

Candidate: **Betty Penske**
Assessment: Physical Therapist
Completed: April 28, 2024
Prepared for: Susan Bookman
HR Avatar Data Collection Account

Test Results and Interview Guide

The Physical Therapist 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 bettypenske@yourcompany.org Physical Therapist April 28, 2024 Summary: Moderate to High Performance Potential Potential Risk Areas <ul style="list-style-type: none"> Low Integrity score could indicate potential issues with reliability. 	77	

Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Analytical Thinking and Attention to Detail	81	
Personality Characteristics (relates to fit with the job/team environment)		
Adaptability	90	
Customer Service Mindset	77	
Drive	82	
Integrity	10	
Resilience	80	
Teamwork	71	
Behavioral History (relates to performance and turnover)		
History Survey - Performance	90	
History Survey - Tenure	81	
Emotional Intelligence (relates to situational judgment, performance and teamwork)		
Empathy and Emotional Self-Control	73	

Importance to Job ↑

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	77th												
United States	63rd												
HR Avatar Data	71st												

Detail

Candidate: **Betty Penske**, bettypenske@yourcompany.org
 Assessment: Physical Therapist
 Authorized: April 28, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
 Started: April 28, 2024, 5:56:39AM EST
 Completed: April 28, 2024, 5:56:39AM EST
 Overall Score: 77

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>Analytical Thinking and Attention to Detail Score: 81</p> <p><i>Description:</i> 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.</p> <p><i>Interpretation:</i> High scores in this area correlate with superior performance for many jobs.</p> <p>Able to think in a thoughtful, discerning way. Can often solve difficult problems, plan many-featured tasks and projects, organize multiple resources, and analyze complex data. Able to quickly recall and use information when needed or appropriate. Additionally, able to achieve a high degree of thoroughness and accuracy in a work task. Concerned for all areas involved. Work products require little or no review or checking to maintain consistency.</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> <p style="text-align: center;"> ★ ★ ★ ★ ★ 1 2 3 4 5 </p> <p>Poor example. Does not show attention to detail or analytical ability. Moderately relevant or impactful example. 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> <p style="text-align: center;"> ★ ★ ★ ★ ★ 1 2 3 4 5 </p> <p>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.</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.

Detail	Interview Guide
<p>Adaptability Score: 90</p> <p><i>Description:</i> 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.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>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.</p>	<p>Describe a time where you had to adapt to some significant changes at work. How did you feel? How did you handle the change?</p> <p style="text-align: center;">★ 1 ★ 2 ★ 3 ★ 4 ★ 5</p> <p>1 Feelings: Strong Dislike or Very Resistant. Weren't able to handle the change or needed significant help.</p> <p>2 Feelings: Unfazed or Slightly Resistant. Handled the situation & change only impacted their work in a minor way.</p> <p>3 Feelings: Excited or Comfortable. Handled the situation well and in a way that didn't interfere with their work.</p> <hr/> <p>What are some of the techniques you use to keep yourself from getting burnt out when faced with ever-changing conditions?</p> <p style="text-align: center;">★ 1 ★ 2 ★ 3 ★ 4 ★ 5</p> <p>1 Candidate doesn't have an effective technique to keep them from getting burnt out.</p> <p>2 Candidate is only able to explain one effective technique to keep them from getting burnt out.</p> <p>3 Candidate explains multiple effective techniques allowing themselves to not get burnt out.</p>
<p>Customer Service Mindset Score: 77</p> <p><i>Description:</i> Individuals who score highly on this scale understand their job is not just to solve customer problems, but to create a delightful experience that fosters loyalty and long-term rapport. They see every call as an opportunity to create a positive experience and to earn each customer's loyalty.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Holds an above average desire to understand customer needs and do what it takes to resolve customer issues. Likely to deliver very good customer service that improves customer satisfaction and customer relationships and positively impacts the reputation of the organization.</p>	<p>What does customer service mean to you?</p> <p style="text-align: center;">★ 1 ★ 2 ★ 3 ★ 4 ★ 5</p> <p>1 Their meaning is unrelated to the role or doesn't show meaning at all.</p> <p>2 Their meaning is something related to the role but not meaningful, more of a standard answer.</p> <p>3 Their meaning is something related to the role and is meaningful.</p> <hr/> <p>What appeals to you about being in a customer service role?</p> <p style="text-align: center;">★ 1 ★ 2 ★ 3 ★ 4 ★ 5</p> <p>1 Doesn't find the role appealing.</p> <p>2 Has quality reasoning for applying to the role but doesn't show they will enjoy working in a customer service role.</p> <p>3 Ties their passions and skills into why they applied for a customer service role.</p>

