

# Test Results and Interview Guide

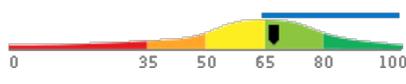
Candidate: **Richard Wantsajob**  
Assessment: Sales Representative - Services (Indonesian)  
Completed: May 11, 2025  
Prepared for: Sara Maple  
Example Company

## What's Included

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

**Important Note:** The 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) May 11, 2025 Summary: Moderate to High Performance Potential	<div style="background-color: #28a745; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 0 auto;">67</div>	

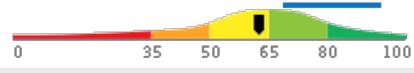
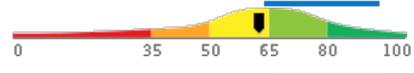
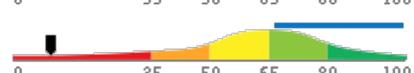
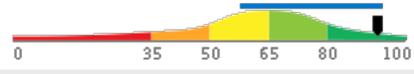
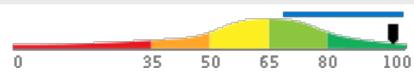
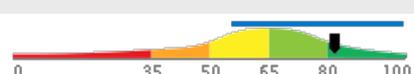
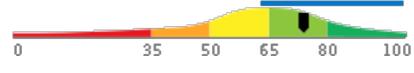
**Potential Risk Areas**

- Low Integrity score could indicate potential issues with reliability.

**Key**

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

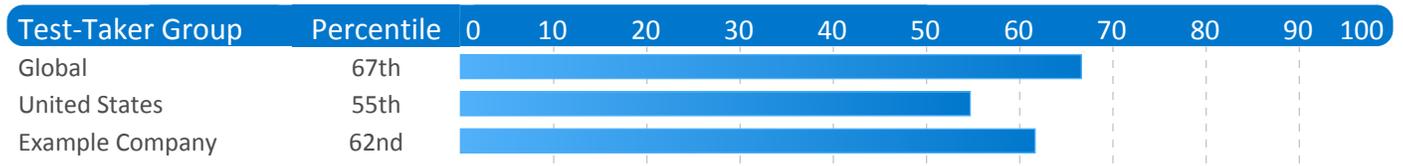
## Competency Summary

Competency	Score	Interpretation
<b>Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)</b>		
Analytical Thinking and Attention to Detail	62	
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Situation Analysis in Selling	63	
Writing	73	
Fundamental Sales Concepts	69	
<b>Personality Characteristics (relates to fit with the job/team environment)</b>		
Adaptability	87	
Drive	67	
Integrity	10	
Teamwork	93	
<b>Emotional Intelligence (relates to situational judgment, performance and teamwork)</b>		
Empathy and Emotional Self-Control	97	
<b>Behavioral History (relates to performance and turnover)</b>		
History Survey - Performance	82	
History Survey - Tenure	74	

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.



## 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: May 11, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com  
 Started: May 11, 2025, 8:59:28AM EDT  
 Completed: May 11, 2025, 8:59:28AM EDT  
 Overall Score: 67

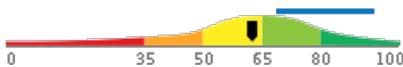
## Cognitive Abilities Detail

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: 62



*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:*

Scores in this area correlate with average performance for many jobs.

Sometimes able to achieve thoroughness and accuracy in a work task, but occasionally overlooks important or meaningful information that can impact quality. Requires a moderate amount of oversight and checking to maintain consistency.

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

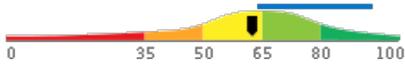
This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

### Detail

### Interview Guide

#### Situation Analysis in Selling

Score: 63



##### Description:

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

##### Interpretation:

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

Above average ability to analyze sales situations and determine next steps.

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



4

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



5

Tell me about a time when you had to persuade somebody you didn't know to either purchase something or take some other action. How did you determine the best way to get what you wanted?



1

Doesn't understand question. Unable to formulate a plan to influence.



2

Some grasp of principles of understanding needs and mutual problem-solving.



3



4

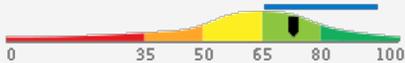
Asked questions and demonstrates clear grasp of principles of understanding needs and mutual problem-solving.



5

#### Writing

Score: 73



##### Description:

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

##### Interpretation:

Above-average writing skills can positively impact performance in many jobs.

Above average. Conveys ideas in a concise and succinct format. See writing sample section of report for raw essay(s) submitted.

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

Please see below to view the essay submitted.

How do you feel your writing skills will best benefit your role in this organization?



1

Acknowledges their high skillset. Explanation of their skillset does not relate at all to their role.



2

Acknowledges their high skillset. Explanation of their skillset adequately relates to their role.



3



4

Acknowledges their high skillset. Explanation of their skills shows great understanding of their role.



5

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



4

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

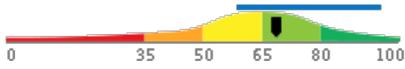


5

**Detail Interview Guide**

**Fundamental Sales Concepts**

Score: 69



*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

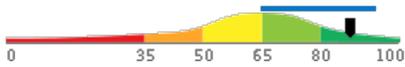
**Personality Characteristics Detail**

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: 87



*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.

Describe a time where you had to adapt to some significant changes at work. How did you feel? How did you handle the change?



1

Feelings: Strong Dislike or Very Resistant. Weren't able to handle the change or needed significant help.



2

Feelings: Unfazed or Slightly Resistant. Handled the situation & change only impacted their work in a minor way.



3



4

Feelings: Excited or Comfortable.



5

Handled the situation well and in a way that didn't interfere with their work.

