HR AVATAR™
EMPLOYMENT TESTS

Candidate:	**Betty Penske**
Assessment:	Logic-based Reasoning
Completed:	April 29, 2024
Prepared for:	Susan Bookman
	HR Avatar Data Collection Account

Test Results and Interview Guide

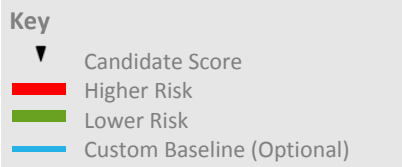
The Logic-based Reasoning assessment measures key factors related to high performance and tenure in this job. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. This report includes 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.

Proprietary and Confidential

Overall

Candidate	Score	Interpretation
Betty Penske bettypenske@yourcompany.org Logic-based Reasoning April 29, 2024	78	

The candidate's score in this area indicates that the candidate has better-than-average ability to use various types of logic to reach accurate conclusions and solve business problems.



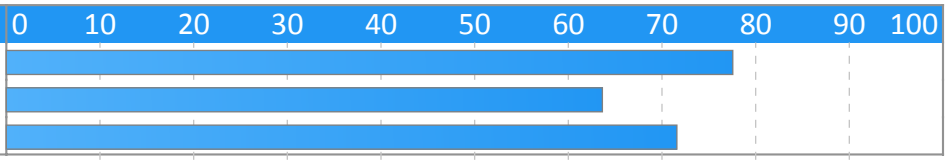
Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Inductive/Deductive Reasoning	70	
Logical Reasoning	98	
Reading Comprehension	66	

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
Global	78th
United States	64th
HR Avatar Data	72nd



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Detail

Candidate:	Betty Penske, bettypenske@yourcompany.org
Assessment:	Logic-based Reasoning
Authorized:	April 29, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started:	April 28, 2024, 9:28:18PM EST
Completed:	April 28, 2024, 9:28:18PM EST
Overall Score:	78

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

Inductive/Deductive Reasoning

Score: 70

Description:

Inductive reasoning is the ability to forming a general conclusion from a specific premise. Deductive reasoning is the ability to forming a specific conclusion from a general premise.

Interpretation:

Strong scores in this area correlate with above average performance for many jobs.

The candidate's score indicates above-average ability to derive a conclusion from a premise.

Interview Guide

Can you give me an example of where you formed a general conclusion from a specific situation?

1	2	3	4	5
Poor example. Does not show inductive reasoning skills.		Moderately relevant or impactful example. Shows inductive reasoning skills.		Strongly relevant and clear example. Shows strong inductive reasoning skills.

How do you handle a situation when you misread circumstances and formed the wrong conclusion?

1	2	3	4	5
Is unable to handle the situation.		Demonstrates the ability to admit to their error and quickly fix the error but didn't put preventative systems in place.		Demonstrates the ability to admit to their error, put preventative systems in place, and quickly fix the error.

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Detail	Interview Guide
Logical Reasoning Score: 98 *Description:* The ability to recognize relationships between reasoning patterns and draw adequate conclusions from that. *Interpretation:* High scores in this area correlate with superior performance for many jobs. The candidate's score indicates that the candidate has solid ability to recognize relationships between reasoning patterns and to draw correct and useful conclusions.	Describe a time when your thoughtful analysis of a situation helped make a project successful? What was the outcome? 1 Poor example. Does not show reasoning logic. 2 3 Moderately relevant or impactful example. 4 5 Strongly relevant and clear example. How do you handle the consequences when you've misinterpreted the cause of a particular issue? 1 Is unable to handle the situation. 2 3 Demonstrates the ability to admit to their error and quickly fix the error but didn't put preventative systems in place. 4 5 Demonstrates the ability to admit to their error, put preventative systems in place, and quickly fix the error.
Reading Comprehension Score: 66 *Description:* The ability to process text, understand its meaning, and to integrate with what the reader already knows. *Interpretation:* Strong scores in this area correlate with above average performance for many jobs. The candidate's score in this area indicates that the candidate has better-than-average ability to understand and interpret the meaning of text passages.	Describe a time when your ability to read and comprehend accurately helped you achieve a goal or objective? 1 Example does not demonstrate ways they used reading comprehension to achieve a goal or objective. 2 3 Example somewhat demonstrates ways they used reading comprehension to achieve a goal or objective. 4 5 Example demonstrates ways they used reading comprehension to achieve a goal or objective. How would you describe your reading comprehension skills? What could you do to improve them? 1 Does not think they have reading comprehension skills. Does not have clear improvements they want to make. 2 3 Describes their reading comprehension skills as (1) being fast OR (2) accurate. Does not provide examples. Has clear improvements they want to make. 4 5 Candidate recognizes that they need to improve. Describes their reading comprehension skills as (1) being fast AND (2) accurate. Is able to provide examples of how they can improve.

