

Candidate: **Betty Penske**
Assessment: Digital Adaptability
Completed: March 28, 2023
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
Betty Penske bettypenske@yourcompany.org Digital Adaptability March 28, 2023 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.	82	 0 20 40 60 80 100 Key ▼ Candidate Score Higher Risk Lower Risk Custom Baseline (Optional)

Competency Summary

Competency	Score	Interpretation
Personality Characteristics (relates to fit with the job/team environment)		
Resourcefulness	87	 0 20 40 60 80 100
Willingness to adapt	92	 0 20 40 60 80 100
Willingness to mentor others	66	 0 20 40 60 80 100

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	82nd												
United States	68th												
HR Avatar Data	75th												

Assessment Overview

The Digital Adaptability assessment is a fast, easy way to evaluate an individual's openness to, and their ability to adopt new technologies, tools, and processes.



Detail

Candidate: **Betty Penske**, bettypenske@yourcompany.org
 Assessment: Digital Adaptability
 Authorized: March 28, 2023, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
 Started: March 28, 2023 at 6:23:13 AM EST
 Completed: March 28, 2023 at 6:23:13 AM EST
 Overall Score: 82

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>Resourcefulness Score: 87</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> <p style="text-align: center;"> ★ 1 ★ 2 ★ 3 ★ 4 ★ 5 </p> <p style="text-align: center;"> Wants things to stay the same. Thinks about personal impact. Is able to see growth opportunity but focuses equally on how the change impacts them. Sees change as an opportunity to grow. Finds change is a motivator for them. </p> <hr/> <p>How do you stay positive when things keep changing at work, particularly systems and processes?</p> <p style="text-align: center;"> ★ 1 ★ 2 ★ 3 ★ 4 ★ 5 </p> <p style="text-align: center;"> No effective technique to staying positive during change. Partially effective approach to change. Multiple effective techniques for dealing with change. </p>

Detail	Interview Guide																				
<p>Willingness to adapt Score: 92</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>Open to change and willing to invest the necessary energy and time to adapt to new tools and processes without encouragement or 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>Thrives 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.		Thrives when a new system gets introduced at work and has multiple ways to adapt.
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<p>Willingness to mentor others Score: 66</p>  <p><i>Description:</i> This scale reflects how willing and able a person is to mentor others 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 causes stress and puts pressure on an individual to adapt and mentor others. High scorers usually thrive when they share their knowledge with others and provide guidance, while low scorers may rather work on their own and avoid any leadership responsibilities. 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>Adapts to new tools and processes before most others, and willing to assist and encourage others to make the change based on his or her own experience.</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 themselves as a follower and prefers to remain a follower.</td> <td></td> <td>Sees themselves as a guide but would prefer to be a follower.</td> <td></td> <td>Sees themselves 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>Explains a time they helped a coworker but their enjoyment and confidence was questionable.</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 themselves as a follower and prefers to remain a follower.		Sees themselves as a guide but would prefer to be a follower.		Sees themselves as a guide and prefers to remain a guide.	★ 1	★ 2	★ 3	★ 4	★ 5	Unable to describe a time they helped a coworker.		Explains a time they helped a coworker but their enjoyment and confidence was questionable.		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.
- 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: 11055-3, Key: 0-0, Rpt: 95, Prd: 4326, Created: 2023-03-28 11:23 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 (%)
Resourcefulness	87.9146	Z-Statistic	1.5276	33.3333
Willingness to adapt	92.3157	Z-Statistic	1.8210	33.3333
Willingness to mentor others	66.4951	Z-Statistic	0.0997	33.3333
Weighted Average of Competency Z-Scores:				1.1495
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				1.1495
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				82.2418

Notes

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