

Test Results and Interview Guide

Candidate: **Richard Wantsajob**
Assessment: Drafting Customer Service Emails
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 Drafting Customer Service Emails 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 |
|--|---|----------------|
| Richard Wantsajob rich.wantsajob@gmail.com Drafting Customer Service Emails May 17, 2025 | 69 | |

Indicates a small number of spelling, grammar, and style errors. Please review the written text to confirm the overall quality of the writing.

Key

- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

| Competency | Score | Interpretation |
|--|-------|----------------|
| <i>Skills/Knowledge (relates to immediate readiness)</i> | | |
| Writing Customer Service Email Messages | 69 | |

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 | 69th | | | | | | | | | | | | |
| United States | 57th | | | | | | | | | | | | |
| Example Company | 63rd | | | | | | | | | | | | |

Detail

Candidate: **Richard Wantsajob**, rich.wantsajob@gmail.com
 Assessment: Drafting Customer Service Emails
 Authorized: May 17, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
 Started: May 17, 2025, 6:41:42AM EDT
 Completed: May 17, 2025, 6:41:42AM EDT
 Overall Score: 69

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

Writing Customer Service Email Messages

Score: 69



Description:

The ability to be concise, friendly, and accurate when drafting email replies to customer service requests.

Interpretation:

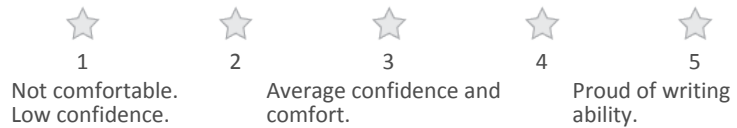
Above-average writing skills can positively impact performance in many jobs.

Please read the sample text included with this report. Text has few, if any spelling, grammar, or style errors.

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

Please see below to view the essay submitted.

Do you feel comfortable drafting email responses to customer service requests? How would you rate your writing ability?



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.

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

Report Preparation Notes

- Hiring decisions should never be based on a single source of information. The most effective use of this assessment report is as a part of a multi-faceted program of candidate evaluation that includes resume review, interviews, and reference checks.
- Overall vs Percentiles Scores: The overall score reflects the success in the test, based on the mean (average) and standard deviation of the test scores. The percentile score reflects the percentage of test-takers who scored equal or below this overall score. We recommend you use the Overall Score as your primary evaluation criteria. However, percentile scores can often be useful in comparing specific candidates against one another and with a group, such as for test takers in a certain organization or within a certain account.
- Note that comparison information is calculated based on completed instances of this assessment at that time the assessment is scored. As additional instances are completed, the comparative data may change. You can always update a report to the current values by clicking on 'Recalculate Percentiles' within the online results viewing pages at www.hravatar.com.
- Most competency scores are norm-based, which means that they can be interpreted in terms of their distance from the average or mean score. For all scales, a score equal to the mean receives a score of 65 and scores above and below this value are set so that a score change of 15 equals one standard deviation.
- For linear competencies, higher is better across the entire scale. For these scales a score between 65 and 80 (light green) represents 0 to 1 standard deviation above the mean and a score above 80 (dark green) represents more than one standard deviation above the mean. Similarly, a score of 50 - 65 (yellow) represents 0 to 1 standard deviation below the mean, while a score of 35 - 50 (orange) equates to 1 to 2 standard deviations below the mean, and a score below 35 represents more than 2 standard deviations below the mean.
- Sim ID: 14210-1, Key: 0-0, Rpt: 68, Prd: 3853, Created: 2025-05-17 10:41 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 each of the individual competency scores. First, all competency scores are calculated on a scale of 0-100. Note that some competencies use their color category rather than their actual numeric score in the overall calculation. For these, a standard score associated with the assigned color category is used in the overall score calculation rather than the actual numeric score. This is reflected in the "Score Value Used" column. Next, a weighted average of scores is computed using individual competency weights, typically set using job analysis data provided by the US Government Occupational Information Network (O*Net).

| Competency | Score | How applied to overall | Score Value Used | Weight (%) |
|---|---------|------------------------|------------------|------------|
| Writing Customer Service Email Messages | 69.3679 | Numeric Score | 69.3679 | 100.0000 |
| Weighted Average: | | | | 69.3679 |
| Final Overall Score: | | | | 69 |

Notes

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