

Candidate:Betty PenskeAssessment:Cook - Short Order (Short)Completed:May 12, 2024Prepared for:Susan BookmanHR Avatar Data Collection Account

Test Results and Interview Guide

The Cook - Short Order (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.

Proprietary and Confidential

Overall

Candidate	Score	Interpretation
Betty Penske	88	0 20 40 60 80 100
bettypenske@yourcompany.org Cook - Short Order (Short) May 12, 2024		0 20 40 60 80 100
Summary: High Performance Potential		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.)								
Memory / Attention to Detail / Logic & Reasoning	88							
		0	20	40	60	80	100	
Skills/Knowledge (relates to immediate readiness)	kills/Knowledge (relates to immediate readiness)							
Food Safety Fundamentals	95							
		0	20	40	60	80	100	
Personality Characteristics (relates to fit with the job/team environn	Personality Characteristics (relates to fit with the job/team environment)							
Adaptability / Flexibility	80							
		0	20	40	60	80	100	
Conscientiousness	90							
		0	20	40	60	80	100	
Reliability	84	_				T		
Rendonity	04	0	20	40	60	80	100	
Service Orientation	72	_				T		
Service Orientation	12	0	20	40	60	80	100	
Behavioral History (relates to performance and turnover)								
History Survey - Performance	88	_			_			
history Survey - Ferrormance	00	0	20	40	60	80	100	
Lister Correct Terring	0.2		_0	.0	50		100	
History Survey - Tenure	83		20				400	
		0	20	40	60	80	100	

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	88th											
United States	73rd									l	I	
HR Avatar Data	81st										1	

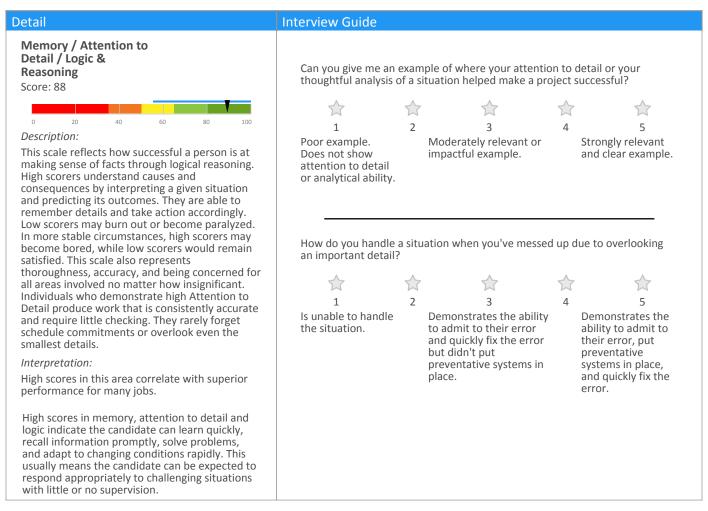


Detail

Candidate:	Betty Penske, bettypenske@yourcompany.org
Assessment:	Cook - Short Order (Short)
Authorized:	May 12, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started:	May 11, 2024, 9:36:57PM EST
Completed:	May 11, 2024, 9:36:57PM 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.



Knowledge and Skills Detail

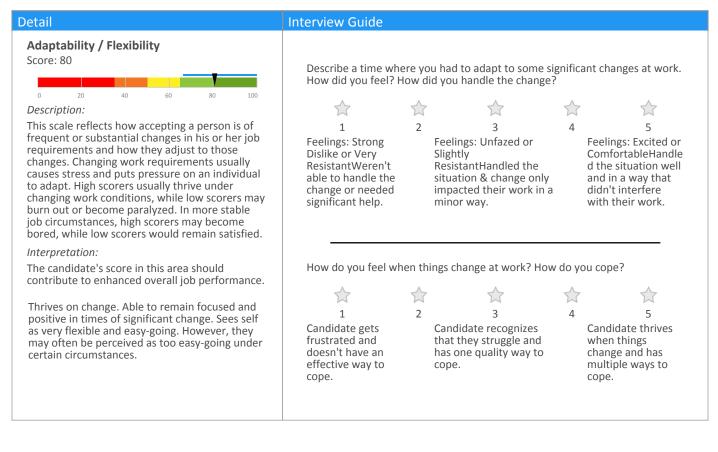
This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Continued on next page.

Detail	Interview Guide				
Food Safety Fundamentals Score: 95	Tell me about a pr required for succe		k where your knowle l it go?	edge of	Food Safety was
0 20 40 60 80 100	Δ	1	\checkmark	$\widehat{\mathbf{x}}$	\checkmark
Description:	1	2	3	4	5
Evaluates the candidate's knowledge of Food Safety principles and practices, with an aim to determine the degree of training that will be required before the candidate can be expected to become productive.	Example didn't require or demonstrate knowledge.	mo mo der	owledge was only derately important o derately monstrated in ample.	or	Clearly relevant application and demonstration of knowledge.
Interpretation:			-		
Candidate should achieve superior job performance in this area with little or no training.					
Scores indicate a solid working knowledge of Food Safety principles and practices. Candidate is likely ready to be productive without basic training or with immediate entry into advanced training. Likely to be able to mentor others.					

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.



Detail





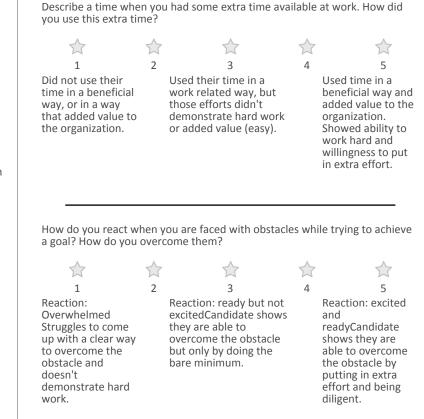
This scale reflects the amount of pride a person takes in producing quality work products. Additionally, it demonstrates the degree to which an individual will work hard to achieve goals and solve critical problems in the organization. High scores on this scale indicate a person will be diligent in their work and use all necessary sources to solve problems. Low scores on this scale indicate a person may be unenthusiastic about work and may struggle with complex tasks and challenges.

