

# Test Results and Interview Guide

Candidate: **Richard Wantsajob**  
Assessment: Sales Representative - Services (Indonesian)  
Completed: June 30, 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 Sales Representative - Services (Indonesian) 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>Richard Wantsajob</b> rich.wantsajob@gmail.com Sales Representative - Services (Indonesian) June 30, 2025 Summary: Moderate to High Performance Potential	<span style="font-size: 24pt; font-weight: bold; color: #008000;">70</span>	

**Potential Risk Areas**

- Low Integrity score could indicate potential issues with reliability.

**Key**

- █ Candidate Score
- █ Higher Risk
- █ Lower Risk

## Competency Summary

Competency	Score	Interpretation
<b>Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)</b>		
Analytical Thinking and Attention to Detail	66	
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Situation Analysis in Selling	60	
Writing	94	
Fundamental Sales Concepts	76	
<b>Personality Characteristics (relates to fit with the job/team environment)</b>		
Adaptability	91	
Drive	86	
Integrity	10	
Teamwork	89	
<b>Emotional Intelligence (relates to situational judgment, performance and teamwork)</b>		
Empathy and Emotional Self-Control	85	
<b>Behavioral History (relates to performance and turnover)</b>		
History Survey - Performance	77	
History Survey - Tenure	86	

↑ Importance to Job

## 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	70th												
United States	58th												
Example Company	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: **Richard Wantsajob**, rich.wantsajob@gmail.com  
 Assessment: Sales Representative - Services (Indonesian)  
 Authorized: June 30, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com  
 Started: June 30, 2025, 4:29:52PM EDT  
 Completed: June 30, 2025, 4:29:52PM EDT  
 Overall Score: 70

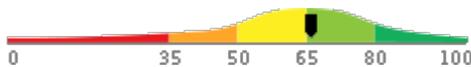
## Cognitive Abilities Detail

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: 66



*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 achieve a high degree of thoroughness and accuracy in a work task. Concerned for most areas involved. Requires only occasional oversight and checking.

Berikan contoh pada situasi apa perhatian pada detail atau pemikiran analitis Anda bisa menjadikan sebuah proyek berhasil?



1

Contoh yang buruk, Tidak menunjukkan perhatian pada detail atau kemampuan analitis.



2

Contoh yang cukup relevan dan memberi dampak.



3



4

Contoh yang jelas dan sangat relevan.



5

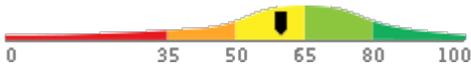
## Knowledge and Skills Detail

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

### Situation Analysis in Selling

Score: 60



**Description:**

The ability to rapidly grasp the key issues and concerns of a prospective customer and to formulate the appropriate next steps.

**Interpretation:**

Candidate appears capable of average job performance in this area with little or no training.

Average ability to analyze sales situations and determine next steps.

How do you feel about the sales part of the job you are applying for?



1  
Answer reflects that they do not find enjoyment in the sales part of the job.

2  
Answer shows that they enjoy the field of sales. Does not relate it back to their skills or past experience.

3  
Answer shows they have general enjoyment for sales, relates enjoyment to their skills or past experience.

How did you land your most successful sale?



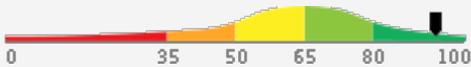
1  
Shows they weren't excited by the challenge of a sale and the sale was easy.

2  
Shows they were excited by the challenge of a sale or shows tenacity, but the sale was easy.

3  
Shows they were excited by the challenge of a sale, shows tenacity, and the sale wasn't easy.

### Writing

Score: 94



**Description:**

The ability to concisely and succinctly convey ideas and information via written text.

**Interpretation:**

Superior writing skills can positively impact performance in many jobs.

Significantly above average. Conveys ideas accurately in a clear, concise and succinct format. See writing sample section of report for raw essay(s) submitted.