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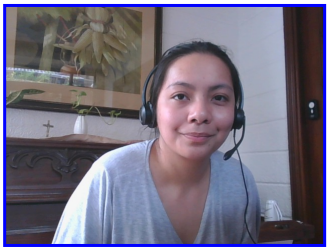
Identity Confirmation Photos

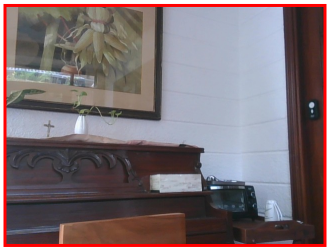
The following photos of the candidate and any identification were uploaded during the assessment session.

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



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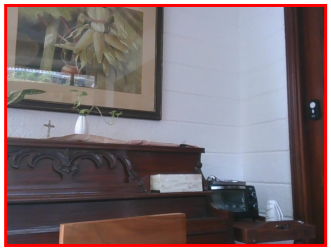

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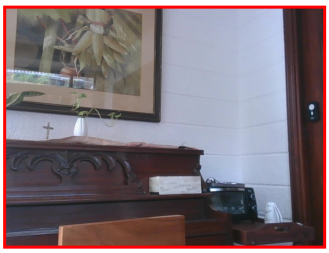
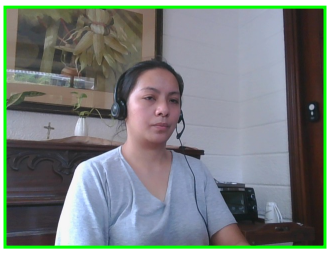


In-Test Error Detected (No Face Detected)

In-Test Photo



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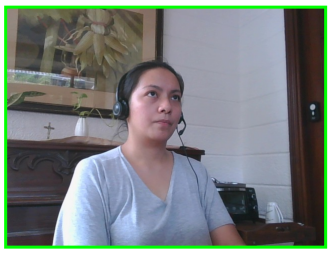

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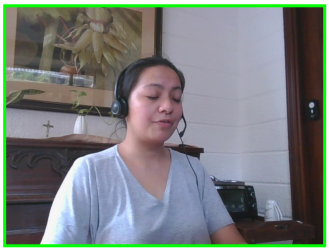

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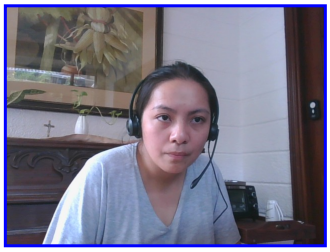

Pre/Post-Test Photo

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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: 14135-1, Key: 0-0, Rpt: 68, Prd: 5144, Created: 2024-04-29 02:28 UTC
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

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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 (%)
Inductive/Deductive Reasoning	70.2709	Z-Statistic	0.3514	33.3333
Logical Reasoning	98.4323	Z-Statistic	2.2288	33.3333
Reading Comprehension	66.6746	Z-Statistic	0.1116	33.3333

Weighted Average of Competency Z-Scores:	0.8973
Mean applied to Raw Weighted Avg:	0.0000
Standard Deviation applied to Raw Weighted Avg:	1.0000
Normalized Raw Score:	0.8973
Mean:	65.0000
Standard Deviation Used:	15.0000
Final Overall Score:	78.4593

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Notes

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