

# Test Results and Interview Guide

Candidate: **Richard Wantsajob**  
Assessment: Sales Representative - Services (Short) (Indonesian)  
Completed: May 17, 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 (Short) (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 (Short) (Indonesian) May 17, 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
- █ Custom Baseline (Optional)

## Competency Summary

Competency	Score	Interpretation
<b>Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)</b>		
Analytical Thinking_suppls	86	
Attention to Detail_suppls	68	
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Writing	86	
Fundamental Sales Concepts	71	
<b>Personality Characteristics (relates to fit with the job/team environment)</b>		
Adaptability	77	
Drive	71	
Integrity	10	
Teamwork	74	
<b>Emotional Intelligence (relates to situational judgment, performance and teamwork)</b>		
Empathy and Emotional Self-Control	86	
<b>Behavioral History (relates to performance and turnover)</b>		
History Survey - Performance	76	
History Survey - Tenure	67	

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 (Short) (Indonesian)  
 Authorized: May 17, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com  
 Started: May 17, 2025, 6:59:24AM EDT  
 Completed: May 17, 2025, 6:59:24AM EDT  
 Overall Score: 70

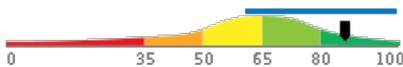
## Cognitive Abilities Detail

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\_suppls

Score: 86



*Description:*

Mengevaluasi kemampuan kandidat dalam bidang Berpikir Analitis\_suppls, dengan tujuan untuk menentukan tingkat pelatihan dan / atau praktik yang akan diperlukan sebelum kandidat dapat diharapkan menjadi produktif.

*Interpretation:*

High scores in this area correlate with superior performance for many jobs.

Skor menunjukkan kemampuan Berpikir Analitis\_suppls yang solid. Kandidat kemungkinan siap menjadi produktif tanpa pelatihan dasar atau dengan masuk langsung ke pelatihan lanjutan.

Ceritakan tentang proyek atau tugas di mana Anda harus menggunakan kemampuan Berpikir Analitis\_suppls Anda.



1

Contoh tidak memerlukan atau menunjukkan kemampuan.



2

Kemampuan hanya cukup relevan atau diperlihatkan.



3

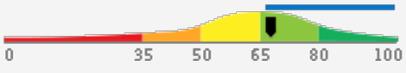


4

Penggunaan dan demonstrasi kemampuan yang jelas relevan.

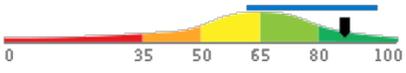


5

Detail	Interview Guide
<p><b>Attention to Detail_suppls</b> Score: 68</p>  <p><i>Description:</i> Mengevaluasi kemampuan kandidat dalam bidang Menaruh Perhatian kepada Detil_suppls, dengan tujuan untuk menentukan tingkat pelatihan dan / atau praktik yang akan diperlukan sebelum kandidat dapat diharapkan menjadi produktif.</p> <p><i>Interpretation:</i> Strong scores in this area correlate with above average performance for many jobs.</p> <p>Skor menunjukkan kemampuan Menaruh Perhatian kepada Detil_suppls yang baik. Kandidat kemungkinan siap menjadi produktif dengan pelatihan dasar yang sangat sedikit atau dengan masuk langsung ke pelatihan lanjutan.</p>	<p>Ceritakan tentang proyek atau tugas di mana Anda harus menggunakan kemampuan Menaruh Perhatian kepada Detil_suppls Anda.</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;"> <p>☆ 1</p> <p>Contoh tidak memerlukan atau menunjukkan kemampuan.</p> </div> <div style="text-align: center;"> <p>☆ 2</p> <p>Kemampuan hanya cukup relevan atau diperlihatkan.</p> </div> <div style="text-align: center;"> <p>☆ 3</p> <p>Penggunaan dan demonstrasi kemampuan yang jelas relevan.</p> </div> <div style="text-align: center;"> <p>☆ 4</p> </div> <div style="text-align: center;"> <p>☆ 5</p> </div> </div>

## Knowledge and Skills Detail

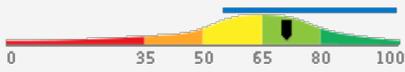
This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail	Interview Guide
<p><b>Writing</b> Score: 86</p>  <p><i>Description:</i> The ability to concisely and succinctly convey ideas and information via written text.</p> <p><i>Interpretation:</i> Superior writing skills can positively impact performance in many jobs.</p> <p>Significantly above average. Conveys ideas accurately in a clear, concise and succinct format. See writing sample section of report for raw essay(s) submitted.</p> <ul style="list-style-type: none"> <li>• Raw computed score: 80</li> <li>• Computed score confidence: 75</li> <li>• Approximate Word Count: 247</li> </ul> <p>Please see below to view the essay submitted.</p>	<p>How do you feel your writing skills will best benefit your role in this organization?</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;"> <p>☆ 1</p> <p>Acknowledges their high skillset. Explanation of their skillset does not relate at all to their role.</p> </div> <div style="text-align: center;"> <p>☆ 2</p> <p>Acknowledges their high skillset. Explanation of their skillset adequately relates to their role.</p> </div> <div style="text-align: center;"> <p>☆ 3</p> <p>Acknowledges their high skillset. Explanation of their skills shows great understanding of their role.</p> </div> <div style="text-align: center;"> <p>☆ 4</p> </div> <div style="text-align: center;"> <p>☆ 5</p> </div> </div> <hr/> <p>Are you comfortable when you need to express yourself through writing? Do you feel confident you can get the right message across?</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;"> <p>☆ 1</p> <p>Not confident in own writing ability. Prefers speaking.</p> </div> <div style="text-align: center;"> <p>☆ 2</p> <p>Somewhat confident in own writing ability. Writes frequently.</p> </div> <div style="text-align: center;"> <p>☆ 3</p> <p>Very confident in ability to write. Has received compliments on clarity of written correspondences.</p> </div> <div style="text-align: center;"> <p>☆ 4</p> </div> <div style="text-align: center;"> <p>☆ 5</p> </div> </div>

