

# Test Results and Interview Guide

Candidate: **Richard Wantsajob**  
Assessment: Graduate Recruitment  
Completed: November 15, 2024  
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 Graduate Recruitment 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
<b>Richard Wantsajob</b> rich.wantsajob@gmail.com Graduate Recruitment November 15, 2024 Summary: Moderate to High Performance Potential	<b>74</b>	

**Key**

- Candidate Score
- Higher Risk
- Lower Risk

## Competency Summary

Competency	Score	Interpretation
<b>Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)</b>		
Memory / Attention to Detail / Logic & Reasoning	84	
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Writing	62	
<b>Personality Characteristics (relates to fit with the job/team environment)</b>		
Adaptability	79	
Dealing with Uncertainty	67	
Drive	63	
Integrity	10	
Learning Agility	81	
Teamwork	84	
<b>Emotional Intelligence (relates to situational judgment, performance and teamwork)</b>		
Empathy and Emotional Self-Control	64	
<b>Scored Survey Questions (Custom Questions)</b>		
History Survey - Performance	84	

↑ 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	74th												
United States	61st												
Example Company	68th												

## Detail

Candidate: **Richard Wantsajob**, rich.wantsajob@gmail.com  
 Assessment: Graduate Recruitment  
 Authorized: November 15, 2024, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com  
 Started: November 14, 2024, 11:47:14PM EST  
 Completed: November 14, 2024, 11:47:14PM EST  
 Overall Score: 74

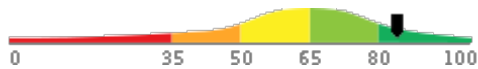
## Cognitive Abilities Detail

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: 84



**Description:**

This scale reflects how successful a person is at making sense of a set of data or 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 job 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 products that are 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.

Able to achieve a high degree of thoroughness and accuracy. Work requires little to no review or checking to maintain consistency. Can often solve difficult problems, plan many-featured tasks and projects, and organize multiple resources. Able to quickly recall and use information when needed or appropriate.

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

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



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

## Knowledge and Skills Detail

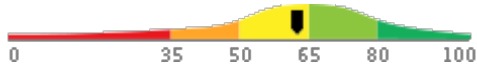
This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail

Interview Guide

### Writing

Score: 62



#### Description:

The ability to be concise, friendly, and accurate when drafting email replies to customer service requests.

#### 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.

- Raw computed score: 80
- Computed score confidence: 75
- Approximate Word Count: 247

Please see below to view the essay submitted.

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

Not confident in own writing ability. Prefers speaking.



2

Somewhat confident in own writing ability. Writes frequently.



3



4

Very confident in ability to write. Has received compliments on clarity of written correspondences.



5

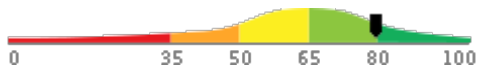
## Personality Characteristics Detail

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

Score: 79



*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.

Prefers a dynamic work environment. Able to remain focused and positive in times of significant workplace change. Fairly easy-going and relaxed. However, may appear uninterested 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

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



2

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



3



4

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



5

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



1

Candidate doesn't have an effective technique to keep them from getting burnt out.



2

Candidate is only able to explain one effective technique to keep them from getting burnt out.



3



4

Candidate explains multiple effective techniques allowing themselves to not get burnt out.



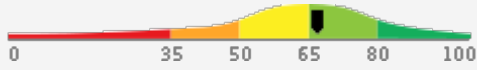
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Detail

Interview Guide

**Dealing with Uncertainty**

Score: 67



*Description:*

This scale reflects the degree to which an individual is able to cope with ambiguity. High scores on this scale indicate a person focuses on the present and is confident they will succeed without worrying about the future. Low scores on this scale indicate a person will worry about the future and possible negative things and events that are associated with that. They might even be incapable of overcoming a problem. They prefer predictable conditions.

*Interpretation:*

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

Prefers a dynamic work environment. Able to remain focused when coping with ambiguity at work. Fairly easy-going and relaxed. May appear uninterested under certain circumstances.

When uncertainty approaches in school or at work, do you focus on the present or the future? Explain.



1

The candidate shows they worry about the future and are unable to focus on their present work.



2

Their answer shows they worry about the future but are able to focus on the present and get their work done.



3



4

Regardless of the candidate's answer, they show that they are confident in succeeding without worrying about the future.



5

Worrying about future outcomes can prevent you from completing quality work. How do you ensure your work gets done in these uncertain times?



1

The candidate is unable to put their worry to the side and is incapable of completing their work.



