






Candidate: **Betty Penske**
Assessment: Clerk - Billing and Posting (Short)
Completed: May 10, 2024
Prepared for: Susan Bookman
HR Avatar Data Collection Account


Test Results and Interview Guide

The Clerk - Billing and Posting (Short) 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
<div>Betty Penske</div> <div>bettypenske@yourcompany.org</div> <div>Clerk - Billing and Posting (Short)</div> <div>May 10, 2024</div> <div>Summary: Moderate to High Performance Potential</div> <div>Potential Risk Areas<ul style="list-style-type: none">Low Integrity score could indicate potential issues with reliability.</div>	78	<div></div> <div><div>Key</div><div> Candidate Score</div><div> Higher Risk</div><div> Lower Risk</div><div> Custom Baseline (Optional)</div></div>

Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Analytical Thinking and Attention to Detail	83	
Personality Characteristics (relates to fit with the job/team environment)		
Adaptability	96	
Drive	81	
Integrity	10	
Resilience	86	
Teamwork	96	
Behavioral History (relates to performance and turnover)		
History Survey - Performance	75	
History Survey - Tenure	84	

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	0	10	20	30	40	50	60	70	80	90	100
Global	78th											
United States	64th											
HR Avatar Data	71st											

Detail

Candidate: Betty Penske, bettypenske@yourcompany.org
Assessment: Clerk - Billing and Posting (Short)
Authorized: May 10, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started: May 9, 2024, 11:30:36PM EST
Completed: May 9, 2024, 11:30:36PM 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	Interview Guide
<div><p>Analytical Thinking and Attention to Detail</p><p>Score: 83</p><p><i>Description:</i></p><p>This scale indicates both the capacity to think in a thoughtful, discerning way, to solve problems, utilize resources, analyze data, and apply attention to detail. Individuals who demonstrate high amounts of analytical thinking are able to recognize patterns rapidly, navigate through problems, and resolve difficult problems systematically. Individuals who demonstrate high attention to detail produce work products that are consistently accurate and require little checking. They rarely forget schedule commitments or overlook even the smallest details.</p><p><i>Interpretation:</i></p><p>High scores in this area correlate with superior performance for many jobs.</p><p>Able to think in a thoughtful, discerning way. Can often solve difficult problems, plan many-featured tasks and projects, organize multiple resources, and analyze complex data. Able to quickly recall and use information when needed or appropriate. Additionally, able to achieve a high degree of thoroughness and accuracy in a work task. Concerned for all areas involved. Work products require little or no review or checking to maintain consistency.</p></div>	<div><p>Can you give me an example of where your attention to detail or your thoughtful analysis of a situation helped make a project successful?</p><div><div>★ 1</div><div>★ 2</div><div>★ 3</div><div>★ 4</div><div>★ 5</div></div><p>Poor example. Does not show attention to detail or analytical ability.</p><p>Moderately relevant or impactful example.</p><p>Strongly relevant and clear example.</p></div> <div><p>How do you handle a situation when you've messed up due to overlooking an important detail?</p><div><div>★ 1</div><div>★ 2</div><div>★ 3</div><div>★ 4</div><div>★ 5</div></div><p>Is unable to handle the situation.</p><p>Demonstrates the ability to admit to their error and quickly fix the error, but didn't put preventative systems in place.</p><p>Demonstrates the ability to admit to their error and quickly fix the error, but didn't put preventative systems in place.</p></div>

Personality Characteristics Detail


This section contains a list of personality characteristics that are frequently associated with job performance. Remember, these are not skills and do not indicate the ability to do a job. Rather, they can be used to evaluate the candidate's fit with the general needs of the job and the organizational culture. Sample interview questions are provided to gather more information.

Continued on next page.

