HR AVATAR™
EMPLOYMENT TESTS

Candidate: **Betty Penske**
Assessment: Applying Business Information - Basic
Completed: April 29, 2024
Prepared for: Susan Bookman
                  HR Avatar Data Collection Account

Test Results and Interview Guide

The Applying Business Information - Basic 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 Applying Business Information - Basic April 29, 2024 The candidate's score indicates that the candidate has above-average ability to to find information in graphs, charts, tables, and text passages and make inferences and draw conclusions.	**79**	

Key

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

Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Applying Business Information	79	

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	79th	
United States	65th	
HR Avatar Data	73rd	

Detail

Candidate:	**Betty Penske,** bettypenske@yourcompany.org
Assessment:	Applying Business Information - Basic
Authorized:	April 29, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started:	April 29, 2024, 8:42:14AM EST
Completed:	April 29, 2024, 8:42:14AM EST
Overall Score:	79

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

Applying Business Information

Score: 79

Description:

The ability to find information in graphs, charts, tables, and text passages and make inferences and draw conclusions from that data.

Interpretation:

Candidate should achieve above average job performance in this area with little or no training.

The candidate's score in this area indicates that the candidate has above-average ability to to find information in graphs, charts, tables, and text passages and make inferences and draw conclusions.

Interview Guide

Describe a time when your thoughtful analysis of a graph, chart, tables or text passage helped make a project successful? What was the outcome?

1	2	3	4	5
Poor example. Does not show the ability to analyze graphs, charts, tables or text passages.		Moderately relevant or impactful example. Shows the ability to analyze graphs, charts, tables or text passages.		Strongly relevant and clear example. Shows the ability to analyze graphs, charts, tables or text passages.

How would you describe your ability to derive information from graphs, charts, tables and text passages? What could you do to improve them?

1	2	3	4	5
Does not think they have the ability to interpret data. Does not have clear improvements they want to make.		Describes their ability to interpret data 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 ability to interpret data 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.

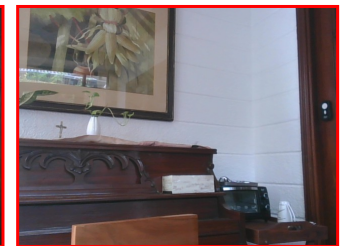| Photo Analysis Results	
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)

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: 14555-1, Key: 0-0, Rpt: 68, Prd: 5335, Created: 2024-04-29 13:42 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 (%)
Applying Business Information	79.4494	Z-Statistic	0.9633	100.0000

Weighted Average of Competency Z-Scores:	0.9633
Mean applied to Raw Weighted Avg:	0.0000
Standard Deviation applied to Raw Weighted Avg:	1.0000
Normalized Raw Score:	0.9633
Mean:	65.0000
Standard Deviation Used:	15.0000
Final Overall Score:	79.4494

Notes

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