


Candidate: **Betty Penske**  
Assessment: Laborer - Landscaping and Groundskeeping  
Completed: May 11, 2024  
Prepared for: Susan Bookman  
HR Avatar Data Collection Account


## Test Results and Interview Guide

The Laborer - Landscaping and Groundskeeping 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<br>bettypenske@yourcompany.org<br>Laborer - Landscaping and Groundskeeping<br>May 11, 2024<br>Summary: High Performance Potential | 80    |  <div><b>Key</b><br/>▼ Candidate Score<br/>Higher Risk<br/>Lower Risk<br/>Custom Baseline (Optional)</div> |

Competency Summary

| Competency   | Score | Interpretation   |
|--|-------|--|
| <b>Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)</b> |       |  |
| Memory / Attention to Detail / Logic & Reasoning   | 77    |    |
| <b>Personality Characteristics (relates to fit with the job/team environment)</b>                |       |  |
| Adaptability / Flexibility   | 94    |   |
| Conscientiousness  | 75    |  |
| Reliability  | 71    |  |
| Service Orientation  | 91    |  |
| <b>Behavioral History (relates to performance and turnover)</b>                                  |       |  |
| History Survey - Performance   | 65    |  |
| History Survey - Tenure  | 97    |  |

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           | 80th       |  |    |    |    |    |    |    |    |    |    |     |
| United States    | 66th       |  |    |    |    |    |    |    |    |    |    |     |
| HR Avatar Data   | 74th       |  |    |    |    |    |    |    |    |    |    |     |

Detail

Candidate: Betty Penske, bettypenske@yourcompany.org  
Assessment: Laborer - Landscaping and Groundskeeping  
Authorized: May 11, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz  
Started: May 11, 2024, 5:44:12PM EST  
Completed: May 11, 2024, 5:44:12PM EST  
Overall Score: 80

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   |
|--|---|
| <p><b>Memory / Attention to Detail / Logic &amp; Reasoning</b></p> <p>Score: 77</p>  <p><i>Description:</i></p> <p>This scale reflects how successful a person is at making sense of facts through logical reasoning. High scorers understand causes and consequences by interpreting a given situation and predicting its outcomes. They are able to remember details and take action accordingly. Low scorers may burn out or become paralyzed. In more stable circumstances, high scorers may become bored, while low scorers would remain satisfied. This scale also represents thoroughness, accuracy, and being concerned for all areas involved no matter how insignificant. Individuals who demonstrate high Attention to Detail produce work that is consistently accurate and require little checking. They rarely forget schedule commitments or overlook even the smallest details.</p> <p><i>Interpretation:</i></p> <p>Strong scores in this area correlate with above average performance for many jobs.</p> <p>Above-average scores in memory, attention to detail and logic indicate the candidate has the ability to learn quickly, recall information promptly, solve problems, and adapt to changing conditions. This usually means the candidate is likely to respond appropriately to challenging situations with little or no supervision.</p> | <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>★<br/>1</div><div>★<br/>2</div><div>★<br/>3</div><div>★<br/>4</div><div>★<br/>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> <hr/> <p>How do you handle a situation when you've messed up due to overlooking an important detail?</p> <div><div>★<br/>1</div><div>★<br/>2</div><div>★<br/>3</div><div>★<br/>4</div><div>★<br/>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, put preventative systems in place, and quickly fix the error.</p> |