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Detail	Interview Guide
<div><div><div>Integrity</div><div>Score: 10</div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div>0</div><div>20</div><div>40</div><div>60</div><div>80</div><div>100</div></div></div></div><div><div>Description:</div><div>This scale reflects the degree to which an individual acts positively towards the organization, avoids unnecessary risk, and, simply put, does the right thing. High scores on this scale indicate a person will act in the organization’s best interest, follow the rules, and work hard under limited supervision. Low scores on this scale indicate a person may engage in risk-taking behaviors, work to undermine the organization, and only do the bare minimum.</div></div><div><div>Interpretation:</div><div>The candidate's score in this area indicates risk of a negative impact on performance for some jobs. Additional probing is strongly recommended.</div></div><div><div>Distrusts the organization and management. Frequently assumes new ideas or changes will have a negative individual impact. Can be defensive regarding his or her own work, or show hostility towards management or company policies. May take unnecessary risks on the job.</div></div></div> <div><div><div>What circumstance(s) might cause you to withhold information from your supervisor? How would you judge whether doing so would be justified?</div><div><div><div>★</div><div>1</div><div>Shows that they are not concerned about ethics or organizational values/rules.</div></div><div><div>★</div><div>2</div><div></div></div><div><div>★</div><div>3</div><div>Explains only situational circumstances. Judgement does not stem from an ethical standpoint.</div></div><div><div>★</div><div>4</div><div></div></div><div><div>★</div><div>5</div><div>Explains only situational circumstances, or no circumstances. Judgement stems from ethical standards.</div></div></div><div><div>Do you think it's ever okay to withhold information from your supervisor? How would you judge whether doing so is okay or not?</div><div><div><div>★</div><div>1</div><div>Answer shows that they are not concerned about ethics or organizational values/rules.</div></div><div><div>★</div><div>2</div><div></div></div><div><div>★</div><div>3</div><div>Explains only situational circumstances. Judgement does not stem from an ethical standpoint.</div></div><div><div>★</div><div>4</div><div></div></div><div><div>★</div><div>5</div><div>Explains only situational circumstances, or no circumstances. Judgement stems from ethical standards.</div></div></div></div></div></div>	


Detail	Interview Guide
<p>Resilience</p> <p>Score: 86</p> <p><i>Description:</i></p> <p>This scale reflects the degree to which an individual can withstand adversity, bounce back from difficult events, and be persistent in doing work tasks despite difficulties that come their way. High scores on this scale indicate a person will likely be able to deal with difficult situations with ease, perceive they have control over events in their life, and continue to push forward to achieve goals. Low scores on this scale indicate a person may claim that mistakes/failures were out of their control. Low scorers tend to not cope well with on-the-job stress and don't put in the extra effort to achieve success when obstacles come their way.</p> <p>Please note that resilience is not a fixed trait. Unlike many other personality characteristics, resilience can be developed over time. Additionally, multiple factors can influence how resilient a person is within a specific situation. In recognition of these features, additional probing using suggested interview questions is strongly recommended.</p> <p><i>Interpretation:</i></p> <p>The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Responses indicate that the candidate can effectively work through difficulties at work by exhibiting positive emotions, having control over the events, being proactive, remaining hopeful, and learning from the experience. Candidate can always be expected to push forward to achieve their goals, even when obstacles come their way.</p>	<p>Describe a time when something at work/school didn't go as planned. How did you feel? How did it impact your work moving forward?</p> <div> <div>★</div> <div>★</div> <div>★</div> <div>★</div> <div>★</div> </div> <div> <div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> </div> <div> <div> <p>Feelings had a negative outlook. Event impacted their work in a negative way, they weren't able to learn from it or persevere.</p> </div> <div> <p>Feelings are true to the situation. Event impacted their work in a negative way but were able to learn from it and persevere.</p> </div> <div> <p>Feelings are true to the situation but with a positive outlook. The event impacted their work in a positive way or didn't impact their work at all.</p> </div> </div> <hr/> <p>How do you normally react to bad news?</p> <div> <div>★</div> <div>★</div> <div>★</div> <div>★</div> <div>★</div> </div> <div> <div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> </div> <div> <div> <p>They get upset and don't know how to work through the challenges.</p> </div> <div> <p>They get upset, however they see the positive outlook and have a plan to fix the challenges.</p> </div> <div> <p>They are able to see the positive outlook in the long run and it doesn't impact their work.</p> </div> </div>

