hr | avatar
Illuminating Talent
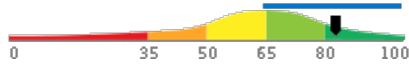
Test Results and Interview Guide

Candidate: **Richard Wantsajob**
Assessment: Trainer - Athletic
Completed: May 11, 2025
Prepared for: Sara Maple
Example Company

What's Included

- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Trainer - Athletic 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.
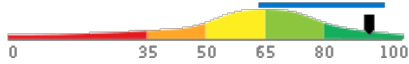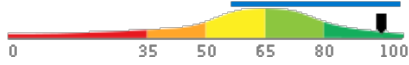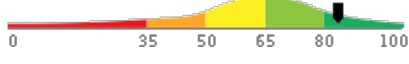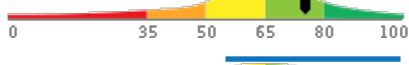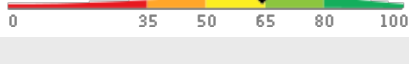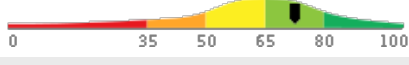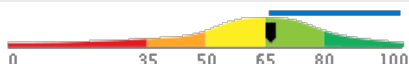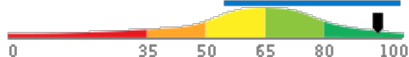
Overall

Candidate	Score	Interpretation
Richard Wantsajob rich.wantsajob@gmail.com Trainer - Athletic May 11, 2025 Summary: High Performance Potential	83	

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	91	
Personality Characteristics (relates to fit with the job/team environment)		
Adaptability / Flexibility	94	
Conscientiousness	84	
Reliability	75	
Service Orientation	64	
Emotional Intelligence (relates to situational judgment, performance and teamwork)		
Empathy and Emotional Self-Control	73	
Behavioral History (relates to performance and turnover)		
History Survey - Performance	66	
History Survey - Tenure	94	

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	83rd	
United States	68th	
Example Company	76th	

Detail

Candidate:	Richard Wantsajob, rich.wantsajob@gmail.com
Assessment:	Trainer - Athletic
Authorized:	May 11, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	May 11, 2025, 1:38:56PM EDT
Completed:	May 11, 2025, 1:38:56PM EDT
Overall Score:	83

Cognitive Abilities Detail

This section contains a list of job-related cognitive abilities that have been evaluated in a job-like context using 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

Memory / Attention to Detail / Logic & Reasoning
Score: 91

Description:

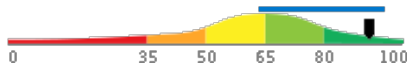This scale reflects how successful a person is at making sense of facts through logical reasoning. High scorers understand causes and consequences by interpreting a given situation and predicting its outcomes. They are able to remember details and take action accordingly. Low scorers may burn out or 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.

Interpretation:

High scores in this area correlate with superior performance for many jobs.

High scores in memory, attention to detail and logic indicate the candidate can learn quickly, recall information promptly, solve problems, and adapt to changing conditions rapidly. This usually means the candidate can be expected to respond appropriately to challenging situations with little or no supervision.

Can you give me an example of where your attention to detail or your thoughtful analysis of a situation helped make a project successful?

1	2	3	4	5
Poor example. Does not show attention to detail or analytical ability.		Moderately relevant or impactful example.		Strongly relevant and clear example.

How do you handle a situation when you've messed up due to overlooking an important detail?

| 1	2	3	4	5
Is unable to handle the situation.		Demonstrates the ability to admit to their error and quickly fix the error but didn't put preventative systems in place.		Demonstrates the ability to admit to their error, put preventative systems in place, and quickly fix the error.

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	Interview Guide

Adaptability / Flexibility

Score: 94
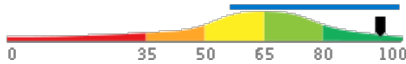
Description:

This scale reflects how accepting a person is of frequent or substantial changes in his or her job requirements and how they adjust to those changes. Changing work requirements usually causes stress and puts pressure on an individual to adapt. High scorers usually thrive under changing work conditions, while low scorers may burn out or become paralyzed. In more stable job circumstances, high scorers may become bored, while low scorers would remain satisfied.

Interpretation:

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

Thrives on change. Able to remain focused and positive in times of significant change. Sees self as very flexible and easy-going. However, they may often be perceived as too easy-going under certain circumstances.

Describe a time where you had to adapt to some significant changes at work. How did you feel? How did you handle the change?

☆ 1   ☆ 2   ☆ 3   ☆ 4   ☆ 5

1 Feelings: Strong Dislike or Very Resistant Weren't able to handle the change or needed significant help.

3 Feelings: Unfazed or Slightly Resistant Handled the situation & change only impacted their work in a minor way.

5 Feelings: Excited or Comfortable Handled the situation well and in a way that didn't interfere with their work.

How do you feel when things change at work? How do you cope?

☆ 1   ☆ 2   ☆ 3   ☆ 4   ☆ 5

1 Candidate gets frustrated and doesn't have an effective way to cope.

3 Candidate recognizes that they struggle and has one quality way to cope.

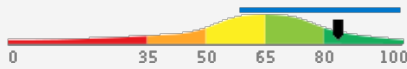**5** Candidate thrives when things change and has multiple ways to cope.

Detail	Interview Guide

Conscientiousness
Score: 84

Description:

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.

Describe a time when you had some extra time available at work. How did you use this extra time?