Detail	Interview Guide																				
<p>Drive Score: 82</p> <p><i>Description:</i> 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.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>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.</p>	<p>Describe a time when you had some extra time available at work. How did you use this extra time?</p> <table style="width: 100%; text-align: center;"> <tr> <td>★ 1</td> <td>★ 2</td> <td>★ 3</td> <td>★ 4</td> <td>★ 5</td> </tr> <tr> <td style="width: 20%;">Did not use their time in a beneficial way, or in a way that added value to the organization.</td> <td style="width: 20%;">Used their time in a work related way, but those efforts didn't demonstrate hard work or added value (easy).</td> <td style="width: 20%;"></td> <td style="width: 20%;"></td> <td style="width: 20%;">Used time in a beneficial way and added value to the organization. Showed ability to work hard and willingness to put in extra effort.</td> </tr> </table> <hr style="border: 1px solid black; margin: 20px 0;"/> <p>How do you react when you are faced with obstacles while trying to achieve a goal? How do you overcome them?</p> <table style="width: 100%; text-align: center;"> <tr> <td>★ 1</td> <td>★ 2</td> <td>★ 3</td> <td>★ 4</td> <td>★ 5</td> </tr> <tr> <td style="width: 20%;">Reaction: Overwhelmed. Struggles to come up with a clear way to overcome the obstacle and doesn't demonstrate hard work.</td> <td style="width: 20%;">Reaction: Ready but not excited. Candidate shows they are able to overcome the obstacle but only by doing the bare minimum.</td> <td style="width: 20%;"></td> <td style="width: 20%;"></td> <td style="width: 20%;">Reaction: Excited and ready. Candidate shows they are able to overcome the obstacle by putting in extra effort and being diligent.</td> </tr> </table>	★ 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.	★ 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.
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Detail	Interview Guide
<p>Integrity Score: 10</p> <p><i>Description:</i> 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.</p> <p><i>Interpretation:</i> The candidate's score in this area indicates risk of a negative impact on performance for some jobs. Additional probing is strongly recommended.</p> <p>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.</p>	<p>What circumstance(s) might cause you to withhold information from your supervisor? How would you judge whether doing so would be justified?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1 Shows that they are not concerned about ethics or organizational values/rules.</div> <div style="text-align: center;">★ 2 Explains only situational circumstances. Judgement does not stem from an ethical standpoint.</div> <div style="text-align: center;">★ 3 Explains only situational circumstances. Judgement stems from ethical standards.</div> <div style="text-align: center;">★ 4</div> <div style="text-align: center;">★ 5</div> </div> <hr/> <p>Do you think it's ever okay to withhold information from your supervisor? How would you judge whether doing so is okay or not?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1 Answer shows that they are not concerned about ethics or organizational values/rules.</div> <div style="text-align: center;">★ 2 Explains only situational circumstances. Judgement does not stem from an ethical standpoint.</div> <div style="text-align: center;">★ 3 Explains only situational circumstances. Judgement stems from ethical standards.</div> <div style="text-align: center;">★ 4</div> <div style="text-align: center;">★ 5</div> </div>
<p>Resilience Score: 80</p> <p><i>Description:</i> 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.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Responses indicate that the candidate can effectively work through difficulties at work by exhibiting positive emotions, having control over the events, being proactive, remaining hopeful, and learning from the experience. Candidate can always be expected to push forward to achieve their goals, even when obstacles come their way.</p>	<p>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?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1 Feelings had a negative outlook. Event impacted their work in a negative way, they weren't able to learn from it or persevere.</div> <div style="text-align: center;">★ 2 Feelings are true to the situation. Event impacted their work in a negative way but were able to learn from it and persevere.</div> <div style="text-align: center;">★ 3 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.</div> <div style="text-align: center;">★ 4</div> <div style="text-align: center;">★ 5</div> </div> <hr/> <p>How do you normally react to bad news?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1 They get upset and don't know how to work through the challenges.</div> <div style="text-align: center;">★ 2 They get upset, however they see the positive outlook and have a plan to fix the challenges.</div> <div style="text-align: center;">★ 3 They are able to see the positive outlook in the long run and it doesn't impact their work.</div> <div style="text-align: center;">★ 4</div> <div style="text-align: center;">★ 5</div> </div>

Detail	Interview Guide
<p>Teamwork Score: 71</p> <p><i>Description:</i> 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.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>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.</p>	<p>Describe a time when you worked in a team. What was your role? How did you delegate tasks with the other team members?</p> <p style="text-align: center;">★ ★ ★ ★ ★ 1 2 3 4 5</p> <p>They describe their role in a way that does not show significance. Delegation tactics were not efficient or helpful.</p> <p>They describe their role in a way that doesn't show significance. Delegation tactics were efficient and helpful.</p> <p>They describe their role in a way that shows significance. Delegation tactics were efficient and helpful.</p> <hr/> <p>Do you prefer working in teams or by yourself? Why?</p> <p style="text-align: center;">★ ★ ★ ★ ★ 1 2 3 4 5</p> <p>They choose teams or individual and feel they would be incapable of working in the opposite environment.</p> <p>They feel they would work well in either environment but are unable to back that up with rational reasons.</p> <p>Response reflects rational reasons for why they prefer teams, individual, or both. They feel they would work well in either environment.</p>

