

Candidate: **Betty Penske**  
Assessment: German Spoken Language Skills (English Administration)  
Completed: October 18, 2021  
Prepared for: Susan Bookman



## Test Results and Interview Guide

The German Spoken Language Skills (English Administration) assessment measures key factors related to high performance and tenure in this job. Attribute types measured 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>Betty Penske</b> bettypenske@yourcompany.org German Spoken Language Skills (English Administration) October 18, 2021  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.	<b>75</b>	

**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>		
Hearing, Understanding, and Responding	81	
Repeating Back Clearly	68	
Speaking Clearly	73	
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Audio/Video Interview Questions	77	

## 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	75th												
United States	62nd												
HR Avatar Data	69th												

## 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 (English Administration)  
 Authorized: October 18, 2021, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz  
 Started: October 18, 2021 at 6:53:32 PM EST  
 Completed: October 18, 2021 at 6:53:32 PM EST  
 Overall Score: 75

## 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>Hearing, Understanding, and Responding</b> Score: 81</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> High scores in this area correlate with superior performance for many jobs.</p> <p>Able to consistently understand questions, formulate a response, and speak it in a manner that can be understood by native speakers. Rarely needs to ask probing questions or for a repeat of the question.</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>

Detail	Interview Guide
<p><b>Repeating Back Clearly</b> Score: 68</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;">★      ★      ★      ★      ★ 1      2      3      4      5</p> <p>Difficult because don't know enough of the language      Not difficult but not easy either.      Quite easy.</p>
<p><b>Speaking Clearly</b> Score: 73</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 style="text-align: center;">★      ★      ★      ★      ★ 1      2      3      4      5</p> <p>Not confident. Would rather speak in another language      Moderately confident      Very confident</p>


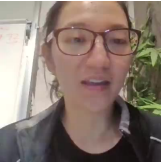
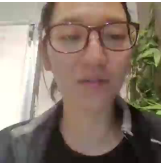
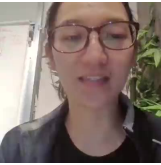
## Knowledge and Skills Detail

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.

Detail	Interview Guide
<p><b>Audio/Video Interview Questions</b> Score: 77</p>  <p><i>Description:</i> A customized series of open-ended video-response questions were asked. Results include the video responses themselves for viewing, as well as transcripts, text analysis, and voice analysis. Text analysis includes vocabulary and grammar. Voice analysis includes perceived voice intonation and other speaking quality factors.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Text and voice analysis indicates above average quality to open-ended responses.</p> <p>Please see below to view the converted text from the voice sample that was collected.</p>	<p>Tell me about how your background and experience have prepared you for this kind of work.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  1 Poorly structured answer. Not convincing.         </div> <div style="text-align: center;">  2 Moderately persuasive. Acceptable logic and structure.         </div> <div style="text-align: center;">  3 Convincing answer. Solid logic and structure.         </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
<p>Introduce yourself. Start with your name and add in whatever you'd like to say.</p>	<p>hi my name is Ana Reyes and I'm currently working as an administrative occur in a company located here in Makati so I've been working in the company for a year-and-a-half doing pretty much filing documents and taking care of documentation for the whole company</p> <div data-bbox="711 541 870 705">  </div> <p>View this video recording:  <a href="https://www.hravatar.com/ta/avpb/0/9242">https://www.hravatar.com/ta/avpb/0/9242</a></p>
<p>Why are you leaving your current position?</p>	<p>so basically the reason why I want to leave my current position is because I would describe myself as a people person so in my current role I do not get to interact with a lot of people and so I find the job a little bit boring and unfulfilling</p> <div data-bbox="711 852 870 1016">  </div> <p>View this video recording:  <a href="https://www.hravatar.com/ta/avpb/0/9243">https://www.hravatar.com/ta/avpb/0/9243</a></p>
<p>Why do you think you would succeed in the job you are applying for?</p>	<p>so I think I would succeed in the job that I'm applying for because I have a lot of energy and since I like working with a lot of people I think that our role in sales will also allow me to do what I really enjoy Winchester interact with all different kinds of people and also to learn in the process</p> <div data-bbox="711 1182 870 1346">  </div> <p>View this video recording:  <a href="https://www.hravatar.com/ta/avpb/0/9244">https://www.hravatar.com/ta/avpb/0/9244</a></p>
<p>Why do you want to do the job you are applying for?</p>	<p>so I mentioned earlier I am really interested in a sales job first of all because I like working with people and I think that I am convincing I also like the company that I'm applying for it has a lot of it snowing in the market and it looks like a really young and fun company</p> <div data-bbox="711 1514 870 1677">  </div> <p>View this video recording:  <a href="https://www.hravatar.com/ta/avpb/0/9245">https://www.hravatar.com/ta/avpb/0/9245</a></p>

