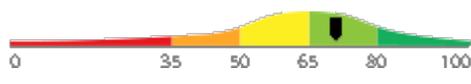# Test Results and Interview Guide

Candidate: **Elizabeth Wantsajob**
Assessment: First-Line Supervisor - Production / Operations (Short)
Completed: December 13, 2025
Prepared for: Sara Maple
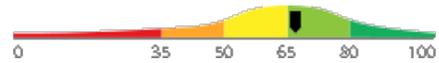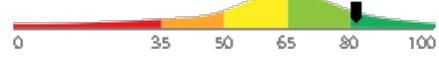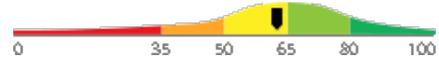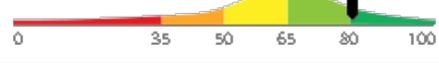Example Company

What's Included

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

Important Note: The First-Line Supervisor - Production / Operations (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
Elizabeth Wantsajob	71	

beth.wantsajob@gmail.com
First-Line Supervisor - Production / Operations (Short)
December 13, 2025

Summary: Moderate to High Performance Potential

Potential Risk Areas
- Low Integrity score could indicate potential issues with reliability.

Key
- ▮ Candidate Score
- ▬ Higher Risk
- ▬ Lower Risk

Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Analytical Thinking and Attention to Detail	67	
Multitasking	81	
Skills/Knowledge (relates to immediate readiness)		
Writing	62	
First-Line Supervisory Fundamentals	80	
Personality Characteristics (relates to fit with the job/team environment)		
Adaptability	88	
Drive	84	
Empathy and Emotional Self-Control	67	
Integrity	10	
Leader Mindset	75	
Maintaining Awareness of Team Member Needs	69	
Managing Resources & Balancing Priorities	68	
Resilience	65	
Teamwork	65	
Behavioral History (relates to performance and turnover)		
History Survey - Performance	90	

History Survey - Tenure   72

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	71st											
North America	59th											
United States	59th											
Example Company	65th											

Artificial Intelligence (AI) Generated Scores

This table includes one or more scores derived from a large language model AI query. AI-derived scores are non-deterministic. That is, they are not precisely repeatable. Therefore, these scores should always be treated as supplementary information and should never be used exclusively or compared to hard cutoff values.

Estimated Value	Score	Confidence	Interpretation
Job Match: First-Line Supervisor - Production / Operations (Short)	68	0.9	(Generic Text for Sample Report) Elizabeth Wantsajob shows strong technical skills directly relevant to the bookkeeping position, with high scores in MS Excel (82.1%), Bookkeeping Fundamentals (65.6%), and Data Entry (67.2%) - all critical for the primary job duties involving accounting software, data entry, and financial record-keeping. Her Attention to Detail score (72.6%) is also favorable for tasks requiring accuracy in figures and document verification. However, she demonstrates significant weaknesses in Adaptability (18.8%) and Resilience (30.2%), which could impact her ability to handle changing priorities and workplace stress. Her moderate scores in Teamwork (42.1%) and Integrity (50.9%) are concerning for a position requiring cooperative working relationships and handling sensitive financial information. Her History Survey scores for Performance (55.9%) and Tenure (40.8%) suggest average past job performance and potential retention concerns. While she has the technical capabilities to perform core bookkeeping functions, her interpersonal and adaptability limitations could affect overall job success, particularly in areas requiring collaboration and handling workplace changes. Computed on: September 28, 2025, 1:37:12PM EDT

Importance to Job

Detail

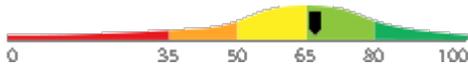|	
Candidate:	Elizabeth Wantsajob, beth.wantsajob@gmail.com
Assessment:	First-Line Supervisor - Production / Operations (Short)
Authorized:	December 13, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	December 13, 2025, 5:07:32PM EST
Completed:	December 13, 2025, 5:07:32PM EST
Overall Score:	71

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

Analytical Thinking and Attention to Detail

Score: 67

Description:

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.

Interpretation:

Strong scores in this area correlate with above average performance for many jobs.

