

Candidate: **Betty Penske** Assessment: Security Guard Completed: May 13, 2024 Prepared for: Susan Bookman HR Avatar Data Collection Account

Test Results and Interview Guide

The Security Guard 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	84	
bettypenske@yourcompany.org Security Guard May 13, 2024		0 20 40 00 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, abi	lity to learn, etc.)						
Memory / Attention to Detail / Logic & Reasoning	81					V	
			20	40	60	80	100
Personality Characteristics (relates to fit with the job/team environr	nent)						
Adaptability / Flexibility	75						
		0	20	40	60	80	100
Conscientiousness	88						
		0	20	40	60	80	100
Reliability	83						
		0	20	40	60	80	100
Service Orientation	94						
		0	20	40	60	80	100
Behavioral History (relates to performance and turnover)							
History Survey - Performance	90						T
, ,		0	20	40	60	80	100
History Survey - Tenure	87						
			20	40	60	80	100
Emotional Intelligence (relates to situational judgment, performance	e and teamwork)						
Empathy and Emotional Self-Control	78						
1 /		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	84th										I I	
United States	69th									I.	L L	
HR Avatar Data	77th											

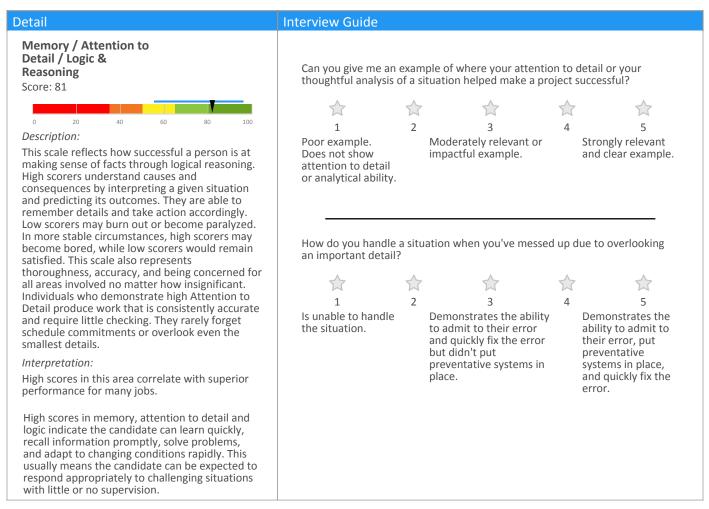


Detail

Candidate:	Betty Penske, bettypenske@yourcompany.org
Assessment:	Security Guard
Authorized:	May 13, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started:	May 12, 2024, 7:58:04PM EST
Completed:	May 12, 2024, 7:58:04PM EST
Overall Score:	84

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.



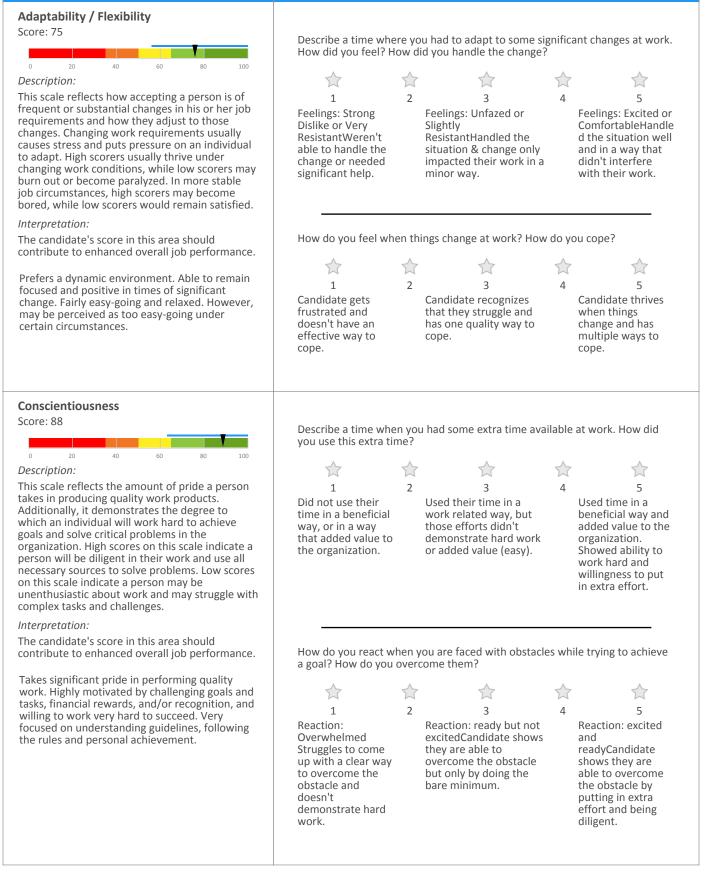
Personality Characteristics Detail

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.