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
<p>History Survey - Performance Score: 90</p> <p><i>Description:</i> Evaluates elements of the candidate's past work and education history to identify indications of high or low performance potential.</p> <p><i>Interpretation:</i> The candidate's score indicates past behaviors that contribute to high job performance.</p> <p>Exhibits past behaviors and achievements that are likely to enhance job performance.</p> <p>The following potential performance risk areas were identified:</p> <ul style="list-style-type: none"> • Below average productivity history • Below average performance reviews <p>Further probing is recommended for each of these items.</p>	<p>How does your work compare with your peers? Do you produce more or less? How do you know?</p> <p style="text-align: center;">★ ★ ★ ★ ★ 1 2 3 4 5</p> <hr/> <p>What kind of feedback have you received about your performance from your managers and your peers?</p> <p style="text-align: center;">★ ★ ★ ★ ★ 1 2 3 4 5</p>

Detail	Interview Guide
<p>History Survey - Tenure Score: 81</p> <p><i>Description:</i> Evaluates a candidate's past employment history and related factors for indications of potentially low job tenure.</p> <p><i>Interpretation:</i> The candidate's score indicates past behaviors that contribute to high job performance.</p> <p>Exhibits behaviors likely to result in longer than average job tenure.</p> <p>The following potential performance risk areas were identified:</p> <ul style="list-style-type: none"> • Frequent job changes • Potential long commute <p>Further probing is recommended for each of these items.</p>	<p>Review your last few jobs with me, explaining why you left the old job and what attracted you to the new one.</p> <p style="text-align: center;"> ★ 1 ★ 2 ★ 3 ★ 4 ★ 5 </p> <hr/> <p>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?</p> <p style="text-align: center;"> ★ 1 ★ 2 ★ 3 ★ 4 ★ 5 </p>

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
<p>Empathy and Emotional Self-Control Score: 73</p> <p><i>Description:</i> 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.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>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.</p>	<p>How well can you sense how others around you are feeling? How do you use this information when interacting with them?</p> <p style="text-align: center;"> ★ 1 ★ 2 ★ 3 ★ 4 ★ 5 </p> <p style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <p>Demonstrates that they are unable to sense how others around them are feeling.</p> </div> <div style="width: 30%;"> <p>Provides examples on how they are able to sense other's feelings. They don't use this to show understanding and care.</p> </div> <div style="width: 30%;"> <p>Provides examples on how they are able to sense others' feelings. They use this to show they understand and care about them.</p> </div> </p>

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%)



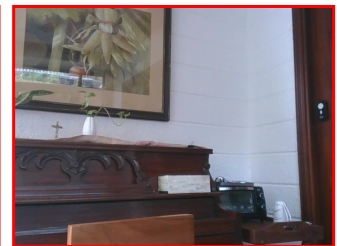
Pre/Post-Test Photo



ID Photo



In-Test Error Detected (No Face Detected)



In-Test Error Detected (No Face Detected)



In-Test Error Detected (No Face Detected)



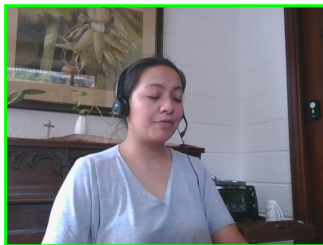
In-Test Photo



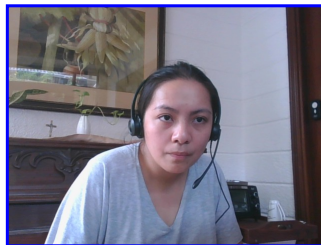
In-Test Photo



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: 29-1123.00
- O*Net Version: 26.3
- Sim ID: 15479-1, Key: 0-0, Rpt: 13, Prd: 6325, Created: 2024-04-28 10:56 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	90.5525	Z-Statistic	1.7035	5.3220
Analytical Thinking and Attention to Detail	81.2531	Z-Statistic	1.0835	43.1040
Customer Service Mindset	77.1435	Z-Statistic	0.8096	5.5712
Drive	82.8037	Z-Statistic	1.1869	5.3660
Empathy and Emotional Self-Control	73.8624	Z-Statistic	0.5908	8.0427
History Survey - Performance	90.8420	Z-Statistic	1.7228	8.0427
History Survey - Tenure	81.6093	Z-Statistic	1.1073	8.0427
Integrity	10.0000	Z-Statistic	-3.6667	5.5712
Resilience	80.7121	Z-Statistic	1.0475	5.3660
Teamwork	71.2097	Z-Statistic	0.4140	5.5712
Weighted Average of Competency Z-Scores:				0.8166
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.8166
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				77.2495

Notes

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