Usually able to think in a thoughtful, discerning way. Capable of solving difficult problems, planning many-featured tasks and projects, organizing multiple resources, and analyzing complex data with only occasional assistance. Usually able to quickly recall and use information when needed or appropriate. Additionally, can usually achieve a high degree of thoroughness and accuracy in work tasks.

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?

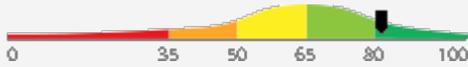| ☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Is unable to handle the situation.		Demonstrates the ability to admit to their error and quickly fix the error, but didn't put preventative systems in place.		Demonstrates the ability to admit to their error and quickly fix the error, but didn't put preventative systems in place.

Detail

Multitasking
Score: 81

Description:

This assessment evaluates an individual's ability to multitask while performing simple tasks and simultaneously listening to stories, with an emphasis on maintaining attention and processing information effectively.

Interpretation:

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

Scores indicate a very strong ability to listen and comprehend a story while completing tasks simultaneously. The candidate is highly likely to excel in roles that require multitasking.

Interview Guide

Can you tell me about any experience or education you may have that helped you develop your Multitasking ability?

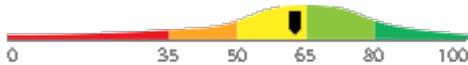| ☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
No relevant experience or education		Some relevance		Directly relevant experience or education.

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.

Detail

Writing
Score: 62

Description:

The ability to be concise, friendly, and accurate when drafting written communications.

Interpretation:

The candidate exhibits average writing skills, which can hinder high performance in some jobs.

Average writing style. Usually gets point across but may use extra words or inconsistent sentence structure. See writing sample section of report for raw essay(s) submitted.

Overall AI Score:	65.0
Approximate Word Count:	197
Average words per minute while composing:	21.7
AI Confidence Level:	80
Argument Strength (AI):	60.0
Clarity and Coherence (AI):	70.0
Grammar and Mechanics (AI):	60.0
Other Errors per 100 Words:	2.0
Spelling errors per 100 words:	1.0

Please see below to view the essay submitted.

Interview Guide

Are you comfortable when you need to express yourself through writing? Do you feel confident you can get the right message across? Tell me about a project or task where your writing skills were required for success. How did it go?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Not confident in own writing ability. Prefers speaking.		Somewhat confident in own writing ability. Writes frequently.		Very confident in ability to write. Has received compliments on clarity of written correspondences.

Detail

First-Line Supervisory Fundamentals

Score: 80

Description:

Evaluates the candidate's knowledge of the First-Line Supervision 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.

Interpretation:

Candidate should achieve superior job performance in this area with little or no training.

Scores indicate a solid working knowledge of First-Line Supervision 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.

Interview Guide

Tell me about a project or task where your ability to supervise effectively was required for success. How did it go?

1	2	3	4	5
Example didn't require or demonstrate knowledge.		Knowledge was only moderately important or moderately demonstrated in example.		Clearly relevant application and demonstration of knowledge.

What are some of the key challenges associated with being a supervisor?

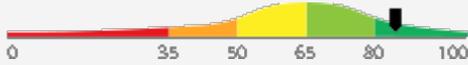| 1	2	3	4	5
Little or no understanding of challenges		Some understanding of challenges		Clear understanding of key challenges

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

Adaptability

Score: 88

Description:

This scale reflects how accepting a person is of frequent or substantial changes in his or her job requirements. Changing work requirements usually cause stress and put 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. Sees self as very flexible and easy-going. However, he or she may often be perceived as disinterested, unmotivated, or too easy-going in times of upheaval.

Interview Guide

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
Feelings: Strong Dislike or Very Resistant. Weren't able to handle the change or needed significant help.		Feelings: Unfazed or Slightly Resistant. Handled the situation & change only impacted their work in a minor way.		Feelings: Excited or Comfortable. Handled the situation well and in a way that didn't interfere with their work.

What are some of the techniques you use to keep yourself from getting burnt out when faced with ever-changing conditions?

1	2	3	4	5
Candidate doesn't have an effective technique to keep them from getting burnt out.		Candidate is only able to explain one effective technique to keep them from getting burnt out.		Candidate explains multiple effective techniques allowing themselves to not get burnt out.

