

Candidate: **Betty Penske**  
Assessment: Digital Adaptability  
Completed: February 24, 2024  
Prepared for: Susan Bookman  
HR Avatar Data Collection Account

# Test Results and Interview Guide

The Digital Adaptability 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>Betty Penske</b> bettypenske@yourcompany.org Digital Adaptability February 24, 2024  Very open to new technologies, tools, and processes. Makes use of available resources with little or no encouragement or supervision. Tends to change faster than most peers and often becomes an informal mentor to others.	<b>80</b>	

**Key**

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

## Competency Summary

Competency	Score	Interpretation
<b>Personality Characteristics (relates to fit with the job/team environment)</b>		
Resourcefulness	98	
Willingness to adapt	70	
Willingness to mentor others	72	

## 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	80th												
United States	66th												
HR Avatar Data	74th												

## Detail

Candidate: **Betty Penske**, bettypenske@yourcompany.org  
 Assessment: Digital Adaptability  
 Authorized: February 24, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz  
 Started: February 24, 2024, 1:16:33AM EST  
 Completed: February 24, 2024, 1:16:33AM EST  
 Overall Score: 80

## 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
<p><b>Resourcefulness</b> Score: 98</p>  <p><i>Description:</i> This scale reflects how resourceful a person is when there are frequent or substantial changes related to digital advancements in his or her job requirements. Changing work requirements related to new technology usually cause stress and put pressure on an individual to adapt and be resourceful. High scorers usually thrive when new opportunities are coming their way, while low scorers may feel overwhelmed. In more stable job circumstances, high scorers may become bored, while low scorers would remain satisfied.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Actively seeks and makes full use of all resources that are available to achieve objectives and learn new technologies and skills. Often encourages others to access the most useful resources when opportunities to do so arise.</p>	<p>How do you view changes at work?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1 Wants things to stay the same. Thinks about personal impact.</div> <div style="text-align: center;">★ 2 Is able to see growth opportunity but focuses equally on how the change impacts them.</div> <div style="text-align: center;">★ 3 Sees change as an opportunity to grow. Finds change is a motivator for them.</div> </div> <hr/> <p>How do you stay positive when things keep changing at work, particularly systems and processes?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1 No effective technique to staying positive during change.</div> <div style="text-align: center;">★ 2 Partially effective approach to change.</div> <div style="text-align: center;">★ 3 Multiple effective techniques for dealing with change.</div> </div>

Detail	Interview Guide																				
<p><b>Willingness to adapt</b> Score: 70</p> <p><i>Description:</i> This scale reflects how willing and able a person is to adapt when there are frequent or substantial changes related to digital advancements in his or her job requirements. Changing work requirements related to new technology 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.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Usually open to change and willing to invest the necessary energy and time to adapt to new tools and processes with little encouragement only light supervision.</p>	<p>Would you rather work in a job where responsibilities stay the same or change unexpectedly. Why?</p> <table style="width: 100%; text-align: center;"> <tr> <td>★ 1</td> <td>★ 2</td> <td>★ 3</td> <td>★ 4</td> <td>★ 5</td> </tr> <tr> <td>Feels challenged when responsibilities at work change unexpectedly.</td> <td></td> <td>Resistant to some change but not completely disinterested in change in responsibilities.</td> <td></td> <td>Is motivated when responsibilities at work change and needs to learn new skills.</td> </tr> </table> <hr/> <p>How do you feel when there is a system change at work that forces you to change the way you do things? How do you adapt?</p> <table style="width: 100%; text-align: center;"> <tr> <td>★ 1</td> <td>★ 2</td> <td>★ 3</td> <td>★ 4</td> <td>★ 5</td> </tr> <tr> <td>Gets frustrated and doesn't have an effective way to adapt.</td> <td></td> <td>Recognizes that they struggle and has one quality way to adapt.</td> <td></td> <td>Tthrives when a new system gets introduced at work and has multiple ways to adapt.</td> </tr> </table>	★ 1	★ 2	★ 3	★ 4	★ 5	Feels challenged when responsibilities at work change unexpectedly.		Resistant to some change but not completely disinterested in change in responsibilities.		Is motivated when responsibilities at work change and needs to learn new skills.	★ 1	★ 2	★ 3	★ 4	★ 5	Gets frustrated and doesn't have an effective way to adapt.		Recognizes that they struggle and has one quality way to adapt.		Tthrives when a new system gets introduced at work and has multiple ways to adapt.
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<p><b>Willingness to mentor others</b> Score: 72</p> <p><i>Description:</i> This scale reflects how willing and able a person is to adapt when there are frequent or substantial changes related to digital advancements in his or her job requirements. Changing work requirements related to new technology 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.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Usually open to change and willing to invest the necessary energy and time to adapt to new tools and processes with little encouragement only light supervision.</p>	<p>When working with others, do you see yourself as a guide or as a follower? Which to you prefer and why?</p> <table style="width: 100%; text-align: center;"> <tr> <td>★ 1</td> <td>★ 2</td> <td>★ 3</td> <td>★ 4</td> <td>★ 5</td> </tr> <tr> <td>Sees themself as a follower and prefers to remain a follower.</td> <td></td> <td>Sees themself as a guide but would prefer to be a follower.</td> <td></td> <td>Sees themself as a guide and prefers to remain a guide.</td> </tr> </table> <hr/> <p>Tell me about a time when coworkers asked you to help them learn new software.</p> <table style="width: 100%; text-align: center;"> <tr> <td>★ 1</td> <td>★ 2</td> <td>★ 3</td> <td>★ 4</td> <td>★ 5</td> </tr> <tr> <td>Unable to describe a time they helped a coworker.</td> <td></td> <td>Unable to describe a time they helped a coworker.</td> <td></td> <td>Able to confidently describe a time they helped a coworker and they enjoyed it.</td> </tr> </table>	★ 1	★ 2	★ 3	★ 4	★ 5	Sees themself as a follower and prefers to remain a follower.		Sees themself as a guide but would prefer to be a follower.		Sees themself as a guide and prefers to remain a guide.	★ 1	★ 2	★ 3	★ 4	★ 5	Unable to describe a time they helped a coworker.		Unable to describe a time they helped a coworker.		Able to confidently describe a time they helped a coworker and they enjoyed it.
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## 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: 11016-9, Key: 0-0, Rpt: 68, Prd: 4263, Created: 2024-02-24 06:16 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 (%)
Resourcefulness	98.7429	Numeric Score	98.7429	33.3333
Willingness to adapt	70.3723	Numeric Score	70.3723	33.3333
Willingness to mentor others	72.2134	Numeric Score	72.2134	33.3333
Weighted Average:				80.4429
Final Overall Score:				80

## Notes

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