2

The candidate is able to work through the worry, their work is either done on time or with quality, not both.



3



4

They show the ability to put their worry to the side and focus on the present to complete their work on time with quality.

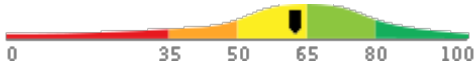


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Detail Interview Guide

**Drive**

Score: 63



*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 indicates neither a positive nor a negative impact on performance.

Motivated by moderately challenging goals, financial rewards, and meeting expectations, but may not be motivated by stretch goals or other highly challenging goals. Willing to work moderately hard to succeed.

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



1

Did not use their time in a beneficial way, or in a way that added value to the organization.



2

Used their time in a work related way, but those efforts didn't demonstrate hard work or added value (easy).



3



4

Used time in a beneficial way and added value to the organization. Showed ability to work hard and willingness to put in extra effort.



5

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



1

Reaction: Overwhelmed. Struggles to come up with a clear way to overcome the obstacle and doesn't demonstrate hard work.



2

Reaction: Ready but not excited. Candidate shows they are able to overcome the obstacle but only by doing the bare minimum.



3



4

Reaction: Excited and ready. Candidate shows they are able to overcome the obstacle by putting in extra effort and being diligent.

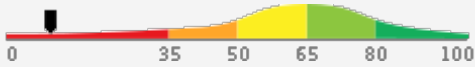


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Detail Interview Guide

**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

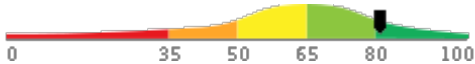
Answer shows that they are not concerned about ethics or organizational values/rules.

Explains only situational circumstances. Judgement does not stem from an ethical standpoint.

Explains only situational circumstances, or no circumstances. Judgement stems from ethical standards.

**Learning Agility**

Score: 81



*Description:*

This scale reflects the degree to which an individual is aware of how to learn. High scores on this scale indicate a person will thrive in ambiguous situations when it is not always clear what to do. This person enjoys applying newly learned concepts in different ways. They can adapt easily to new situations. Low scores on this scale indicate a person will prefer to work with supervision and clear guidance, may struggle to learn from and adapt to new experiences, relies on past solutions, and resists unfamiliar assignments.

*Interpretation:*

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

Highly resourceful in finding and utilizing learning resources and opportunities. Thrives in an ambiguous learning environment. Is aware of how to learn without any guidance and can apply newly learned concepts in different ways. Able to adapt easily to new situations. May be perceived as disinterested or unmotivated when too much guidance is provided.

When faced with something new, do you prefer to work with supervision and clear guidance or do you prefer to take it upon yourself and apply learned concepts?

- ★  
1
- ★  
2
- ★  
3
- ★  
4
- ★  
5

Prefers to work with supervision and clear guidance.

Prefers clear guidelines but has the ability to apply learned concepts on their own.

Prefers to take it upon themselves and apply learned concepts.

Imagine you were approached with a problem that was foreign to you, had no clear guidelines, and you were not able to seek guidance or assistance. How would you approach solving this problem on your own?

- ★  
1
- ★  
2
- ★  
3
- ★  
4
- ★  
5

Candidate is unable to learn and adapt, resists the unfamiliar problem and seeks guidance.

Candidate shows the ability to learn independently and adapt, but not develop innovate solutions.

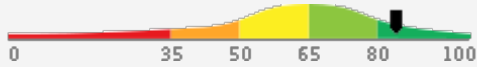
Candidate shows the ability to learn independently, develop innovate solutions, and adapt.



Detail Interview Guide

**Teamwork**

Score: 84



*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 and maintains relationships. Able to quickly establish rapport with new acquaintances and accurately sense others' feelings. Maintains positive relationships with colleagues and uses them to achieve work outcomes and meet goals.

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



1

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



2

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



3



4

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



5

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



1

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



2

They feel they would work well in either environment but are unable to back that up with rational reasons.



3



4

Response reflects rational reasons for why they prefer teams, individual, or both. They feel they would work well in either environment.



5

## Emotional Intelligence Detail

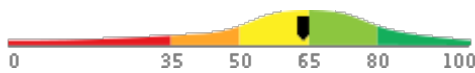
This section contains a list of emotional intelligence characteristics that indicate how tuned in a candidate is to his or her own emotions, and those of others, as well as the candidate's ability to control his or her behavior in light of the emotions he or she is experiencing. These traits can often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

### Detail

### Interview Guide

#### Empathy and Emotional Self-Control

Score: 64



#### 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 indicates neither a positive nor a negative impact on performance.

