

Candidate: **Betty Penske**  
Assessment: Work Productivity Index - Service  
Completed: February 9, 2023  
Prepared for: Susan Bookman  
HR Avatar Data Collection Account

# Test Results and Interview Guide

The Work Productivity Index - Service 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
<b>Betty Penske</b> bettypenske@yourcompany.org Work Productivity Index - Service February 9, 2023  Summary: Moderate to High Performance Potential	<b>71</b>	

**Key**

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

## Competency Summary

Competency	Score	Interpretation
<b>Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)</b>		
Analytical Thinking_suppcs	87	
Attention to Detail_suppcs	75	
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Audio/Video Interview Questions	77	
<b>Artificial Intelligence (AI)-Derived Traits</b>		
Voice-Derived Performance Potential	63	

## 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	71st												
United States	59th												
HR Avatar Data	65th												

## 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](mailto:bettypenske@yourcompany.org)  
 Assessment: Work Productivity Index - Service  
 Authorized: February 9, 2023, by Susan Bookman, HR Avatar Data Collection Account, [sue.bookman@richardson.biz](mailto:sue.bookman@richardson.biz)  
 Started: February 9, 2023 at 12:22:35 AM EST  
 Completed: February 9, 2023 at 12:22:35 AM EST  
 Overall Score: 71

## 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
<p><b>Analytical Thinking_suppccs</b> Score: 87</p> <p><i>Description:</i> Evaluates the candidate's ability in the area of Analytical Thinking_suppccs, with an aim to determine the degree of training and/or practice that will be required before the candidate can be expected to become productive.</p> <p><i>Interpretation:</i> High scores in this area correlate with superior performance for many jobs.</p> <p>Scores indicate solid Analytical Thinking_suppccs ability. Candidate is likely ready to be productive without basic training or with immediate entry into advanced training.</p>	<p>Tell me about a project or task where you had to use your Analytical Thinking_suppccs abilities.</p> <p style="text-align: center;"> <span style="display: inline-block; text-align: center;">★ 1</span> <span style="display: inline-block; text-align: center;">★ 2</span> <span style="display: inline-block; text-align: center;">★ 3</span> <span style="display: inline-block; text-align: center;">★ 4</span> <span style="display: inline-block; text-align: center;">★ 5</span> </p> <p>Example didn't require or demonstrate ability.</p> <p>Ability only moderately relevant or demonstrated.</p> <p>Clearly relevant use and demonstration of ability.</p>

Detail	Interview Guide
<p><b>Attention to Detail_suppcs</b> Score: 75</p> <p><i>Description:</i> Evaluates the candidate's ability in the area of Attention to Detail_suppcs, with an aim to determine the degree of training and/or practice that will be required before the candidate can be expected to become productive.</p> <p><i>Interpretation:</i> Strong scores in this area correlate with above average performance for many jobs.</p> <p>Scores indicate good Attention to Detail_suppcs ability. Candidate is likely ready to be productive with very little basic training or with immediate entry into advanced training.</p>	<p>Tell me about a project or task where you had to use your Attention to Detail_suppcs abilities.</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;"> <p>★ 1</p> <p>Example didn't require or demonstrate ability.</p> </div> <div style="text-align: center;"> <p>★ 2</p> <p>Ability only moderately relevant or demonstrated.</p> </div> <div style="text-align: center;"> <p>★ 3</p> <p>Ability only moderately relevant or demonstrated.</p> </div> <div style="text-align: center;"> <p>★ 4</p> <p>Clearly relevant use and demonstration of ability.</p> </div> <div style="text-align: center;"> <p>★ 5</p> <p>Clearly relevant use and demonstration of ability.</p> </div> </div>

## Knowledge and Skills Detail


This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail	Interview Guide
<p><b>Audio/Video Interview Questions</b> Score: 77</p> <p><i>Description:</i> A customized series of open-ended video-response questions were asked. Results include the video responses themselves for viewing, as well as transcripts, text analysis, and voice analysis. Text analysis includes vocabulary and grammar. Voice analysis includes perceived voice intonation and other speaking quality factors.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Text and voice analysis indicates above average quality to open-ended responses.</p> <p>Please see below to view the converted text from the voice sample that was collected.</p>	<p>Tell me about how your background and experience have prepared you for this kind of work.</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;"> <p>★ 1</p> <p>Poorly structured answer. Not convincing.</p> </div> <div style="text-align: center;"> <p>★ 2</p> <p>Moderately persuasive. Acceptable logic and structure.</p> </div> <div style="text-align: center;"> <p>★ 3</p> <p>Moderately persuasive. Acceptable logic and structure.</p> </div> <div style="text-align: center;"> <p>★ 4</p> <p>Convincing answer. Solid logic and structure.</p> </div> <div style="text-align: center;"> <p>★ 5</p> <p>Convincing answer. Solid logic and structure.</p> </div> </div>

## Artificial Intelligence (AI)-Derived Traits Detail


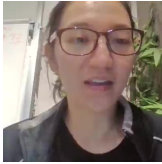
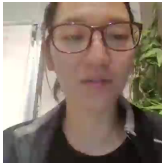
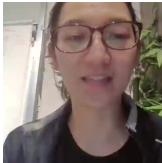
This section contains a list of traits and characteristics measured through artificial intelligence using machine learning. These traits can often impact performance in group or team environments as well as individual work environments. Sample interview questions are provided to gather more information.

Continued on next page.