Detail

Interview Guide

Drive

Score: 84

Description:

This scale reflects 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.

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?

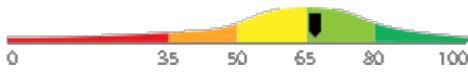| ☆	☆	☆	☆	☆
1	2	3	4	5
Reaction: Overwhelmed. Struggles to come up with a clear way to overcome the obstacle and doesn't demonstrate hard work.		Reaction: Ready but not excited.Candidate shows they are able to overcome the obstacle but only by doing the bare minimum.		Reaction: Excited and ready.Candidate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

Detail

Empathy and Emotional Self-Control

Score: 67

Description:

Demonstrates exceptional 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 very effective at demonstrating to customers or coworkers that they understand and care about them, resulting in significantly improved customer loyalty, much stronger work relationships, and noticeably reduced levels of conflict in the workplace.

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	☆ 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?

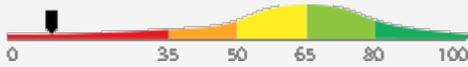| ☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
They have an inappropriate response and don't demonstrate understanding or care.		They (1) have an appropriate response and (2) demonstrate understanding but unable to show the customer that they care.		They (1) have an appropriate response (2) demonstrate understanding and (3) show the customer that they care.

Detail	Interview Guide

Integrity

Score: 10

Description:

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.
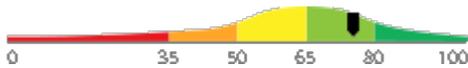
Interpretation:

The candidate's score in this area indicates risk of a negative impact on performance for some jobs. Additional probing is strongly recommended.

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.

What circumstance(s) might cause you to withhold information from your supervisor? How would you judge whether doing so would be justified?

1	2	3	4	5
Shows that they are not concerned about ethics or organizational values/rules.		Explains only situational circumstances. Judgement does not stem from an ethical standpoint.		Explains only situational circumstances, or no circumstances. Judgement stems from ethical standards.

Do you think it's ever okay to withhold information from your supervisor? How would you judge whether doing so is okay or not?

1	2	3	4	5
Answer shows that they are not concerned about ethics or organizational values/rules.		Explains only situational circumstances. Judgement does not stem from an ethical standpoint.		Explains only situational circumstances, or no circumstances. Judgement stems from ethical standards.

Leader Mindset

Score: 75

Description:

Individuals scoring highly in Leadership Mindset want to be in charge. They confidently take responsibility for their team and expect to be held accountable for results. They understand the importance of trust in both directions and they delegate appropriately. They also know how to motivate individuals to contribute unselfishly to group goals.

Interpretation:

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

Generally prefers to be in charge. Feels that others usually accept their leadership. Has an above average degree of confidence in his or her own leadership ability.

How would you describe your leadership style? What values are most important to you as a leader?

1	2	3	4	5
Their leadership style doesn't fit well with the organization; style only shows 1 key leadership skill.		Their leadership style represents one that fits well into the organization; style shows 2 key leadership skills.		Their leadership style represents one that fits well into the organization; style shows multiple leadership skills.

Who is your favorite leader? Why?

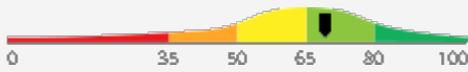| 1	2	3	4	5
Their favorite leader is not described in a way that shows leadership skills.		Their favorite leader is described as someone who has a couple key leadership skills and does not relate those skills to themselves.		Their favorite leader is described as someone who has multiple key leadership skills and is able to relate those skills to themselves.

Detail	Interview Guide

Maintaining Awareness of Team Member Needs

Score: 69

Description:

This scale reflects the degree to which an individual senses the needs of team members and sees things from their point of view. High scores on this scale indicate that the individual will likely be very effective at demonstrating to team members that they understand and care about them. This leads to significantly improved loyalty, much stronger work relationships, and noticeably reduced levels of conflict in the workplace.
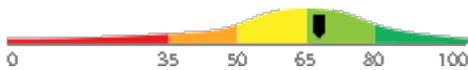
Interpretation:

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

Demonstrates ability to sense the needs of team members and see things from their point of view. Likely to be effective at demonstrating to team members that they understand and care about them, resulting in improved loyalty, stronger work relationships, and reduced levels of conflict in the workplace.

