

Candidate: **Betty Penske**  
Assessment: German Spoken Language Skills  
Completed: May 24, 2022  
Prepared for: Susan Bookman



## Test Results and Interview Guide

The German Spoken Language Skills assessment measures one or more important competencies, and collects audio or video responses to specific questions. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. Various types of analysis may be conducted on the recorded responses depending on the test configuration. Note that these results should always be used as a part of a balanced candidate selection process that includes independent evaluation steps, such as interviews and reference checks.

## Overall

Candidate	Score	Interpretation
<b>Betty Penske</b> bettypenske@yourcompany.org German Spoken Language Skills May 24, 2022  The candidate's scores indicate proficiency in hearing and understanding, as well as speaking both specific and free-form German. The candidate should be able to conduct an effective easy-flowing conversation with native speakers.	65	

**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>		
Repeating Back Clearly	78	
Hearing, Understanding, and Responding	72	
Speaking Clearly	68	
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Sharing Thoughts Clearly	42	

## 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	65th												
United States	54th												
HR Avatar Data	60th												

## Assessment Overview

This assessment provides scores for a number of important factors associated with an individual's ability to communicate in German in both oral and aural form during common non-work-related, as well as work-related activities or interactions.

Scores are presented individually on a scale of 0-100. In all cases, including the overall score, higher scores represent higher expected performance. Please refer to the interpretation section of each competency for additional information.

The assessment also evaluates the way the candidate comes across to others when they speak German. These so-called 'Vibes' are presented in the report. Note that there are both positive and negative vibes.

We wish to emphasize that the data contained in this report should be used as part of a comprehensive process for evaluating job candidates. Additional data should include in-person interviews, job tryouts, resume review, and background checks.





## Detail

Candidate: **Betty Penske**, bettypenske@yourcompany.org  
 Assessment: German Spoken Language Skills  
 Authorized: May 24, 2022, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz  
 Started: May 23, 2022 at 9:58:36 PM EST  
 Completed: May 23, 2022 at 9:58:36 PM EST  
 Overall Score: 65

## Cognitive Abilities Detail

This section contains a list of job-related cognitive abilities that have been evaluated in a job-like context using HR Avatar's simulation technology. Studies have demonstrated that cognitive abilities are highly correlated with job performance for many jobs. Abilities also correlate with problem-solving and the ability to learn quickly.

Detail	Interview Guide
<p><b>Repeating Back Clearly</b> Score: 78</p> <p><i>Description:</i> The ability to listen to a spoken statement and repeat it back exactly as it was heard. Verbal repeatback is necessary when working with or serving others to confirm understanding of what was said and to ensure accuracy.</p> <p><i>Interpretation:</i> Strong scores in this area correlate with above average performance for many jobs.</p> <p>Appears to be able to listen carefully and repeat back what was heard in a manner that can be understood fairly easily by the majority of native speakers.</p>	<p>It is easy for you to have a conversation in German?</p> <p style="text-align: center;"> <span style="display: inline-block; text-align: center;">★ 1</span> <span style="display: inline-block; text-align: center;">★ 2</span> <span style="display: inline-block; text-align: center;">★ 3</span> <span style="display: inline-block; text-align: center;">★ 4</span> <span style="display: inline-block; text-align: center;">★ 5</span> </p> <p>Difficult because don't know enough of the language      Not difficult but not easy either.      Quite easy.</p>

Detail	Interview Guide
<p><b>Hearing, Understanding, and Responding</b> Score: 72</p>  <p><i>Description:</i> The ability to hear a question, formulate a response, and speak in a way that can be understood accurately and satisfies the person asking the questions.</p> <p><i>Interpretation:</i> Strong scores in this area correlate with above average performance for many jobs.</p> <p>Able to understand questions, formulate a response, and speak it in a manner that can be understood in most cases by native speakers. Occasionally needs to ask a probing question or for a repeat.</p>	<p>How confident are you in your ability to what people are telling you when they are speaking in German?</p>  <p>1                      2                      3                      4                      5</p> <p>Not comfortable or confident                      Moderately comfortable and confident                      Very comfortable and confident</p>
<p><b>Speaking Clearly</b> Score: 68</p>  <p><i>Description:</i> The ability to speak words and whole sentences in a way that sounds natural and can be understood by others. In this competency, the candidate is asked to read written sentences aloud. No formulation is necessary, simply reading aloud from text.</p> <p><i>Interpretation:</i> Strong scores in this area correlate with above average performance for many jobs.</p> <p>Able to convert written text into spoken language that can be understood accurately by most native speakers with little or no effort or need for clarifications.</p>	<p>Do you feel others can understand you when you speak in German?</p>  <p>1                      2                      3                      4                      5</p> <p>Not confident. Would rather speak in another language                      Moderately confident                      Very confident</p>

## 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.

Continued on next page.