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.

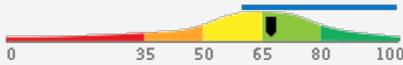


5

**Detail Interview Guide**

**Drive**

Score: 67



*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.

Motivated by challenging goals and tasks, financial reward, and/or recognition, and willing to work hard to succeed. Focused on understanding and following guidelines, personal achievement, and meeting or exceeding quality and production standards.

Describe a project or idea (doesn't have to be your own) that was implemented and carried out successfully because of your efforts.



1

Success was due to them doing their job. Doesn't show strong work ethic or ability to put in extra effort.



2

Success was due to adequate work ethic or putting in minimal extra effort.



3



4

Success was due to their hard work ethic, extra effort, and ability to use all necessary sources.



5

What would you say were some of the most difficult challenges about your last job? How were you able to cope with those challenges?



1

Description of challenge and how they cope shows that they struggle with complex tasks.



2

Describes a reasonable challenge. Shows ability to cope but doesn't demonstrate diligence.



3



4

Describes a reasonable challenge. Demonstrates effective coping skills that address using multiple resources to solve the challenge.



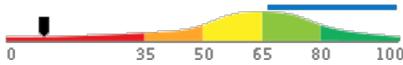
5

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 circumstance(s) might cause you to withhold information from your supervisor? How would you judge whether doing so would be justified?



1

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

Describe an ideal person who has high integrity. What traits does that person have that set them apart?



1

The person: (1) does the right thing even under challenging circumstances



2

The person: (1) does the right thing even under challenging circumstances, (2) is honest OR has strong principles



3



4

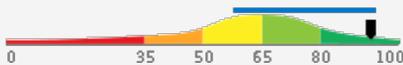
The person: (1) does the right thing even under challenging circumstances, is (2) honest, and (3) has strong principles



5

**Teamwork**

Score: 93



*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 were faced with a conflict while working on a team. How did you handle it?



1

They are unable to appropriately handle conflicting circumstances while working on a team.



2

They are able to handle conflicting circumstances by being a team player, showing empathy, OR problem solving as a group.



3



4

They are able to handle conflicting circumstances by being a team player, showing empathy, AND problem solving as a group.



5

Discuss a time when you were part of a team that accomplished something most people didn't think could be done. What was your role and what made the team so special?



1

No such experience. Example irrelevant.



2

Moderately relevant example and moderately relevant role.



3



4

Strong example and strong role.



5

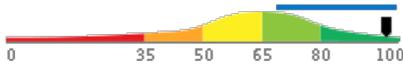
## Emotional Intelligence Detail

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: 97



*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.

How important is it to sense what others you are working with are feeling?  
How do you adapt when you can tell a coworker is upset or excited?

- ★  
1
- ★  
2
- ★  
3
- ★  
4
- ★  
5

Not important to them. Unable to adapt.

Important to them. Adapt by regulating their emotions to be either professional, caring, OR understanding.

Very important to them. Adapt by regulating their emotions to be professional, caring, AND understanding.

Are you good at relating to the feelings of others? Can you give me an example of how this helped you navigate a difficult situation at work or at school?

- ★  
1
- ★  
2
- ★  
3
- ★  
4
- ★  
5

Not able to sense how others feel. Unable to provide example.

Some ability to sense how others feel. Example shows some ability to use senses at work.

Able to relate to others and sense how they feel. Example shows can easily apply senses at work.

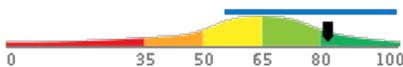
## Behavioral History Detail

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: 82



*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 high job performance.

Exhibits past behaviors and achievements that are likely to enhance job performance.

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

- ★  
1
- ★  
2
- ★  
3
- ★  
4
- ★  
5

No examples or rationale given.

Weak connection between past and future.

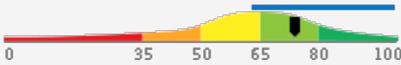
Clear connection between past and future.

Detail

Interview Guide

**History Survey - Tenure**

Score: 74



*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 above average job performance.

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

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



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



Reasons seem justified but are more personally related not professional.



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

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



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



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



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

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



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



Reasons are valid but are more personally related not professional.



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

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



Many different reasons. Blames employer.



Circumstances for leaving generally credible or somewhat outside control.



Reasonable rationale or circumstances clearly outside control.

## 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)



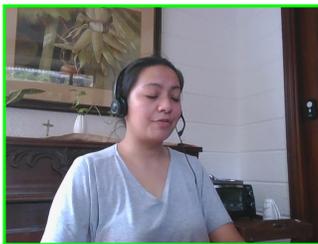
In-Test Photo



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

## 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: 2025-05-11 12:59 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	87.7900	Z-Statistic	1.5193	5.4189
Situation Analysis in Selling	63.1482	Not used in Overall	0.0000	0.0000
Analytical Thinking and Attention to Detail	62.8420	Z-Statistic	-0.1439	43.4932
Drive	67.7126	Z-Statistic	0.1808	5.5017
Integrity	10.0000	Z-Statistic	-3.6667	7.6113
Empathy and Emotional Self-Control	97.2613	Z-Statistic	2.1508	7.5640
Teamwork	93.3751	Z-Statistic	1.8917	5.1501
Writing	73.4312	Z-Statistic	0.5621	0.0473
Fundamental Sales Concepts	69.0930	Z-Statistic	0.2729	10.0854
History Survey - Performance	82.2027	Z-Statistic	1.1468	7.5640
History Survey - Tenure	74.1735	Z-Statistic	0.6116	7.5640
Weighted Average of Competency Z-Scores:				0.1715
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.1715
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				67.5729

## Notes

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