- Raw computed score (AI): 80
- Computed score confidence: 75
- Approximate Word Count: 247

Please see below to view the essay submitted.

Do you think writing is important to the role you are applying for? How would you rate yourself as a writer.



1  
Rating doesn't correspond well with their score. Does not think writing is important to the role.

2  
Rating doesn't correspond well with their score. Acknowledges the importance of writing in the role.

3  
Rating corresponds well with their score. Acknowledges the importance of writing in the role.

Are you comfortable when you need to express yourself through writing? Do you feel confident you can get the right message across?



1  
Not confident in own writing ability. Prefers speaking.

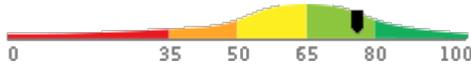
2  
Somewhat confident in own writing ability. Writes frequently.

3  
Very confident in ability to write. Has received compliments on clarity of written correspondences.

**Detail Interview Guide**

**Fundamental Sales Concepts**

Score: 76



*Description:*

Evaluates the candidate's knowledge of Fundamental Sales Concepts with an aim to determine the degree of training that will be required before the candidate can be expected to become productive.

*Interpretation:*

Candidate should achieve above average job performance in this area with little or no training.

Scores indicate good working knowledge of this topic. Candidate is likely ready to be productive with very little basic training or with immediate entry into advanced training.

Tell me about a project or task where you had to use your knowledge of Fundamental Sales Concepts.



1

Example didn't require or demonstrate knowledge.



2

Knowledge was only moderately important or moderately demonstrated in example.



3



4

Clearly relevant application and demonstration of knowledge.



5

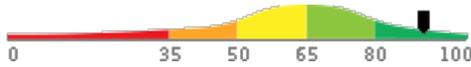
**Personality Characteristics Detail**

This section contains a list of personality characteristics that are frequently associated with job performance. Remember, these are not skills and do not indicate the ability to do a job. Rather, they can be used to evaluate the candidate's fit with the general needs of the job and the organizational culture. Sample interview questions are provided to gather more information.

**Detail Interview Guide**

**Adaptability**

Score: 91



*Description:*

This scale reflects how accepting a person is of frequent or substantial changes in his or her job requirements. Changing work requirements usually cause stress and put pressure on an individual to adapt. High scorers usually thrive under changing work conditions, while low scorers may burn out or become paralyzed. In more stable job circumstances, high scorers may become bored, while low scorers would remain satisfied.

*Interpretation:*

The candidate's score in this area should contribute to enhanced overall job performance.

Thrives on change. Sees self as very flexible and easy-going. However, he or she may often be perceived as disinterested, unmotivated, or too easy-going in times of upheaval.

What are some of the techniques you use to keep yourself from getting burnt out when faced with ever-changing conditions?



1

Candidate doesn't have an effective technique to keep them from getting burnt out.



2

Candidate is only able to explain one effective technique to keep them from getting burnt out.



3



4

Candidate explains multiple effective techniques allowing themselves to not get burnt out.



5

Even in a fast-changing environment there can be periods of relative calm and stability. How do you keep from getting bored during these slower times?



1

Candidate has no effective technique to keep them from getting bored.



2

Candidate can explain one effective technique to keep them from getting bored.



3



4

Candidate explains multiple effective techniques to keep them from getting bored. Shows they enjoy stability too.

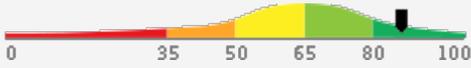


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**Detail Interview Guide**

**Drive**

Score: 86



*Description:*

This scale reflects the degree to which an individual will work hard to achieve goals and solve critical problems in the organization. High scores on this scale indicate a person will be diligent in their work and use all necessary sources to solve problems. Low scores on this scale indicate a person may be unenthusiastic about work and may struggle with complex tasks and challenges.

*Interpretation:*

The candidate's score in this area should contribute to enhanced overall job performance.