How do you sense how multiple team members are feeling? How do you use this information when interacting with the team?

1	2	3	4	5
They are not able to sense multiple members' feelings.		They are able to sense multiple members' feelings. However, they don't use this to show understanding and care.		They are able to sense multiple members' feelings. They use this to show understanding and care.

Tell me about a time when you had difficulties understanding the needs of a team you were working with. Why do you think it was difficult?

1	2	3	4	5
They place blame on their team and/or don't show they have learned from the incident.		They recognize that they weren't able to see their team's point of view at first. They now have ways to learn from it.		They have learned from the incident and can clearly express possible reasons.

Managing Resources & Balancing Priorities

Score: 68

Description:

Evaluates a candidate's ability to not only manage resources provided but to balance priorities within a team. High scores on this scale indicate that the individual will likely fulfill goals in a timely manner, have the ability to say "no" when it is appropriate, and be able to determine which demands are important. Low scores on this scale indicate that the individual will likely feel overwhelmed, over-commit, and not give priority to demands that need the most attention.

Interpretation:

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

Above-average scores in the scale indicate that the candidate has the ability to fulfill goals in a timely manor, say "no" when it is appropriate, and determine which demands are important. This usually means the candidate is likely to give priority to demands that need the most attention and will not likely feel overwhelmed or over-commit.

Describe a situation where you successfully demonstrated your ability to say no. Why was that important?

1	2	3	4	5
Is unable to clearly describe a time when they had to say no. Or they don't see the importance in saying no.		Describes a clear time when they had to say no, but it is unclear on why it was important.		Describes a clear time when saying no was important because it prioritized demands that were more important.

How do you handle an overwhelming situation due to over-committing yourself or your team?

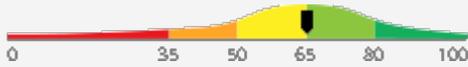| 1	2	3	4	5
Explains they do not work well with competitive people and it leaves them unmotivated.		Demonstrates the ability to admit to and quickly fix their error but didn't put preventative systems in place.		Demonstrates the ability to admit to their error, put preventative systems in place, and quickly fix the error.

| Detail | Interview Guide |

Resilience

Score: 65

Description:

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.

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.

Interpretation:

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

Responses indicate that the candidate can effectively work through difficulties at work by exhibiting positive emotions and the ability to take control of events. Candidate can likely push forward to achieve their goals, even when obstacles come their way.

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?

☆ 1   ☆ 2   ☆ 3   ☆ 4   ☆ 5

1	3	5
Feelings had a negative outlook. Event impacted their work in a negative way, they weren't able to learn from it or persevere.	Feelings are true to the situation. Event impacted their work in a negative way but were able to learn from it and persevere.	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.

What are some challenges you face when you receive bad news?

☆ 1   ☆ 2   ☆ 3   ☆ 4   ☆ 5

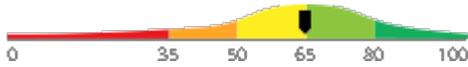| 1	3	5
They don't think they have any challenges. OR They recognize they have challenges but don't know how to work through them.	Recognize they have challenges and it may impact their work, however they see the positive outlook and have a plan to fix the challenges.	Recognize they have challenges, however they see the positive outlook in the long run and it doesn't impact their work.

Detail

Teamwork
Score: 65

Description:

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.

Interpretation:

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

Actively cultivates relationships. Comfortable meeting new people and sensitive to how others feel. Works with colleagues and seeks input to develop friendships and meet goals.

Interview Guide

Describe a time when you worked in a team. What was your role? How did you delegate tasks with the other team members?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5

1 They describe their role in a way that does not show significance. Delegation tactics were not efficient or helpful.

3 They describe their role in a way that doesn't show significance. Delegation tactics were efficient and helpful.

5 They describe their role in a way that shows significance. Delegation tactics were efficient and helpful.

Do you prefer working in teams or by yourself? Why?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5

1 They choose teams or individual and feel they would be incapable of working in the opposite environment.

3 They feel they would work well in either environment but are unable to back that up with rational reasons.
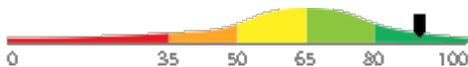
5 Response reflects rational reasons for why they prefer teams, individual, or both. They feel they would work well in either environment.