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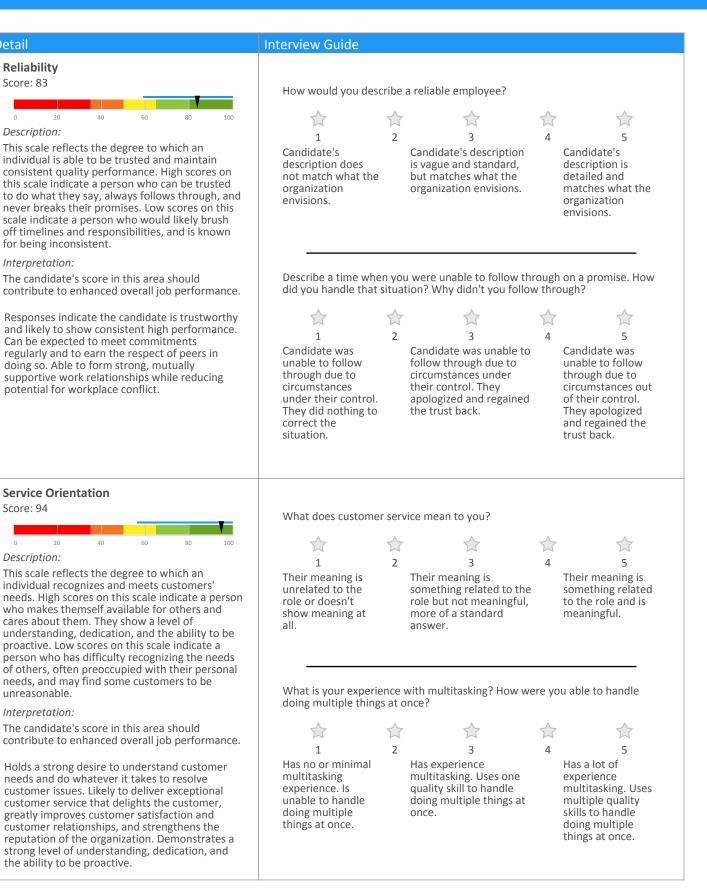
Detail

Score: 83

Score: 94

0

0



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 Guid	е			
History Survey - Performance	How does you	r work compare	with your peers	? Do you produ	ce more or
Score: 90	less? How do y		with your peers	: Do you produ	
0 20 40 60 80 100 Description: Evaluates elements of the condidate's past work	1	2	3	4	5
Evaluates elements of the candidate's past work and education history to identify indications of high or low performance potential.					
Interpretation:	What kind of for managers and	eedback have yo	ou received abou	ut your perform	ance from you
The candidate's score indicates past behaviors that contribute to high job performance.					\bigtriangleup
Exhibits past behaviors, work habits and achievements that are likely to enhance job performance.	1	2	3	4	5
The following potential performance risk areas were identified:					
 Below average productivity history Below average performance reviews Further probing is recommended for each of these items. 					
History Survey - Tenure					
Score: 87	Review vour la	st few jobs with	me, explaining	whv vou left the	e old iob and
	what attracted	you to the new	one.	, ,	,
0 20 40 60 80 100 Description:	\checkmark	\checkmark	\checkmark	\checkmark	\sim
Evaluates a candidate's past employment history and related factors for indications of potentially low job tenure.	1	2	3	4	5
Interpretation:					
The candidate's score indicates past behaviors that contribute to high job performance.	What is the lor you do during	ngest distance yo the commute? H	ou have had to d low long did you	commute to wor u keep that job?	k? What did
Exhibits behaviors likely to result in longer than	$\stackrel{\frown}{\frown}$				
average job tenure.	1	2	3	4	5
The following potential performance risk areas were identified:					

Emotional Intelligence Detail

This section contains a list of emotional intelligence characteristics that indicate how tuned in a candidate is to his or her own emotions, and those of others, as well as the candidate's ability to control his or her behavior in light of the emotions he or she is experiencing. These traits can often impact performance in groups or teams. Sample interview questions are provided to gather more information.

Continued on next page.



Detail



0 20 40 60 80 100

Description:

This scale reflects both the ability to sense and understand other people's feelings, feel sympathy for others, and see things from other people's point of view, and the ability to manage the desire to satisfy urges or impulses, showing restraint and managing behaviors to ensure appropriate and effective interactions with others.

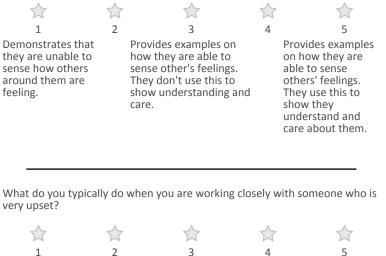
Interpretation:

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

Demonstrates strengths in sensing the emotional needs of others, sympathizing with other people's problems, and seeing things from other people's point of view. Likely to be effective at demonstrating to customers or coworkers that they understand and care about them, resulting in improved customer loyalty, stronger work relationships, and reduced levels of conflict in the workplace.

Interview Guide

How well can you sense how others around you are feeling? How do you use this information when interacting with them?



1 They have an inappropriate response and don't demonstrate understanding or care.

They (1) have an appropriate response and (2) demonstrate understanding but unable to show the customer that they care. 5 They (1) have an appropriate response (2) demonstrate understanding and (3) show the customer that they care.



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: 33-9032.00
- O*Net Version: 26.3
- Sim ID: 15206-1, Key: 0-0, Rpt: 13, Prd: 6051, Created: 2024-05-13 00:58 UTC
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

84.1443

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	75.8598	Z-Statistic	0.7240	8.8283
Conscientiousness	88.5684	Z-Statistic	1.5712	9.2945
Empathy and Emotional Self-Control	78.0347	Z-Statistic	0.8690	11.3684
History Survey - Performance	90.1777	Z-Statistic	1.6785	11.3684
History Survey - Tenure	87.7739	Z-Statistic	1.5183	11.3684
Memory / Attention to Detail / Logic & Reasoning	81.8600	Z-Statistic	1.1240	31.3900
Reliability	83.4563	Z-Statistic	1.2304	9.5743
Service Orientation	94.4139	Z-Statistic	1.9609	6.8077
Weighted Average of Cor	npetency Z-Scores:			1.2763
Mean applied to Raw We		0.0000		
Standard Deviation appli		1.0000		
Normalized Raw Score:		1.2763		
Mean:		65.0000		
Standard Deviation Used	:			15.0000

Final Overall Score:



Notes

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