Interpretation:

The candidate's score in this area should contribute to enhanced overall job performance.

Takes significant pride in performing quality work. Highly motivated by challenging goals and tasks, financial rewards, and/or recognition, and willing to work very hard to succeed. Very focused on understanding guidelines, following the rules and personal achievement.

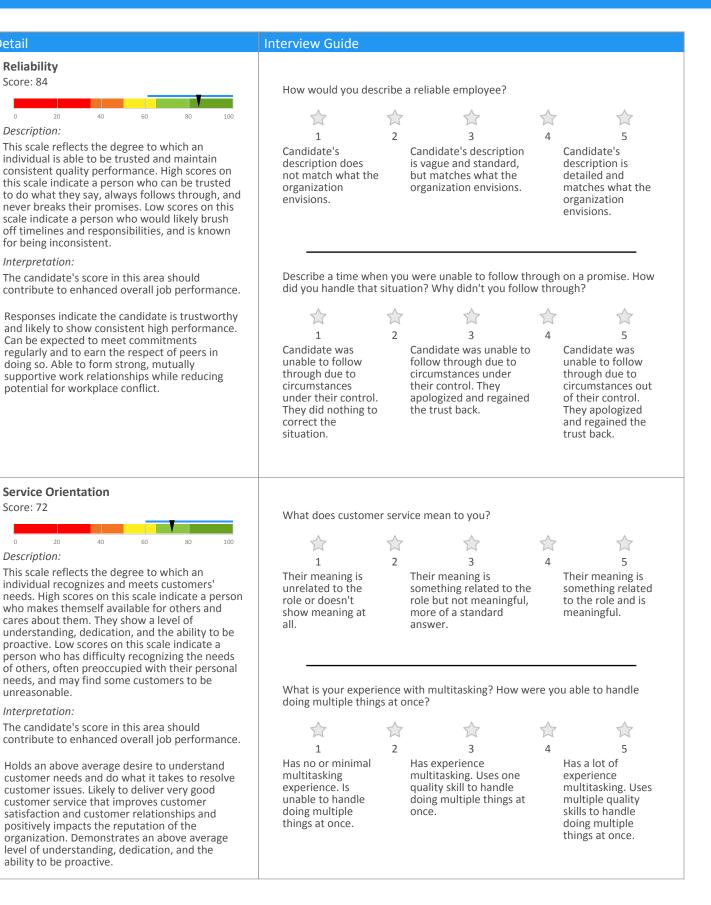
Interview Guide



Detail

0

0

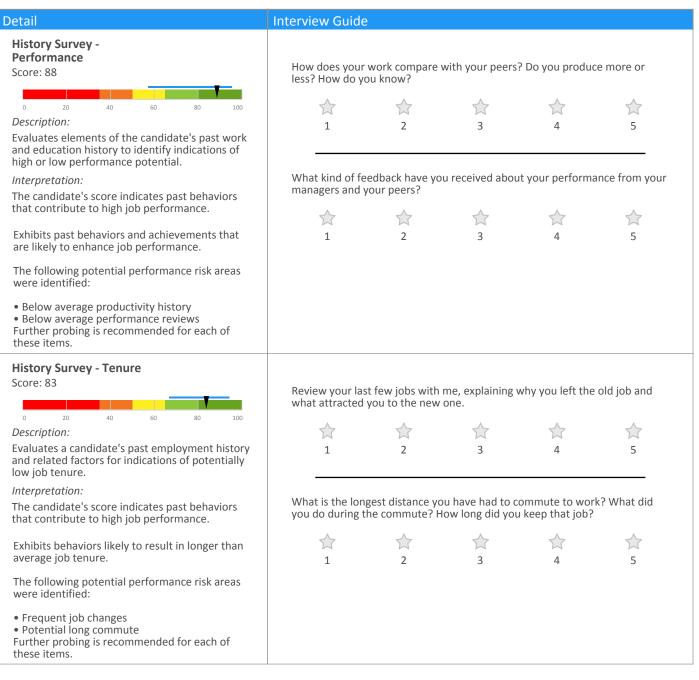


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Behavioral History Detail

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.





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: 35-2015.00
- O*Net Version: 26.3
- Sim ID: 14887-1, Key: 0-0, Rpt: 13, Prd: 5732, Created: 2024-05-12 02:36 UTC
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

15.0000

88.7433

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 / Flexibility	80.4924	Z-Statistic	1.0328	7.1589
Conscientiousness	90.3818	Z-Statistic	1.6921	7.4249
Food Safety Fundamentals	95.6338	Z-Statistic	2.0423	32.4226
History Survey - Performance	88.6077	Z-Statistic	1.5738	8.1056
History Survey - Tenure	83.6738	Z-Statistic	1.2449	8.1056
Memory / Attention to Detail / Logic & Reasoning	88.9581	Z-Statistic	1.5972	22.8635
Reliability	84.3766	Z-Statistic	1.2918	7.4249
Service Orientation	72.2961	Z-Statistic	0.4864	6.4940
Weighted Average of Co	mpetency Z-Scores:			1.5829
Mean applied to Raw We	0.0000			
Standard Deviation appli		1.0000		
Normalized Raw Score:	1.5829			
Mean:				65.0000

Standard Deviation Used:

Final Overall Score:



Notes

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