidates. Additional data should include in-person interviews, job tryouts, resume review, and background checks.

#### Detail

Candidate: Betty Penske, bettypenske@yourcompany.org

Assessment: Basic Entry-Level Work Simulation

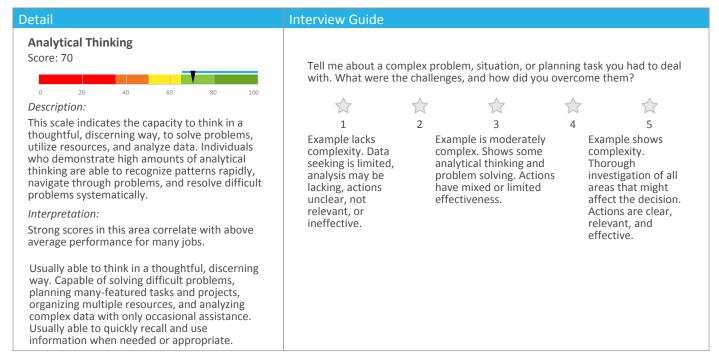
Authorized: May 11, 2021, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz

Started: May 10, 2021 at 11:55:35 PM EST Completed: May 10, 2021 at 11:55:35 PM EST

Overall Score: 84

### **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 Attention to Detail** Score: 98 Give me an example of a time you discovered an error that had been overlooked by either you or someone you were working with. What did you do? What was the outcome? 20 Description: This scale represents thoroughness, accuracy, and being concerned for all areas involved no 1 2 3 4 5 matter how insignificant. Individuals who Moderately clear Very detailed. Unclear or careless demonstrate high Attention to Detail produce example. Can't example. Some concern Concern for all work products that are consistently accurate and for details. Direct but describe what was relevant require little checking. They rarely forget components. Clear, overlooked. No passive action. schedule commitments or overlook even the proactive actions. action. smallest details. Interpretation: High scores in this area correlate with superior performance for many jobs. 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.



## **Identity Confirmation Photos**

During the assessment the candidate was asked to photograph himself or herself for identity confirmation purposes. These photos and any analysis conducted are provided below.

Photo Analysis Results	
- Risk:	Medium risk of cheating based on image inconsistencies
- Valid Images Captured:	5
- Images used for Facial Comparison:	4
- Image Timeouts (no image captured):	1
- Unannounced Images Captured:	2
- Facial Comparison Average Match:	99%
- Matches:	6 strong vs 0 weak matches
- Detected Emotions:	Calm, Happy



Candidate Image Capture April 19, 2018 8:40:25 AM BNT, In-Test Photo



Candidate ID Card April 19, 2018 8:42:45 AM BNT, In-Test Photo



Un-announced Candidate Image Capture April 19, 2018 8:44:27 AM BNT, In-Test Photo



Un-announced Candidate Image Capture April 19, 2018 8:45:24 AM BNT, In-Test Photo



Candidate Image Capture April 19, 2018 8:46:42 AM BNT, In-Test Photo Timeout



#### **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: 7257-1, Key: 0-0, Rpt: 13, Prd: 2835, Created: 2021-05-11 04:55 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 over	all Score Value Used	Weight (%)
Analytical Thinking	70.5214	Z-Statistic	0.3681	50.0000
Attention to Detail	98.5614	Z-Statistic	2.2374	50.0000
Weighted Average of C	1.3028			
Mean applied to Raw \	0.0000			
Standard Deviation ap	1.0000			
Normalized Raw Score	1.3028			
Mean:	65.0000			
Standard Deviation Use	15.0000			
Final Overall Score:	84.5414			



### **Notes**

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