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

History Survey - Performance
Score: 90

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 high job performance.

Exhibits past behaviors and achievements that are likely to enhance 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.

Interview Guide

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

Detail	Interview Guide

History Survey - Tenure
Score: 72

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 above average job performance.

Exhibits behaviors likely to result in slightly 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

Writing Sample(s)

During the assessment, the candidate was asked to write one or more passages. The text they wrote is included in the table below for review.

Writing Sample - Question	Response
Please write an essay of 100 - 800 words evaluating the advantages and disadvantages of living in a tropical climate.	Living in a warm or tropical environment has a number of advantages and disadvantages. Whether it's right for you depends on your preferences, and in some cases, your health. The advantages include the following: a. You can walk outside in light clothing almost every day and you never have to wear a heavy coatt. b. Most plants and trees grow faster in warm climates so if you like to maintain a garden you will experience greater success. c. Nice weather every day means you are not stuck inside for long periods of time, which can sometimes cause depression. At the same time, significant disadvantages include the following: a. It rains on most days and you need to be prepared for heavy rain at all times. b. The hot sun can cause severe sunburn if you are outside and not protected. c. Your air conditioning utility bill can be very high and if can drain financial resourcez. d. Hot humid weather can make strenuous exercise more difficult if you are not in good health. When deciding if living in a tropical climate is right for you, consider which of these advantages or disadvantages is most meaningful for you. [Misspelled Words: coatt (1), resourcez (1)] **Comments (AI):** The essay provides a balanced view of the advantages and disadvantages of living in a tropical climate. The ideas are logically presented and easy to follow, though there are minor spelling and grammar errors. The arguments are somewhat persuasive, but could be strengthened with more detailed examples and explanations. Overall, the essay meets the average scoring criteria.

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*

Resume or CV

Motivated career professional with extensive experience in office administration and management. Proven track record of improving efficiency, reducing costs, and enhancing office operations through strategic initiatives and technology implementation.

Objective

I am seeking a role where I can use my many skills and my exceptional judgment and empathy for customers to make a difference to a growing company.

Education

- Associate of Applied Science in Office Administration, Portland Community College, 2020

Experience

- General Office Clerk, Paramount Office Management, 09/2023 – Present
- Administrative Assistant, Global Enterprises Inc., 04/2021 – 08/2023
- Administrative Assistant, Innovative Business Solutions Ltd., 07/2019 – 03/2021

Other Qualifications

- Microsoft Office Specialist (MOS) Certification
- Certified Administrative Professional (CAP)
- International Association of Administrative Professionals (IAAP) Certification

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: 51-1011.00
- O*Net Version: 29.2
- Sim ID: 15271-12, Key: 0-0, Rpt: 13, Prd: 6119, Created: 2025-12-13 17:07 EST
- 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	88.8708	Z-Statistic	1.5914	2.6828
Analytical Thinking and Attention to Detail	67.3441	Z-Statistic	0.1563	6.3106
Drive	84.6513	Z-Statistic	1.3101	2.8133
Empathy and Emotional Self-Control	67.4704	Z-Statistic	0.1647	2.6828
First-Line Supervisory Fundamentals	80.9478	Z-Statistic	1.0632	13.4200
History Survey - Performance	90.2614	Z-Statistic	1.6841	6.7100
History Survey - Tenure	72.0053	Z-Statistic	0.4670	6.7100
Integrity	10.0000	Z-Statistic	-3.6667	2.8378
Leader Mindset	75.6854	Z-Statistic	0.7124	2.8051
Maintaining Awareness of Team Member Needs	69.5563	Z-Statistic	0.3038	2.8051
Managing Resources & Balancing Priorities	68.0662	Z-Statistic	0.2044	2.8051
Multitasking	81.8640	Not used in Overall	0.0000	0.0000
Resilience	65.6356	Z-Statistic	0.0424	2.8133
Teamwork	65.0786	Z-Statistic	0.0052	2.6665
Writing	62.9784	Z-Statistic	-0.1348	41.9374
Weighted Average of Competency Z-Scores:				0.2558
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.2558
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				68.8377

Notes

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