

Candidate: Mike Russiello

Assessment: US English Spoken Language Skills

Completed: May 31, 2023 Prepared for: Mike Russiello

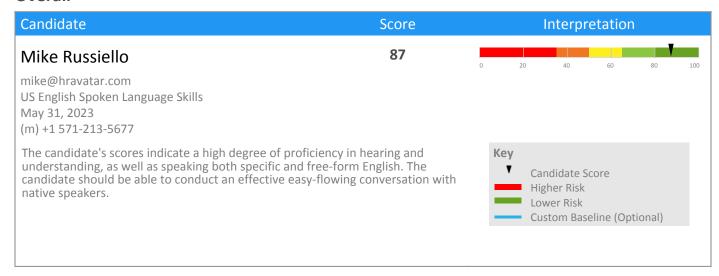


Test Results and Interview Guide

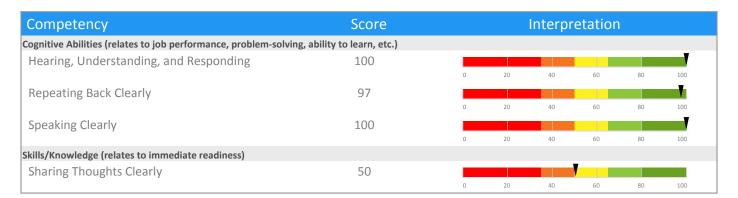
The US English Spoken Language Skills assessment measures one or more important competencies, and collects audio or video responses to specific questions. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. Various types of analysis may be conducted on the recorded responses depending on the test configuration. 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



Competency Summary



Comparison

Note: There were insufficient test results available for reliable comparisons. Once enough data are available, comparison data will be included here.



Detail

Candidate: Mike Russiello, mike@hravatar.com

Alternate ID

Code:: 899898

Assessment: US English Spoken Language Skills

May 31, 2023, by Mike Russiello, HR Avatar Content Development Account,

Authorized: qamailhramike222.mike@hravatar.com

Division Name: Group Name: Requisition ID:

Started: May 31, 2023 at 4:51:03 PM EDT Completed: May 31, 2023 at 4:59:57 PM EDT

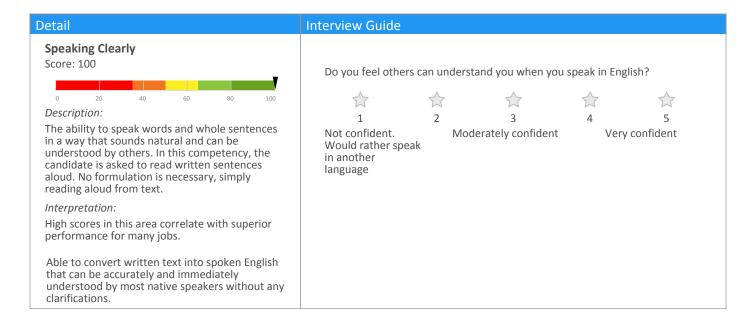
Overall Score: 87

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.

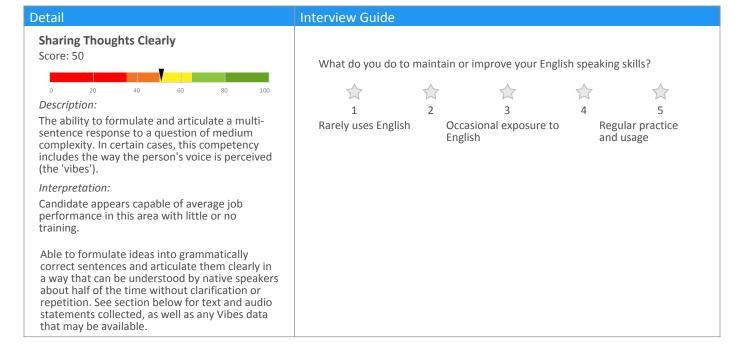






Knowledge and Skills Detail

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.