1	2	3	4	5
Did not use their time in a beneficial way, or in a way that added value to the organization.		Used their time in a work related way, but those efforts didn't demonstrate hard work or added value (easy).		Used time in a beneficial way and added value to the organization. Showed ability to work hard and willingness to put in extra effort.

How do you react when you are faced with obstacles while trying to achieve a goal? How do you overcome them?

| 1	2	3	4	5
Reaction: Overwhelmed Struggles to come up with a clear way to overcome the obstacle and doesn't demonstrate hard work.		Reaction: ready but not excitedCandidate shows they are able to overcome the obstacle but only by doing the bare minimum.		Reaction: excited and readyCandidate shows they are able to overcome the obstacle by putting in extra effort and being diligent.

Detail	Interview Guide

Reliability

Score: 75
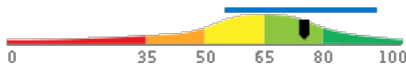
Description:

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.

Interpretation:

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

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.

How would you describe a reliable employee?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Candidate's description does not match what the organization envisions.		Candidate's description is vague and standard, but matches what the organization envisions.		Candidate's description is detailed and matches what the organization envisions.

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?

| ☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Candidate was unable to follow through due to circumstances under their control. They did nothing to correct the situation.		Candidate was unable to follow through due to circumstances under their control. They apologized and regained the trust back.		Candidate was unable to follow through due to circumstances out of their control. They apologized and regained the trust back.

Service Orientation

Score: 64
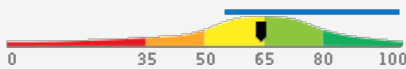
Description:

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.

Interpretation:

The candidate's score in this area indicates neither a positive nor a negative impact on performance.

Holds an average desire to understand customer needs and resolve customer issues. Likely to deliver reasonable customer service that results in moderate levels of customer satisfaction with little or no impact on customer relationships and maintains current reputation of the organization. Demonstrates an average level of understanding, dedication, and the ability to be proactive.

What does customer service mean to you?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Their meaning is unrelated to the role or doesn't show meaning at all.		Their meaning is something related to the role but not meaningful, more of a standard answer.		Their meaning is something related to the role and is meaningful.

What is your experience with multitasking? How were you able to handle doing multiple things at once?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Has no or minimal multitasking experience. Is unable to handle doing multiple things at once.		Has experience multitasking. Uses one quality skill to handle doing multiple things at once.		Has a lot of experience multitasking. Uses multiple quality skills to handle doing multiple things at once.

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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.

Detail	Interview Guide

Empathy and Emotional Self-Control

Score: 73
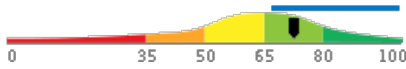
Description:

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.

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

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Demonstrates that they are unable to sense how others around them are feeling.		Provides examples on how they are able to sense other's feelings. They don't use this to show understanding and care.		Provides examples on how they are able to sense others' feelings. They use this to show they understand and care about them.

What do you typically do when you are working closely with someone who is very upset?

| ☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
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.		They (1) have an appropriate response (2) demonstrate understanding and (3) show the customer that they care.

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

History Survey - Performance
Score: 66
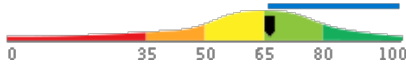
Description:

Evaluates elements of the candidate's past work and education history to identify indications of high or low performance potential.

Interpretation:

The candidate's score indicates past behaviors that contribute to above average job performance.

Exhibits past behaviors, work habits and achievements that are likely to result in above average job performance.

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.

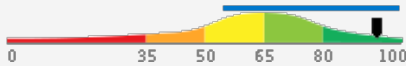How does your work compare with your peers? Do you produce more or less? How do you know?

☆ 1   ☆ 2   ☆ 3   ☆ 4   ☆ 5

What kind of feedback have you received about your performance from your managers and your peers?

☆ 1   ☆ 2   ☆ 3   ☆ 4   ☆ 5

History Survey - Tenure
Score: 94

Description:

Evaluates a candidate's past employment history and related factors for indications of potentially low job tenure.

Interpretation:

The candidate's score indicates past behaviors that contribute to high job performance.

Exhibits behaviors likely to result in longer than average job tenure.

The following potential performance risk areas were identified:

• Frequent job changes
• Potential long commute
Further probing is recommended for each of these items.

Review your last few jobs with me, explaining why you left the old job and what attracted you to the new one.

☆ 1   ☆ 2   ☆ 3   ☆ 4   ☆ 5

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?

☆ 1   ☆ 2   ☆ 3   ☆ 4   ☆ 5

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: 39-9031.00
- O*Net Version: 26.3
- Sim ID: 15209-1, Key: 0-0, Rpt: 13, Prd: 6054, Created: 2025-05-11 17:38 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	94.8020	Z-Statistic	1.9868	8.8798
Conscientiousness	84.0485	Z-Statistic	1.2699	10.3694
Empathy and Emotional Self-Control	73.1696	Z-Statistic	0.5446	10.4758
History Survey - Performance	66.9570	Z-Statistic	0.1305	10.4758
History Survey - Tenure	94.1690	Z-Statistic	1.9446	10.4758
Memory / Attention to Detail / Logic & Reasoning	91.9917	Z-Statistic	1.7994	30.9051
Reliability	75.6752	Z-Statistic	0.7117	10.3694
Service Orientation	64.6491	Z-Statistic	-0.0234	8.0491
Weighted Average of Competency Z-Scores:				1.2106
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				1.2106
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				83.1586

Notes

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