Detail	Interview Guide
<div>Teamwork</div> <div>Score: 96</div> <div></div> <div><p><i>Description:</i></p><p>This scale reflects the degree to which an individual works well with teams and maintains positive interpersonal relationships. High scores on this scale indicate a person will thrive in collaborative team settings and maintain high-quality relationships with coworkers. Low scores on this scale indicate a person will prefer working on individual projects and may struggle to maintain close working relationships with colleagues.</p><p><i>Interpretation:</i></p><p>The candidate's score in this area should contribute to enhanced overall job performance.</p><p>Actively cultivates and maintains relationships. Able to quickly establish rapport with new acquaintances and accurately sense others' feelings. Maintains positive relationships with colleagues and uses them to achieve work outcomes and meet goals.</p></div>	<p>Describe a time when you worked in a team. What was your role? How did you delegate tasks with the other team members?</p> <div><div><div>★</div><div>1</div><div>They describe their role in a way that does not show significance. Delegation tactics were not efficient or helpful.</div></div><div><div>★</div><div>2</div><div></div></div><div><div>★</div><div>3</div><div>They describe their role in a way that doesn't show significance. Delegation tactics were efficient and helpful.</div></div><div><div>★</div><div>4</div><div></div></div><div><div>★</div><div>5</div><div>They describe their role in a way that shows significance. Delegation tactics were efficient and helpful.</div></div></div> <div><hr/></div> <p>Do you prefer working in teams or by yourself? Why?</p> <div><div><div>★</div><div>1</div><div>They choose teams or individual and feel they would be incapable of working in the opposite environment.</div></div><div><div>★</div><div>2</div><div></div></div><div><div>★</div><div>3</div><div>They feel they would work well in either environment but are unable to back that up with rational reasons.</div></div><div><div>★</div><div>4</div><div></div></div><div><div>★</div><div>5</div><div>Response reflects rational reasons for why they prefer teams, individual, or both. They feel they would work well in either environment.</div></div></div>

Behavioral History Detail

This section evaluates answers the candidate gave concerning his or her work-related history. Studies often show that a candidate's past behavior often indicates his or her future behavior. Potential caution areas (if any) are specified in each detail section.


Detail	Interview Guide
<div>History Survey - Performance</div> <div>Score: 75</div> <div></div> <div><p><i>Description:</i></p><p>Evaluates elements of the candidate's past work and education history to identify indications of high or low performance potential.</p><p><i>Interpretation:</i></p><p>The candidate's score indicates past behaviors that contribute to above average job performance.</p><p>Exhibits past behaviors and achievements that are likely to result in above average job performance.</p><p>The following potential performance risk areas were identified:</p><ul style="list-style-type: none">Below average productivity historyBelow average performance reviews<p>Further probing is recommended for each of these items.</p></div>	<p>How does your work compare with your peers? Do you produce more or less? How do you know?</p> <div><div><div>★</div><div>1</div><div></div></div><div><div>★</div><div>2</div><div></div></div><div><div>★</div><div>3</div><div></div></div><div><div>★</div><div>4</div><div></div></div><div><div>★</div><div>5</div><div></div></div></div> <div><hr/></div> <p>What kind of feedback have you received about your performance from your managers and your peers?</p> <div><div><div>★</div><div>1</div><div></div></div><div><div>★</div><div>2</div><div></div></div><div><div>★</div><div>3</div><div></div></div><div><div>★</div><div>4</div><div></div></div><div><div>★</div><div>5</div><div></div></div></div>

