

Prepared for: **Betty Penske**
Assessment: Workplace Scenarios for Team Member Roles
Completed: April 28, 2024
Sponsored By: HR Avatar Data Collection Account

Score Report and Development Guide

This assessment provides scores for a number of important competencies that are related to success at work. Scores are presented individually on a scale of 0-100. Higher scores represent strengths. Refer to the interpretation section of each competency for additional information. Each competency measured includes relevant development tips. These tips should be used for development planning, especially when the score shows an area of relative weakness. We wish to emphasize that the data contained in this report should be used as part of a comprehensive process for development planning. Additional data should include personal reflection based on experience, input from your manager, feedback from peers and customers as appropriate, and analysis of current job requirements and future career goals.

How to Use This Report

This report provides scores on five work competencies that are important for success at work. The Competency Summary provides a color-coded graphical presentation of your scores on the assessment. Scores in the green zone are high, and represent strengths in the relevant competency. Yellow indicates medium-level scores, and represents moderate strength in the competency. Blue indicates a potential development need.

The report also provides a description of each competency and tips for developing each competency. Read the definition and tips and reflect on how you can use the information to create a development plan. Consider the challenges you have in your current role, and the types of things you want to do for the next steps in your career, as you prioritize the different competencies to focus on for development.

Overall

Participant	Score	Interpretation
Betty Penske Workplace Scenarios for Team Member Roles April 28, 2024	74	
Your overall score is a weighted average of your specific competency scores. This score indicates a high level of strength in competencies that are important for performance in jobs that require interaction with others, either inside or outside the organization. This suggests that you tend to demonstrate solid social intelligence, are effective at managing relationships and communicating with customers, coworkers, and others, make good decisions on how to diffuse conflict, and interact well with others in general. You can use the overall score to compare yourself to how others have scored on the assessment. Please refer to individual competency scores for additional insight and suggestions.		Key ▼ Your Score Weak - Needs improvement. Good - Some room for growth. Strong - Maintain your proficiency.

Competency Summary

This section contains a list of job-related work competencies that have been evaluated in a job-like context using HR Avatar's simulation technology. The competencies have been demonstrated to be related to job performance.

A work competency is a set of defined behaviors that are related to performing work. Almost all competencies can be developed. You can improve your level of the competencies included in the test with targeted development efforts.

Competency	Score	Interpretation
Building Relationships	71	
Maintaining Flexibility and Adaptability	67	
Resolving Conflicts and Meeting Needs	87	
Working Well with Teams	73	




Comparison


Percentile scores indicate how your score compares to other test-takers within various groups. Your score was 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	74th												
United States	62nd												
HR Avatar Data	68th												

Competency Detail

This section contains a list of each work-related competency that was measured. For each competency there is a brief description of the competency and how you scored, as well as a set of developmental tips.

Detail	Definition and Helpful Tips
<p>Building Relationships Score: 71</p>  <p>A horizontal score bar for 'Building Relationships' with a score of 71. The bar is divided into four segments: blue (0-20), yellow (20-40), green (40-60), and dark green (60-100). The score 71 is marked on the green segment.</p>	<p><i>What is Building Relationships</i></p> <p>null</p> <p><i>Helpful Tips</i></p>
<p>Maintaining Flexibility and Adaptability Score: 67</p>  <p>Your scores indicate strengths in Maintaining Flexibility and Adaptability.</p>	<p><i>What is Maintaining Flexibility and Adaptability</i></p> <p>Organizations face an increasing amount of change, whether it be due to technology, mergers or acquisitions, or changing strategy to keep up with the competition. Flexibility and adaptability can help you be effective in organizations during times of change. This includes responding well to change, modifying your approach in light of new demands, and adapting to, supporting, and accepting change. It also involves demonstrating resilience, hardiness, and effective coping skills during difficult times.</p> <p><i>Helpful Tips</i></p> <ul style="list-style-type: none"> • You may want to share your philosophy with others and help the organization change. Try to empathize with others who have more difficulty managing change than you do, and see if you can help them to do so more effectively. • Focus on trying to be even more flexible, considering that there may be solutions that you have not considered that may work better than solutions currently in place. • Maintain positivity and focus on end results through change. Try to think about the things that you can control and make progress with those, which can improve your state of mind at work.
<p>Resolving Conflicts and Meeting Needs Score: 87</p> 	<p><i>What is Resolving Conflicts and Meeting Needs</i></p> <p>null</p> <p><i>Helpful Tips</i></p>

Detail	Definition and Helpful Tips
<p>Working Well with Teams</p> <p>Score: 73</p>  <p>Your scores indicate you have strengths in Working Well with Teams.</p>	<p><i>What is Working Well with Teams</i></p> <p>When team members are cooperative, helpful, and respectful of others, it results in a more positive and cooperative workplace. Demonstrating good teamwork results in other people feeling good about working with you, and increases the chances that they will be helpful in return. This involves working effectively with other people and teams, supporting and showing respect for others, showing interest in other people’s work, and saying positive things about the work and organization. It also involves helping others get their work done, making sure the team’s work gets done, and being ready to put team goals ahead of your own individual goals.</p> <p><i>Helpful Tips</i></p> <ul style="list-style-type: none"> • Think creatively of ways to have an even greater impact by helping the team achieve goals, and helping others to do a better job of contributing to team goals. • Build on previous efforts to demonstrate interest in the work your coworkers are doing and offering help and ideas on how to get the work done. • Remember to be positive and thoughtful in your communications, which will help you connect with and maintain good relationships with your teammates.

Report Preparation Notes

- Always keep in mind that assessments are limited in the amount of information they can gather and the insights they produce. At the same time, it has been shown that assessments like this one can help most people gain insight into their work-related competencies and can help them make adjustments and improvements over time.
- 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.
- Sim ID: 14694-1, Key: 0-0, Rpt: 34, Prd: 5524, Created: 2024-04-28 11:53 UTC
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

Notes

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