Detail	Interview Guide
<p><b>Sharing Thoughts Clearly</b> Score: 42</p> <p><i>Description:</i> The ability to formulate and articulate a multi-sentence response to a question of medium complexity. In certain cases, this competency includes the way the person's voice is perceived (the 'vibes').</p> <p><i>Interpretation:</i> The candidate's score in this area indicates some risk of a negative impact on performance for some jobs. Additional probing is recommended.</p> <p>Has frequent difficulty formulating ideas into grammatically correct sentences and articulating them in a way that can be understood by native speakers without clarification or repetition. See section below for text and audio statements collected, as well as any Vibes data that may be available.</p> <p>Please see below to view the converted text from the voice sample that was collected.</p>	<p>What do you do to maintain or improve your German speaking skills?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  1 Rarely uses English         </div> <div style="text-align: center;">  2 Occasional exposure to English         </div> <div style="text-align: center;">  3 Regular practice and usage         </div> <div style="text-align: center;">  4         </div> <div style="text-align: center;">  5         </div> </div>

## Audio/Video Responses

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

Question	Response
How would you want your manager or supervisor to treat you at work?	<p>I would want my manager to treat me fairly with respect and with confidence. I would want him to consider that my feedback is important and worthwhile.</p> <p> Listen to audio recording:</p>

## Voice Analysis Information

Spoken voice samples are processed through an artificial intelligence-based algorithm to determine how the speakers voice and speaking style is perceived by others. The following statistics and ratings were collected as part of this analysis and these were used in calculating the related competency scores.

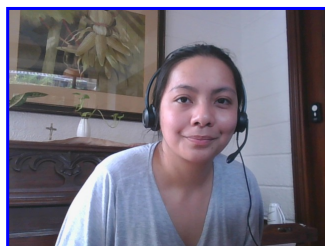
Voice Analysis Info used in scoring: Sharing Thoughts Clearly				
<b>General Speaking Features</b>				
Strength of Opening	36	Weak		Strong
Clarity	69	Muffled		Clear
Pace	Too Little	Too Slow		Too Fast
Pause to Talk Ratio	Too Much	Too Few/Short		Too Many/Long
<b>Variety Features</b>				
Volume Variety	Too Little	Too Little		Too Much
Pace Variety	Too Much	Too Little		Too Much
Pitch Variety	Too Little	Too Little		Too Much
<b>Positive Vibes</b>				
Assertive	58	Low		High (good)
Authentic	73	Low		High (good)
Captivating	57	Low		High (good)
Clear	64	Low		High (good)
Confident	64	Low		High (good)
Energetic	54	Low		High (good)
Organized	51	Low		High (good)
Personable	70	Low		High (good)
Persuasive	58	Low		High (good)
<b>Negative Vibes</b>				
Arrogant	12	Low (good)		High
Belligerent	11	Low (good)		High
Boring	28	Low (good)		High
Condescending	13	Low (good)		High
Confusing	30	Low (good)		High
Detached	22	Low (good)		High
Ditsy	19	Low (good)		High
Nervous	37	Low (good)		High
Pushy	15	Low (good)		High
Timid	20	Low (good)		High
Unapproachable	23	Low (good)		High

## Identity Confirmation Photos

The following photos of the candidate and any identification were uploaded during the assessment session.