Detail	Interview Guide
<p>History Survey - Tenure</p> <p>Score: 84</p>  <p><i>Description:</i></p> <p>Evaluates a candidate's past employment history and related factors for indications of potentially low job tenure.</p> <p><i>Interpretation:</i></p> <p>The candidate's score indicates past behaviors that contribute to high job performance.</p> <p>Exhibits behaviors likely to result in longer than average job tenure.</p> <p>The following potential performance risk areas were identified:</p> <ul style="list-style-type: none">• Frequent job changes• Potential long commute <p>Further probing is recommended for each of these items.</p>	<p>Review your last few jobs with me, explaining why you left the old job and what attracted you to the new one.</p> <div><div>★ 1</div><div>★ 2</div><div>★ 3</div><div>★ 4</div><div>★ 5</div></div> <hr/> <p>What is the longest distance you have had to commute to work? What did you do during the commute? How long did you keep that job?</p> <div><div>★ 1</div><div>★ 2</div><div>★ 3</div><div>★ 4</div><div>★ 5</div></div>


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



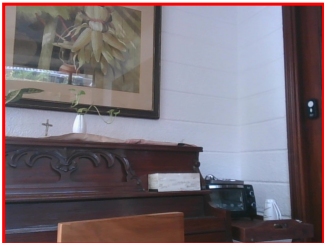
ID Photo




In-Test Error Detected (No Face Detected)



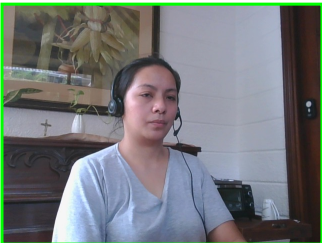
In-Test Error Detected (No Face Detected)




In-Test Error Detected (No Face Detected)



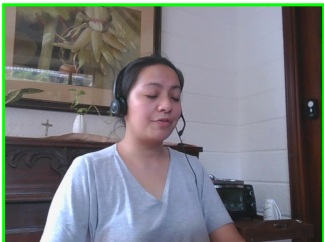
In-Test Photo



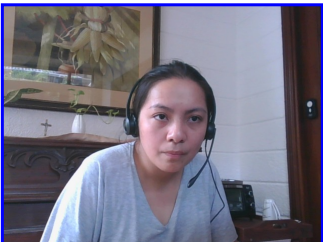
In-Test Photo



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.
- This assessment makes use of data from the Occupational Information Network (O*NET), which is funded by the U.S. Federal Government - U.S. Department of Labor/Employment and Training Administration (USDOL/ETA) - as a primary source of occupational information. The O*NET database contains information on hundreds of standardized and occupation-specific descriptors that are continually updated by ongoing research. These data are used in preparing descriptive information as well as setting relative weights between competencies used in calculating the overall score. For additional information about O*NET, visit <http://www.onetcenter.org>.
- O*Net Standard Occupational Code (SOC) Used: 43-3021.00
- O*Net Version: 26.3
- Sim ID: 14798-1, Key: 0-0, Rpt: 13, Prd: 5643, Created: 2024-05-10 04:30 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 (%)
Adaptability	96.8181	Z-Statistic	2.1212	7.7618
Analytical Thinking and Attention to Detail	83.6940	Z-Statistic	1.2463	35.8237
Drive	81.3801	Z-Statistic	1.0920	8.5673
History Survey - Performance	75.5682	Z-Statistic	0.7045	11.1581
History Survey - Tenure	84.0467	Z-Statistic	1.2698	11.1581
Integrity	10.0000	Z-Statistic	-3.6667	9.0066
Resilience	86.1440	Z-Statistic	1.4096	8.5673
Teamwork	96.0394	Z-Statistic	2.0693	7.9571
Weighted Average of Competency Z-Scores:				0.8801
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.8801
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				78.2020

Notes

(This area is intentionally blank - it's reserved as space for your notes.)