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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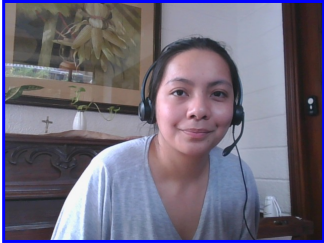
| Detail  | Interview Guide  |
|---|--|
| <div><div>Reliability</div><div>Score: 71</div><div><div></div></div><div><div>Description:</div><div>This scale reflects the degree to which an individual is able to be trusted and maintain consistent quality performance. High scores on this scale indicate a person who can be trusted to do what they say, always follows through, and never breaks their promises. Low scores on this scale indicate a person who would likely brush off timelines and responsibilities, and is known for being inconsistent.</div><div><div>Interpretation:</div><div>The candidate's score in this area should contribute to enhanced overall job performance.</div><div>Responses indicate the candidate is trustworthy and likely to show consistent performance. Can be expected to meet commitments and to earn the respect of peers in doing so. Able to form mutually supportive work relationships while reducing potential for workplace conflict.</div></div></div></div>   | <div><div>How would you describe a reliable employee?</div><div><div>★</div><div>1</div><div>Candidate's description does not match what the organization envisions.</div></div><div><div>★</div><div>2</div><div></div></div><div><div>★</div><div>3</div><div>Candidate's description is vague and standard, but matches what the organization envisions.</div></div><div><div>★</div><div>4</div><div></div></div><div><div>★</div><div>5</div><div>Candidate's description is detailed and matches what the organization envisions.</div></div></div> <div><div>Describe a time when you were unable to follow through on a promise. How did you handle that situation? Why didn't you follow through?</div><div><div>★</div><div>1</div><div>Candidate was unable to follow through due to circumstances under their control. They did nothing to correct the situation.</div></div><div><div>★</div><div>2</div><div></div></div><div><div>★</div><div>3</div><div>Candidate was unable to follow through due to circumstances under their control. They apologized and regained the trust back.</div></div><div><div>★</div><div>4</div><div></div></div><div><div>★</div><div>5</div><div>Candidate was unable to follow through due to circumstances out of their control. They apologized and regained the trust back.</div></div></div> |
| <div><div>Service Orientation</div><div>Score: 91</div><div><div></div></div><div><div>Description:</div><div>This scale reflects the degree to which an individual recognizes and meets customers' needs. High scores on this scale indicate a person who makes themselves available for others and cares about them. They show a level of understanding, dedication, and the ability to be proactive. Low scores on this scale indicate a person who has difficulty recognizing the needs of others, often preoccupied with their personal needs, and may find some customers to be unreasonable.</div><div><div>Interpretation:</div><div>The candidate's score in this area should contribute to enhanced overall job performance.</div><div>Holds a strong desire to understand customer needs and do whatever it takes to resolve customer issues. Likely to deliver exceptional customer service that delights the customer, greatly improves customer satisfaction and customer relationships, and strengthens the reputation of the organization. Demonstrates a strong level of understanding, dedication, and the ability to be proactive.</div></div></div></div> | <div><div>What does customer service mean to you?</div><div><div>★</div><div>1</div><div>Their meaning is unrelated to the role or doesn't show meaning at all.</div></div><div><div>★</div><div>2</div><div></div></div><div><div>★</div><div>3</div><div>Their meaning is something related to the role but not meaningful, more of a standard answer.</div></div><div><div>★</div><div>4</div><div></div></div><div><div>★</div><div>5</div><div>Their meaning is something related to the role and is meaningful.</div></div></div> <div><div>What is your experience with multitasking? How were you able to handle doing multiple things at once?</div><div><div>★</div><div>1</div><div>Has no or minimal multitasking experience. Is unable to handle doing multiple things at once.</div></div><div><div>★</div><div>2</div><div></div></div><div><div>★</div><div>3</div><div>Has experience multitasking. Uses one quality skill to handle doing multiple things at once.</div></div><div><div>★</div><div>4</div><div></div></div><div><div>★</div><div>5</div><div>Has a lot of experience multitasking. Uses multiple quality skills to handle doing multiple things at once.</div></div></div>  |

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



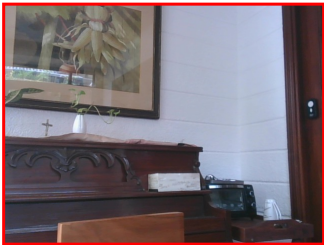
ID Photo




In-Test Error Detected (No Face Detected)



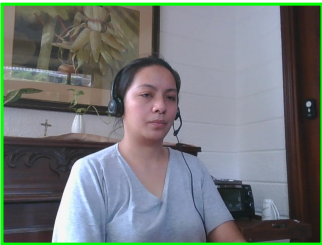
In-Test Error Detected (No Face Detected)




In-Test Error Detected (No Face Detected)



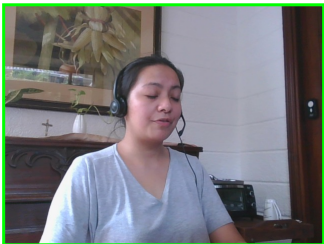
In-Test Photo



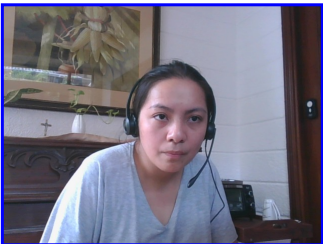
In-Test Photo



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](http://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: 37-3011.00
- O\*Net Version: 26.3
- Sim ID: 15180-1, Key: 0-0, Rpt: 13, Prd: 6025, Created: 2024-05-11 22:44 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 / Flexibility                       | 94.3606 | Z-Statistic            | 1.9574           | 10.5696    |
| Conscientiousness                                | 75.9517 | Z-Statistic            | 0.7301           | 10.3170    |
| History Survey - Performance                     | 65.1041 | Z-Statistic            | 0.0069           | 13.1926    |
| History Survey - Tenure                          | 97.3757 | Z-Statistic            | 2.1584           | 13.1926    |
| Memory / Attention to Detail / Logic & Reasoning | 77.5492 | Z-Statistic            | 0.8366           | 31.0478    |
| Reliability                                      | 71.2982 | Z-Statistic            | 0.4199           | 11.4354    |
| Service Orientation                              | 91.8440 | Z-Statistic            | 1.7896           | 10.2449    |
| Weighted Average of Competency Z-Scores:         |         |                        |                  | 1.0590     |
| Mean applied to Raw Weighted Avg:                |         |                        |                  | 0.0000     |
| Standard Deviation applied to Raw Weighted Avg:  |         |                        |                  | 1.0000     |
| Normalized Raw Score:                            |         |                        |                  | 1.0590     |
| Mean:  |         |                        |                  | 65.0000    |
| Standard Deviation Used:                         |         |                        |                  | 15.0000    |
| Final Overall Score:                             |         |                        |                  | 80.8848    |

**Notes**

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