Highly motivated by challenging goals and tasks, financial rewards, and/or recognition, and willing to work very hard to succeed. Very focused on understanding guidelines, following the rules and personal achievement.

How do you react when you are faced with obstacles while trying to achieve a goal? How do you overcome them?



1

Reaction: Overwhelmed. Struggles to come up with a clear way to overcome the obstacle and doesn't demonstrate hard work.



2

Reaction: Ready but not excited. Candidate shows they are able to overcome the obstacle but only by doing the bare minimum.



3



4

Reaction: Excited and ready. Candidate shows they are able to overcome the obstacle by putting in extra effort and being diligent.



5

Describe a time when you had some extra time available at work. How did you use this extra time?



1

Did not use their time in a beneficial way, or in a way that added value to the organization.



2

Used their time in a work related way, but those efforts didn't demonstrate hard work or added value (easy).



3



4

Used time in a beneficial way and added value to the organization. Showed ability to work hard and willingness to put in extra effort.



5

Detail Interview Guide

**Integrity**

Score: 10



*Description:*

This scale reflects the degree to which an individual acts positively towards the organization, avoids unnecessary risk, and, simply put, does the right thing. High scores on this scale indicate a person will act in the organization's best interest, follow the rules, and work hard under limited supervision. Low scores on this scale indicate a person may engage in risk-taking behaviors, work to undermine the organization, and only do the bare minimum.

*Interpretation:*

The candidate's score in this area indicates risk of a negative impact on performance for some jobs. Additional probing is strongly recommended.

Distrusts the organization and management. Frequently assumes new ideas or changes will have a negative individual impact. Can be defensive regarding his or her own work, or show hostility towards management or company policies. May take unnecessary risks on the job.

What kind of circumstance(s) would justify breaking an organizational rule?



1

Answer shows that they are not concerned about ethics or organizational values/rules.



2

Answer explains only situational circumstances but the ethics are questionable and could pose a threat to the organization.



3



4

Answer explains only situational circumstances that fall under general ethical concerns and are of no threat to the organization. (OR) Explains that there are no circumstances.



5

Do you think it's ever okay to withhold information from your supervisor?  
How would you judge whether doing so is okay or not?



1

Answer shows that they are not concerned about ethics or organizational values/rules.



2

Explains only situational circumstances. Judgement does not stem from an ethical standpoint.



3



4

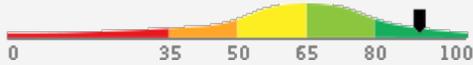
Explains only situational circumstances, or no circumstances. Judgement stems from ethical standards.



5

**Detail**
**Interview Guide**
**Teamwork**

Score: 89


*Description:*

This scale reflects the degree to which an individual works well with teams and maintains positive interpersonal relationships. High scores on this scale indicate a person will thrive in collaborative team settings and maintain high-quality relationships with coworkers. Low scores on this scale indicate a person will prefer working on individual projects and may struggle to maintain close working relationships with colleagues.

*Interpretation:*

The candidate's score in this area should contribute to enhanced overall job performance.

Actively cultivates and maintains relationships. Able to quickly establish rapport with new acquaintances and accurately sense others' feelings. Maintains positive relationships with colleagues and uses them to achieve work outcomes and meet goals.

Describe a time when you worked in a team. What was your role? How did you delegate tasks with the other team members?



1

They describe their role in a way that does not show significance. Delegation tactics were not efficient or helpful.



2

They describe their role in a way that doesn't show significance. Delegation tactics were efficient and helpful.



3



4

They describe their role in a way that shows significance. Delegation tactics were efficient and helpful.



5

Do you prefer working in teams or by yourself? Why?



1

They choose teams or individual and feel they would be incapable of working in the opposite environment.



2

They feel they would work well in either environment but are unable to back that up with rational reasons.



3



4

Response reflects rational reasons for why they prefer teams, individual, or both. They feel they would work well in either environment.