Demonstrates moderate strength 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 generally be effective at demonstrating to customers or coworkers that they understand and care about them, maintaining current levels of customer loyalty, work relationships, and 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  
Demonstrates that they are unable to sense how others around them are feeling.

2  
Provides examples on how they are able to sense other's feelings. They don't use this to show understanding and care.

3  
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  
They have an inappropriate response and don't demonstrate understanding or care.

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

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

## Scored Survey Detail

This section provides additional detail on the candidate's scored survey responses. Potential caution areas (if any) are specified in each detail section.

### Detail

### Interview Guide

#### History Survey - Performance

Score: 84

#### Description:

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

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



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



## 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.

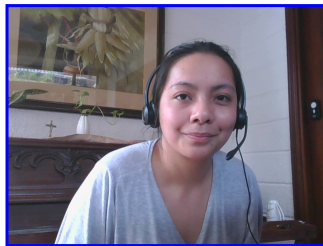
Writing Sample - Question	Response
Please write an essay describing the keys to creative writing.	<p>This is a sample essay. In a real test situation, the candidate or test taker would write an essay as a part of their assessment, in response to the question associated with this entry. All reports will share their writing as received. In some cases, our artificial intelligence engine will process their response to create a numerical score. Our system also checks for plagiarism, both among previously submitted essays, and the broader Internet. Additionally, spelling, grammar, and style checks are performed.</p> <p>Essay typically are from 150 to 600 words. They can be written in response to an explicit question, or they can be free-form responses to general questions.</p>

## Identity Confirmation Photos

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

### Photo Analysis Results

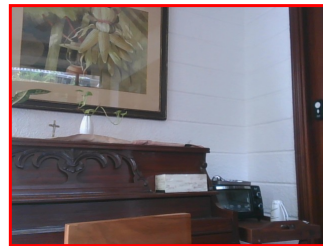
<b>- Risk:</b>	<b>Medium risk of cheating based on image inconsistencies</b>
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



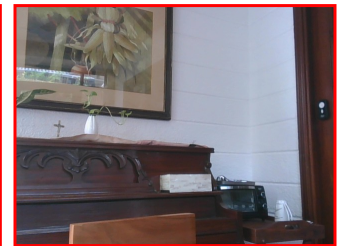
Pre/Post-Test Photo



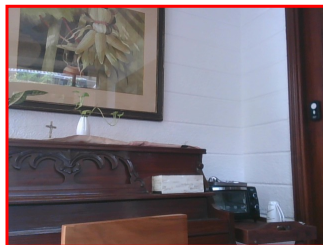
ID Photo



In-Test Error Detected (No Face Detected)



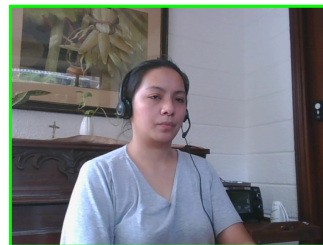
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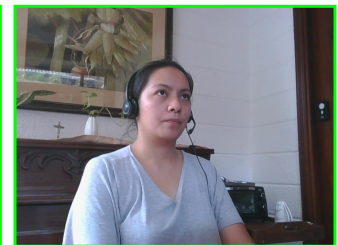
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In-Test Photo



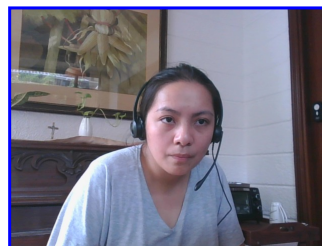
In-Test Photo



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](http://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: 15901-1, Key: 0-0, Rpt: 68, Prd: 6753, Created: 2024-11-15 04:47 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	79.9286	Z-Statistic	0.9952	3.6653
Dealing with Uncertainty	67.3893	Z-Statistic	0.1593	3.6653
Drive	63.1402	Z-Statistic	-0.1240	1.0264
Empathy and Emotional Self-Control	64.1661	Z-Statistic	-0.0556	3.6653
History Survey - Performance	84.4950	Z-Statistic	1.2997	20.5284
Integrity	10.0000	Z-Statistic	-3.6667	3.6653
Learning Agility	81.5641	Z-Statistic	1.1043	3.6653
Memory / Attention to Detail / Logic & Reasoning	84.2420	Z-Statistic	1.2828	30.7926
Teamwork	84.3513	Z-Statistic	1.2901	3.6653
Writing	62.8619	Z-Statistic	-0.1425	25.6605
Weighted Average of Competency Z-Scores:				0.6176
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.6176
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				74.2641

## Notes

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