**Detail Interview Guide**

**Fundamental Sales Concepts**

Score: 71



*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

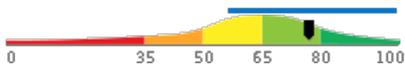
**Personality Characteristics Detail**

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: 77



*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.

Prefers a dynamic work environment. Able to remain focused and positive in times of significant workplace change. Fairly easy-going and relaxed. However, may appear uninterested under certain circumstances.

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.

Would you rather work in a job where the work is predictable or one where activities are constantly changing? Why?



1

Becomes paralyzed by change. Or disregards the change and continues same path.



2

Ambivalent to change. Has sound reasoning for falling in the middle.



3



4

Comfortable with change, though feels some stress or anxiety. Usually able to stay focused.

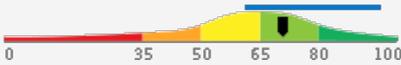


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**Detail Interview Guide**

**Drive**

Score: 71



*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.

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

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

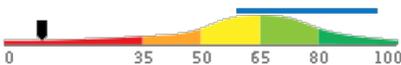
Describes a reasonable challenge. Demonstrates effective coping skills that address using multiple resources to solve the challenge.



5

**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.

Tell me about a time when a situation tested your integrity. How did you handle it?



1

Did not make an ethical decision.



2

Made an ethical decision but didn't elaborate much.



3



4

Made an ethical decision and showed a sense of self-control.



5

What is more important: doing things right or meeting time commitments? Why?



1

Shows willingness to cut corners. Would require heavy quality assurance.



2

Some balance between quality and speed. Would require moderate quality assurance.



3



4

Clear emphasis on doing things correctly the first time.

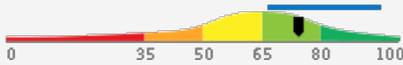


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**Detail Interview Guide**

**Teamwork**

Score: 74



*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 relationships. Comfortable meeting new people and sensitive to how others feel. Works with colleagues and seeks input to develop friendships 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

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

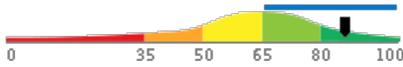
## Emotional Intelligence Detail

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: 86



*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



5

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

What do you typically do when you are working closely with someone who is very upset?



1

They have an appropriate response and don't demonstrate understanding or care.



2

They (1) have an appropriate response and (2) demonstrate understanding but unable to show the customer that they care.



3



4



5

They (1) have an appropriate response (2) demonstrate understanding and (3) show the customer that they care.

## Behavioral History Detail

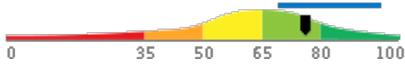
This section evaluates answers the candidate gave concerning his or her work-related history. Studies often show that a candidate's past behavior often indicates his or her future behavior. Potential caution areas (if any) are specified in each detail section.

Detail

Interview Guide

### History Survey - Performance

Score: 76



*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.



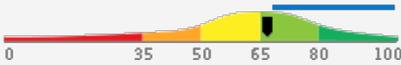
5

Detail

Interview Guide

**History Survey - Tenure**

Score: 67



*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 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

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 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

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

## 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

Please write an essay describing the keys to creative writing.

### Response

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.

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.

## 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)



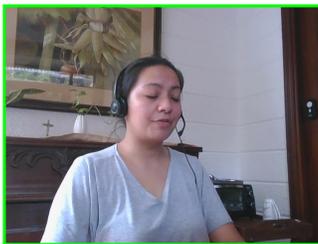
In-Test Photo



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: 9272-3, Key: 0-0, Rpt: 13, Prd: 3629, Created: 2025-05-17 10:59 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	77.2120	Z-Statistic	0.8141	5.4533
Analytical Thinking_suppls	86.7606	Z-Statistic	1.4507	19.0301
Drive	71.2121	Z-Statistic	0.4141	5.5366
Integrity	10.0000	Z-Statistic	-3.6667	7.6596
Empathy and Emotional Self-Control	86.7846	Z-Statistic	1.4523	7.6120
Teamwork	74.9056	Z-Statistic	0.6604	5.1827
Attention to Detail_suppls	68.1713	Z-Statistic	0.2114	19.0301
Writing	86.9991	Z-Statistic	1.4666	0.0476
Fundamental Sales Concepts	71.7553	Z-Statistic	0.4504	15.2240
History Survey - Performance	76.5580	Z-Statistic	0.7705	7.6120
History Survey - Tenure	67.3035	Z-Statistic	0.1536	7.6120
Weighted Average of Competency Z-Scores:				0.3872
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.3872
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				70.8073

## Notes

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