hr avatar
Illuminating Talent

Test Results and Interview Guide

Candidate: **Elizabeth Wantsajob**
Assessment: First-Line Supervisory Fundamentals (Spanish)
Completed: November 7, 2026
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 Supervisory Fundamentals (Spanish) assessment measures key factors related to high performance and tenure in this job. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. This report includes a one page summary, followed by detailed results with an embedded interview guide. Note that these results should always be used as a part of a balanced candidate selection process that includes independent evaluation steps, such as interviews and reference checks.

Proprietary and Confidential

Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com First-Line Supervisory Fundamentals (Spanish) November 7, 2026	66	

Scores indicate good working knowledge of First-Line Supervision principles and practices. Candidate is likely ready to be productive with very little basic training or with immediate entry into advanced training.

Key
- Candidate Score
- Higher Risk
- Lower Risk

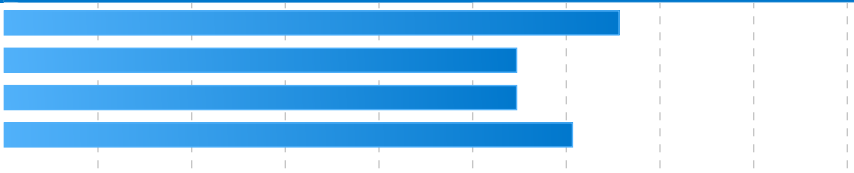
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
First-Line Supervisory Fundamentals	66	

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
Global	66th
North America	55th
United States	55th
Example Company	61st



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Detail

Candidate:	Elizabeth Wantsajob, beth.wantsajob@gmail.com
Assessment:	First-Line Supervisory Fundamentals (Spanish)
Authorized:	November 7, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
IP Address:	96.241.65.10
IP Country:	United States
IP State:	Virginia
IP City:	Gainesville
Started:	November 7, 2026, 8:00:15 AM EST
Completed:	November 7, 2026, 8:00:15 AM EST
Overall Score:	66

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 | Interview Guide

First-Line Supervisory Fundamentals

Score: 66

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 above average job performance in this area with little or no training.

Scores indicate good working knowledge of First-Line Supervision principles and practices. Candidate is likely ready to be productive with very little basic training or with immediate entry into advanced training.

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.

Results by Topic for First-Line Supervisory Fundamentals

Desarrollo profesional:	0 of 3 Correct
Roles and Responsibilities:	1 of 4 Correct
Interviewing:	2 of 4 Correct
Working with People:	0 of 2 Correct

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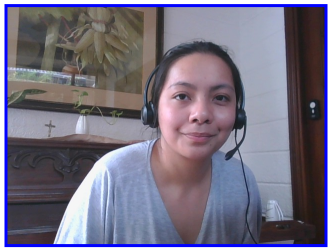
Identity Confirmation Photos

The following photos of the candidate and any identification were uploaded during the assessment session.

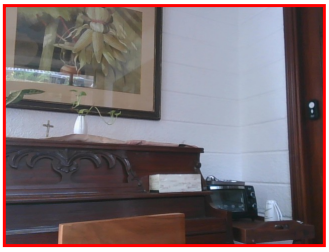
Photo Analysis Results

- 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



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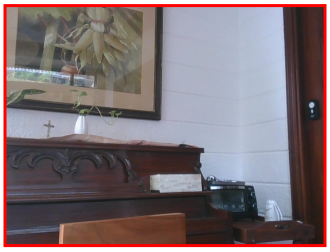

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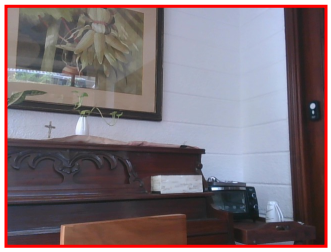

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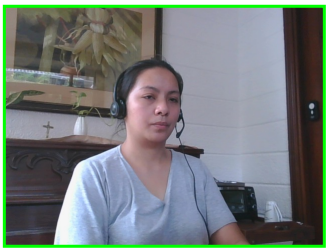
In-Test Photo



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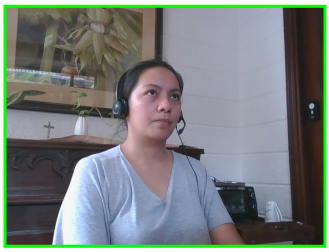

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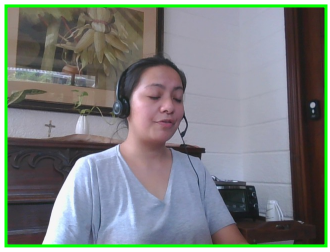

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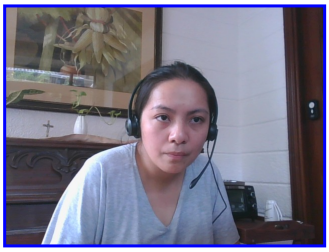

Pre/Post-Test Photo

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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.
- Sim ID: 15788-1, Key: 0-0, Rpt: 91, Prd: 6572, Created: 2026-11-07 08:00 EST
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

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Notes

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