Audio/Video Responses

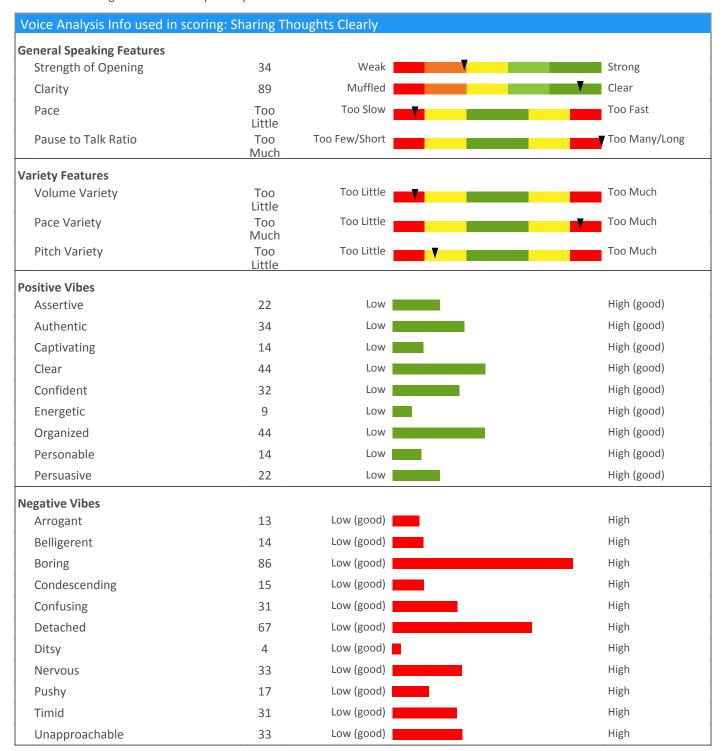
During the assessment, the candidate was asked to answer open-ended answer to one or more questions by either audio or video. If the candidate did not have the ability to upload audio or video they were asked to write their responses. The text of their responses as well as any included analysis of their speaking or text is provided below. Additionally, you can click on the links below (or cut and past into a web browser) to view or listen to their response directly.

Question	Response	
How would you want your manager or supervisor to treat you at work?	I would want my manager or supervisor to treat me like an equal who, who deserves respect and who can be counted on to deliver when, uh, a tough assignment is, is required. That's what I would want.	
	Listen to audio recording:	



Voice Analysis Information

Spoken voice samples are processed through an artificial intelligence-based algorithm to determine how the speakers voice and speaking style is perceived by others. The following statistics and ratings were collected as part of this analysis and these were used in calculating the related competency scores.





Individual Responses Information

The following table provides question by question response information.

Question	Candidate Response Information		
Hearing, Understanding, and Responding (Correct/Incorrect)	Question / Score		
VCW_EN_I_11 (Clip 6a)	Correct		
VCW_EN_I_15 (Clip 7a)	Correct		
VCW_EN_I_19 (Clip 8a)	Correct		
VCW_EN_I_24 (Clip 9b)	Correct		
VCW_EN_I_29 (Clip 10c)	Correct		
VCW_EN_I_32 (Clip 11b)	Correct		
Repeating Back Clearly (Correct/Incorrect)	Question / Score		
VCW_EN_I_39 (Clip 14c)	Partially Correct		
VCW_EN_I_42 (Clip 15c)	Correct		
VCW_EN_I_44 (Clip 16b)	Correct		
VCW_EN_I_48 (Clip 17c)	Correct		
Speaking Clearly (Correct/Incorrect)	Question / Score		
VCW_EN_I_52	Correct		
VCW_EN_I_55	Correct		
VCW_EN_I_57	Correct		
VCW_EN_I_61	Correct		



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.
- Normative data was omitted because there is insufficient data available for this assessment to produce reliable comparative information. As additional test takers complete this assessment, comparative information will become available and this report can be regenerated to incorporate it.
- Overall normative data was omitted because there is insufficient data available for this assessment.
- Country-level normative data was omitted because there is insufficient data available for this assessment. As additional test takers from the same country complete this assessment, comparative information will become available, and this report can be regenerated to incorporate it.
- Account-level normative data was omitted because there is insufficient data available for this assessment. As additional test takers from the same account complete this assessment, comparative information will become available and this report can be re-generated to incorporate it.
- 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: 14587-1, Key: 1901707-1769486, Rpt: 104, Prd: 5391, Created: 2023-06-01 00:25 UTC
- UA: Mozilla/5.0 (Windows NT 10.0; Win64; x64; rv:109.0) Gecko/20100101 Firefox/113.0

87



Score Calculation Detail

Final Overall Score:

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 (%)
Hearing, Understanding, and Responding	100.0000	Numeric Score	100.0000	25.0000
Repeating Back Clearly	97.5000	Numeric Score	97.5000	25.0000
Sharing Thoughts Clearly	50.6482	Numeric Score	50.6482	25.0000
Speaking Clearly	100.0000	Numeric Score	100.0000	25.0000
Weighted Average:				87.0370



Notes

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