### Photo Analysis Results

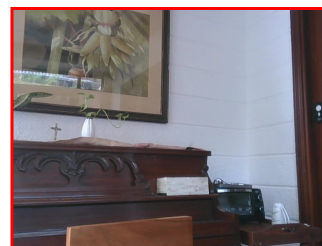
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



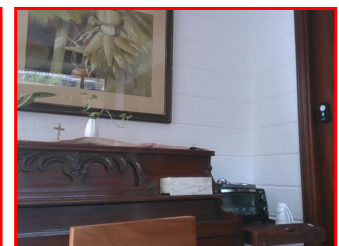
Pre/Post-Test Photo



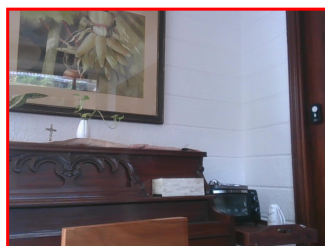
ID Photo



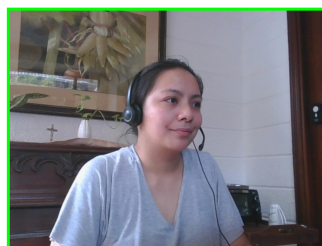
In-Test Error Detected (No Face Detected)



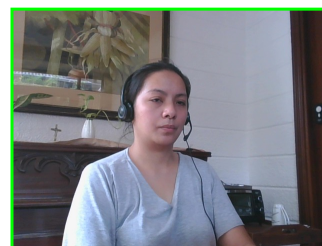
In-Test Error Detected (No Face Detected)



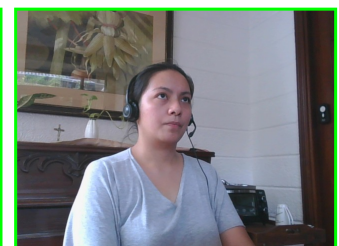
In-Test Error Detected (No Face Detected)



In-Test Photo



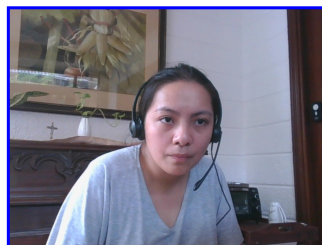
In-Test Photo



In-Test Photo



In-Test Photo



Pre/Post-Test Photo

## Suspicious Activity

During the assessment, the system monitored the candidate for suspicious actions, such as switching to another application, or pressing a suspicious key. Actions detected during the assessment are listed below. However, additional actions may be detected during post assessment processing. Please be sure to visit the online results at [www.hravatar.com](http://www.hravatar.com) for a complete list.

Date/Time	Action	Info
November 14, 2021 at 8:07:04 AM EST	Candidate - ID Card Mismatch.	Candidate face captured by camera did not match ID Card face. (1 Instances)
November 14, 2021 at 8:15:15 AM EST	Candidate - ID Card Mismatch.	Candidate face captured by camera did not match ID Card face. (1 Instances)
November 14, 2021 at 8:36:18 AM EST	Candidate - ID Card Mismatch.	Candidate face captured by camera did not match ID Card face. (1 Instances)



Date/Time	Action	Info
November 14, 2021 at 9:01:21 AM EST	Candidate - ID Card Mismatch.	Candidate face captured by camera did not match ID Card face. (1 Instances)
November 14, 2021 at 9:06:50 AM EST	Candidate - ID Card Mismatch.	Candidate face captured by camera did not match ID Card face. (1 Instances)
May 11, 2022 at 1:39:31 AM EST	Candidate - ID Card Mismatch.	Candidate face captured by camera did not match ID Card face. (0 Instances)
May 11, 2022 at 2:56:55 AM EST	Candidate - ID Card Mismatch.	Candidate face captured by camera did not match ID Card face. (0 Instances)
May 12, 2022 at 8:54:31 PM EST	Candidate - ID Card Mismatch.	Candidate face captured by camera did not match ID Card face. (0 Instances)

## 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.
- Sim ID: 9439-2, Key: 0-0, Rpt: 50, Prd: 3989, Created: 2022-05-24 02:58 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 (%)
Repeating Back Clearly	78.7585	Numeric Score	78.7585	25.0000
Sharing Thoughts Clearly	42.4101	Numeric Score	42.4101	25.0000
Hearing, Understanding, and Responding	72.3289	Numeric Score	72.3289	25.0000
Speaking Clearly	68.3658	Numeric Score	68.3658	25.0000
Weighted Average:				65.4658
Final Overall Score:				65

## Notes

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