HR AVATAR™
EMPLOYMENT TESTS

Candidate: **Betty Penske**
Assessment: Verbal Reasoning
Completed: May 3, 2024
Prepared for: Susan Bookman
                HR Avatar Data Collection Account

Test Results and Interview Guide

The Verbal 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.
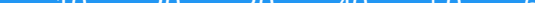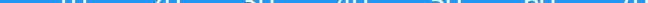
Overall

Candidate	Score	Interpretation
Betty Penske bettypenske@yourcompany.org Verbal Reasoning May 3, 2024 Indicates significantly above average verbal reasoning ability.	**88**	

Key

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

Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Logical Reasoning	87	
Reading Comprehension	90	

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	88th	
United States	73rd	
HR Avatar Data	81st	

Detail

Candidate:	Betty Penske, bettypenske@yourcompany.org
Assessment:	Verbal Reasoning
Authorized:	May 3, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started:	May 3, 2024, 5:31:47PM EST
Completed:	May 3, 2024, 5:31:47PM EST
Overall Score:	88

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
Logical Reasoning Score: 87 *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.

Detail

Reading Comprehension
Score: 90

0   20   40   60   80   100

Description:

The ability to process text, understand its meaning, and to integrate with what the reader already knows.

Interpretation:

High scores in this area correlate with superior performance for many jobs.

The candidate's score in this area indicates that the candidate has solid ability to understand and interpret the meaning of text passages to achieve above average job performance.

Interview Guide

Describe a time when your ability to read and comprehend accurately helped you achieve a goal or objective?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Example does not demonstrate ways they used reading comprehension to achieve a goal or objective.		Example somewhat demonstrates ways they used reading comprehension to achieve a goal or objective.		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	☆ 2	☆ 3	☆ 4	☆ 5
Does not think they have reading comprehension skills. Does not have clear improvements they want to make.		Describes their reading comprehension skills as (1) being fast OR (2) accurate. Does not provide examples. Has clear improvements they want to make.		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.

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

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: 14136-1, Key: 0-0, Rpt: 68, Prd: 5145, Created: 2024-05-03 22:31 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 (%)
Logical Reasoning	87.0931	Z-Statistic	1.4729	50.0000
Reading Comprehension	90.7882	Z-Statistic	1.7192	50.0000

Weighted Average of Competency Z-Scores:	1.5960
Mean applied to Raw Weighted Avg:	0.0000
Standard Deviation applied to Raw Weighted Avg:	1.0000
Normalized Raw Score:	1.5960
Mean:	65.0000
Standard Deviation Used:	15.0000
Final Overall Score:	88.9407

Notes

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