5

## Emotional Intelligence Detail

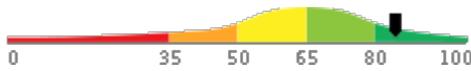
This section contains a list of emotional intelligence characteristics that indicate how tuned in a candidate is to his or her own emotions, and those of others, as well as the candidate's ability to control his or her behavior in light of the emotions he or she is experiencing. These traits can often impact performance in groups or teams. Sample interview questions are provided to gather more information.

### Detail

### Interview Guide

#### Empathy and Emotional Self-Control

Score: 85



##### Description:

Demonstrates exceptional strengths in sensing the emotional needs of others, sympathizing with other people's problems, and seeing things from other people's point of view. Likely to be very effective at demonstrating to customers or coworkers that they understand and care about them, resulting in significantly improved customer loyalty, much stronger work relationships, and noticeably reduced levels of conflict in the workplace.

##### Interpretation:

The candidate's score in this area should contribute to enhanced overall job performance.

Demonstrates exceptional strengths in sensing the emotional needs of others, sympathizing with other people's problems, and seeing things from other people's point of view. Likely to be very effective at demonstrating to customers or coworkers that they understand and care about them, resulting in significantly improved customer loyalty, much stronger work relationships, and noticeably reduced levels of conflict in the workplace.

Tell me about a time you got upset at work. How did you handle/deal with your emotions?



1

They had an inappropriate response or placed blame.



2

They (1) had an appropriate response (2) took responsibility but were unable to make the bad situation better.



3



4

They (1) had an appropriate response (2) took responsibility and (3) worked to make the bad situation better.



5

Describe a time when a coworker or customer was upset. How did you react?



1

Candidate was unprofessional. Didn't demonstrate sympathy or see the other person's point of view.



2

Candidate was professional and demonstrated sympathy, but was unable to see the other person's point of view.



3



4

The candidate remained calm & professional and demonstrated sympathy by seeing the other person's point of view.



5

## Behavioral History Detail

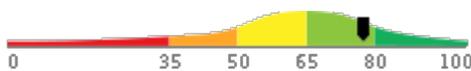
This section evaluates answers the candidate gave concerning his or her work-related history. Studies often show that a candidate's past behavior often indicates his or her future behavior. Potential caution areas (if any) are specified in each detail section.

### Detail

### Interview Guide

#### History Survey - Performance

Score: 77



##### Description:

Evaluates elements of the candidate's past work and education history to identify indications of high or low performance potential.

##### Interpretation:

The candidate's score indicates past behaviors that contribute to above average job performance.

Exhibits past behaviors and achievements that are likely to result in above average job performance.

Describe how your past performance makes you a good candidate for this job.



1

No examples or rationale given.



2

Weak connection between past and future.



3



4

Clear connection between past and future.



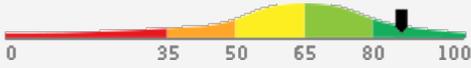
5

Detail

Interview Guide

**History Survey - Tenure**

Score: 86



*Description:*

Evaluates a candidate's past employment history and related factors for indications of potentially low job tenure.

*Interpretation:*

The candidate's score indicates past behaviors that contribute to high job performance.

Exhibits behaviors likely to result in longer than average job tenure.

What are some reasons you would leave a job after a short period of time?



1

Reasons do not seem justified or professional.  
(OR)  
Their reasoning is related to boredom and indecision.



2

Reasons seem justified but are more personally related not professional.



3



4

Reasons are focused on ethical reasons.  
(OR)  
Their definition of short period of time is equated to multiple years.



5

Go through the last few jobs you've had, what were the reasons for your departure?



1

Reasons demonstrate that they don't stay in a job long due to boredom, indecision, or unprofessional behavior.



2

Reasons are valid but are more personally related not professional.



3



4

Reasons are related to career growth, change in location, or end of contract (seasonal work).



5

What are some of the reasons you have left previous jobs?



1

Many different reasons. Blames employer.