Question	Response
<p>Describe an achievement you are proud of. What did you have to accomplish and how did you do it?</p>	<p>so I think one of the biggest achievements that I have experience in my work so far is that I was able to help the accounting team a project of bears because I kept track of all the documents and I coordinated with different teams so that's all there are requirements were submitted so because of that are the accounting team was actually able to finish their project ahead of time</p> <div data-bbox="711 365 870 527" data-label="Image"> </div> <p data-bbox="911 405 1341 453">View this video recording: <a href="https://www.hravatar.com/ta/avpb/0/9246">https://www.hravatar.com/ta/avpb/0/9246</a></p>
<p>Where do you see yourself five years from now?</p>	<p>so five years from now I honestly see myself in a managerial position I'm also aspiring to find a job abroad also working in sales</p> <div data-bbox="711 646 870 808" data-label="Image"> </div> <p data-bbox="911 686 1341 735">View this video recording: <a href="https://www.hravatar.com/ta/avpb/0/9247">https://www.hravatar.com/ta/avpb/0/9247</a></p>
<p>Talk about anything you would like to add that might be helpful in our evaluation.</p>	<p>so I would also like to add that I have that when I was in college I was the president of an organization and one of the biggest projects which I handle it had to do with selling in order to raise funds so we were actually able to hit our Target really easily because of my efforts as well as a team separate</p> <div data-bbox="711 978 870 1140" data-label="Image"> </div> <p data-bbox="911 1018 1341 1066">View this video recording: <a href="https://www.hravatar.com/ta/avpb/0/9248">https://www.hravatar.com/ta/avpb/0/9248</a></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: Audio/Video Interview Questions				
<b>General Speaking Features</b>				
Strength of Opening	63	Weak		Strong
Clarity	74	Muffled		Clear
Pace	Good	Too Slow		Too Fast
Pause to Talk Ratio	Too Little	Too Few/Short		Too Many/Long
<b>Variety Features</b>				
Volume Variety	Very Good	Too Little		Too Much
Pace Variety	Very Good	Too Little		Too Much
Pitch Variety	Too Little	Too Little		Too Much
<b>Positive Vibes</b>				
Assertive	58	Low		High (good)
Authentic	60	Low		High (good)
Captivating	52	Low		High (good)
Clear	61	Low		High (good)
Confident	61	Low		High (good)
Energetic	69	Low		High (good)
Organized	58	Low		High (good)
Personable	53	Low		High (good)
Persuasive	51	Low		High (good)
<b>Negative Vibes</b>				
Arrogant	13	Low (good)		High
Belligerent	15	Low (good)		High
Boring	28	Low (good)		High
Condescending	7	Low (good)		High
Confusing	14	Low (good)		High
Detached	23	Low (good)		High
Ditsy	12	Low (good)		High
Nervous	16	Low (good)		High
Pushy	23	Low (good)		High
Timid	16	Low (good)		High
Unapproachable	14	Low (good)		High

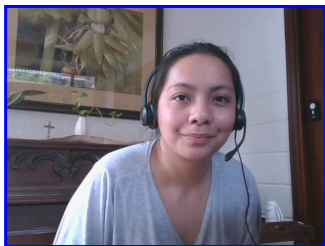


## Identity Confirmation Photos

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

### Photo Analysis Results

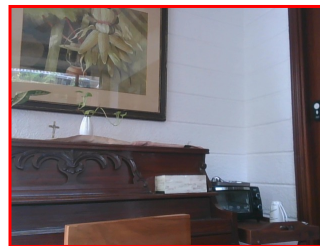
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



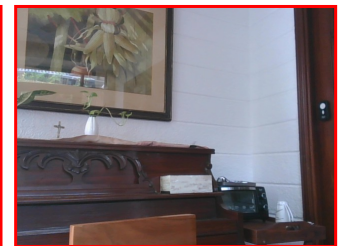
Pre/Post-Test Photo



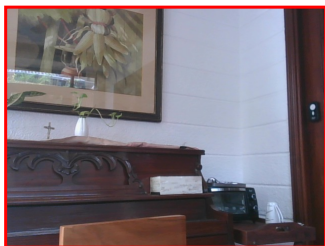
ID Photo



In-Test Error Detected (No Face Detected)



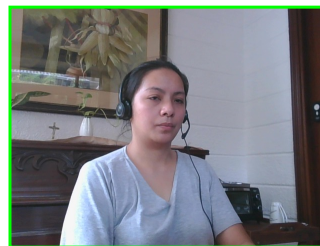
In-Test Error Detected (No Face Detected)



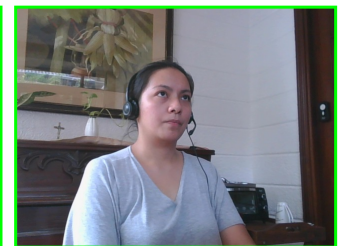
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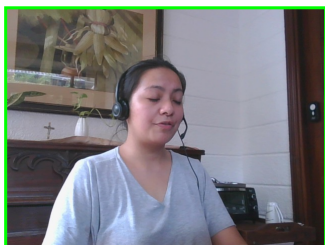
In-Test Photo



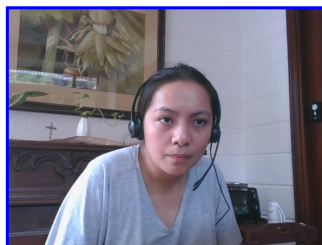
In-Test Photo



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](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.
- For non-linear competencies, scores in the middle are more desirable. For these scales a score between 50 and 80 (dark green) represents scores that are within 1 standard deviation of the mean, scores between 80 and 95 and scores between 35 and 50 (yellow) represent scores that are 1 to 2 standard deviations above or below the mean, and scores above 95 or below 35 (red) represent scores that are more than 2 standard deviations above or below the mean.
- Sim ID: 9454-1, Key: 0-0, Rpt: 50, Prd: 4027, Created: 2021-10-18 23:53 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 (%)
Hearing, Understanding, and Responding	81.6818	Numeric Score	81.6818	33.3333
Repeating Back Clearly	68.1171	Numeric Score	68.1171	33.3333
Speaking Clearly	73.8702	Numeric Score	73.8702	33.3333
Weighted Average:				74.5564
Final Overall Score:				74

## Notes

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