Detail	Interview Guide
<p><b>Voice-Derived Performance Potential</b> Score: 63</p>  <p><i>Description:</i> Experimental: Based on artificial intelligence (AI) that evaluates how a candidate's voice is perceived by others. Preliminary studies have shown that candidates who sound confident and assertive often correlate with high performance, while candidates who come across as detached often exhibit lower performance. Please note that research regarding this measurement is ongoing and should not be used as the basis for employment decisions at this point.</p> <p><i>Interpretation:</i> The candidate's score in this area indicates neither a positive nor a negative impact on performance.</p> <p>Experimental: Perceived voice indicates average performance potential.</p>	

## Audio/Video Responses

During the assessment, the candidate was asked to answer open-ended answer to one or more questions by either audio or video. If the candidate did not have the ability to upload audio or video they were asked to write their responses. The text of their responses as well as any included analysis of their speaking or text is provided below. Additionally, you can click on the links below (or cut and past into a web browser) to view or listen to their response directly.

Question	Response
<p>Introduce yourself. Start with your name and add in whatever you'd like to say.</p>	<p>hi my name is Ana Reyes and I'm currently working as an administrative occur in a company located here in Makati so I've been working in the company for a year-and-a-half doing pretty much filing documents and taking care of documentation for the whole company</p> <div data-bbox="708 543 868 705">  </div> <p data-bbox="911 583 1166 611">View this video recording:</p>
<p>Why are you leaving your current position?</p>	<p>so basically the reason why I want to leave my current position is because I would describe myself as a people person so in my current role I do not get to interact with a lot of people and so I find the job a little bit boring and unfulfilling</p> <div data-bbox="708 852 868 1014">  </div> <p data-bbox="911 892 1166 919">View this video recording:</p>
<p>Why do you think you would succeed in the job you are applying for?</p>	<p>so I think I would succeed in the job that I'm applying for because I have a lot of energy and since I like working with a lot of people I think that our role in sales will also allow me to do what I really enjoy Winchester interact with all different kinds of people and also to learn in the process</p> <div data-bbox="708 1182 868 1344">  </div> <p data-bbox="911 1222 1166 1249">View this video recording:</p>
<p>Why do you want to do the job you are applying for?</p>	<p>so I mentioned earlier I am really interested in a sales job first of all because I like working with people and I think that I am convincing I also like the company that I'm applying for it has a lot of it snowing in the market and it looks like a really young and fun company</p> <div data-bbox="708 1514 868 1675">  </div> <p data-bbox="911 1554 1166 1581">View this video recording:</p>

Question	Response
<p>Describe an achievement you are proud of. What did you have to accomplish and how did you do it?</p>	<p>so I think one of the biggest achievements that I have experience in my work so far is that I was able to help the accounting team a project of bears because I kept track of all the documents and I coordinated with different teams so that's all there are requirements were submitted so because of that are the accounting team was actually able to finish their project ahead of time</p> <div data-bbox="711 365 870 527" data-label="Image"> </div> <p data-bbox="911 405 1166 430">View this video recording:</p>
<p>Where do you see yourself five years from now?</p>	<p>so five years from now I honestly see myself in a managerial position I'm also aspiring to find a job abroad also working in sales</p> <div data-bbox="711 646 870 808" data-label="Image"> </div> <p data-bbox="911 686 1166 711">View this video recording:</p>
<p>Talk about anything you would like to add that might be helpful in our evaluation.</p>	<p>so I would also like to add that I have that when I was in college I was the president of an organization and one of the biggest projects which I handle it had to do with selling in order to raise funds so we were actually able to hit our Target really easily because of my efforts as well as a team separate</p> <div data-bbox="711 980 870 1142" data-label="Image"> </div> <p data-bbox="911 1020 1166 1045">View this video recording:</p>

## 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: Audio/Video Interview Questions					
<b>General Speaking Features</b>					
Strength of Opening	63	Weak			Strong
Clarity	74	Muffled			Clear
Pace	Good	Too Slow			Too Fast
Pause to Talk Ratio	Too Little	Too Few/Short			Too Many/Long
<b>Variety Features</b>					
Volume Variety	Very Good	Too Little			Too Much
Pace Variety	Very Good	Too Little			Too Much
Pitch Variety	Too Little	Too Little			Too Much
<b>Positive Vibes</b>					
Assertive	58	Low			High (good)
Authentic	60	Low			High (good)
Captivating	52	Low			High (good)
Clear	61	Low			High (good)
Confident	61	Low			High (good)
Energetic	69	Low			High (good)
Organized	58	Low			High (good)
Personable	53	Low			High (good)
Persuasive	51	Low			High (good)
<b>Negative Vibes</b>					
Arrogant	13	Low (good)			High
Belligerent	15	Low (good)			High
Boring	28	Low (good)			High
Condescending	7	Low (good)			High
Confusing	14	Low (good)			High
Detached	23	Low (good)			High
Ditsy	12	Low (good)			High
Nervous	16	Low (good)			High
Pushy	23	Low (good)			High
Timid	16	Low (good)			High
Unapproachable	14	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.
- 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: 41-9041.00
- O\*Net Version: 26.3
- Sim ID: 9112-3, Key: 0-0, Rpt: 70, Prd: 3372, Created: 2023-02-09 05:22 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_suppcs	87.2536	Z-Statistic	1.4836	14.2857
Attention to Detail_suppcs	75.7751	Z-Statistic	0.7183	14.2857
Audio/Video Interview Questions	77.2493	Z-Statistic	0.8166	35.7143
Voice-Derived Performance Potential	63.2499	Z-Statistic	-0.1167	35.7143

Weighted Average of Competency Z-Scores:	0.5645
Mean applied to Raw Weighted Avg:	0.0000
Standard Deviation applied to Raw Weighted Avg:	1.0000
Normalized Raw Score:	0.5645
Mean:	65.0000
Standard Deviation Used:	15.0000
Final Overall Score:	73.4681

## Notes

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