2

Circumstances for leaving generally credible or somewhat outside control.



3



4

Reasonable rationale or circumstances clearly outside control.



5

What are some reasons you would stay with a job for a long time?



1

Candidate struggles to find appropriate reasoning for staying or explains that they don't plan to stay a long time with a job.



2

Candidate's reasoning to stay are focused on personal gain and not with the organization.



3



4

Candidate's reasoning to stay is a nice balance between personal focus and organizational focus.



5

## Writing Sample(s)

During the assessment, the candidate was asked to write one or more passages. The text they wrote is included in the table below for review.

Writing Sample - Question	Response
Please write an essay describing the keys to creative writing.	<p>This is a sample essay. In a real test situation, the candidate or test taker would write an essay as a part of their assessment, in response to the question associated with this entry. All reports will share their writing as received. In some cases, our artificial intelligence engine will process their response to create a numerical score. Our system also checks for plagiarism, both among previously submitted essays, and the broader Internet. Additionally, spelling, grammar, and style checks are performed.</p> <p>Essay typically are from 150 to 600 words. They can be written in response to an explicit question, or they can be free-form responses to general questions.</p>

## 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)



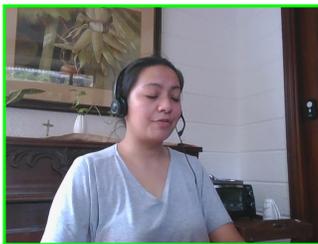
In-Test Photo



In-Test Photo



In-Test Photo



In-Test Photo



Pre/Post-Test Photo

## Minimum Qualification Guidelines - from O\*Net

The following are suggestions from O\*Net, the United States government's occupational information network, regarding prerequisites for this job type.

### Item

Educational Achievement	Some College or Associate's Degree
Job-Related Training	Less than 6 Months
Job-Related Experience	Less Than 1 Year

## Resume or CV

Summary Updated on June 30, 2025, 4:29:53PM EDT

Motivated career professional with extensive experience in office administration and management. Proven track record of improving efficiency, reducing costs, and enhancing office operations through strategic initiatives and technology implementation.

### Objective

I am seeking a role where I can use my many skills and my exceptional judgment and empathy for customers to make a difference to a growing company.

### Education

- Associate of Applied Science in Office Administration, Portland Community College, 2020

### Experience

- General Office Clerk, Paramount Office Management, 09/2023 – Present
- Administrative Assistant, Global Enterprises Inc., 04/2021 – 08/2023
- Administrative Assistant, Innovative Business Solutions Ltd., 07/2019 – 03/2021

### Other Qualifications

- Microsoft Office Specialist (MOS) Certification
- Certified Administrative Professional (CAP)
- International Association of Administrative Professionals (IAAP) Certification

## 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: 41-3041.00
- O\*Net Version: 26.3
- Sim ID: 9271-6, Key: 0-0, Rpt: 13, Prd: 3627, Created: 2025-06-30 20:29 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 (%)
Adaptability	91.1841	Z-Statistic	1.7456	5.4189
Situation Analysis in Selling	60.0987	Not used in Overall	0.0000	0.0000
Analytical Thinking and Attention to Detail	66.5752	Z-Statistic	0.1050	43.4932
Drive	86.7744	Z-Statistic	1.4516	5.5017
Integrity	10.0000	Z-Statistic	-3.6667	7.6113
Empathy and Emotional Self-Control	85.0162	Z-Statistic	1.3344	7.5640
Teamwork	89.9891	Z-Statistic	1.6659	5.1501
Writing	94.0566	Z-Statistic	1.9371	0.0473
Fundamental Sales Concepts	76.3203	Z-Statistic	0.7547	10.0854
History Survey - Performance	77.8170	Z-Statistic	0.8545	7.5640
History Survey - Tenure	86.4504	Z-Statistic	1.4300	7.5640
Weighted Average of Competency Z-Scores:				0.3776
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.3776
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				70.6642

## Notes

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