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Illuminating Talent

# Test Results and Interview Guide

Candidate: **Elizabeth Wantsajob**
Assessment: Workplace Simulation - Flight Attendant
Completed: September 16, 2026
Prepared for: Sara Maple
Example Company

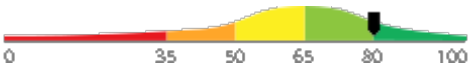
## What's Included

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

**Important Note:** The Workplace Simulation - Flight Attendant 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.

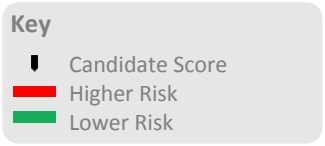
Proprietary and Confidential

## Overall

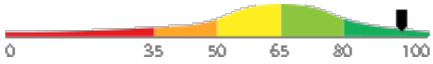
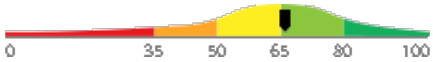
| Candidate | Score | Interpretation |
|---|---|---|
| Elizabeth Wantsajob<br>beth.wantsajob@gmail.com<br>Workplace Simulation - Flight Attendant<br>September 16, 2026 | 80 |  |



Summary: High Performance Potential




## Competency Summary

| Competency | Score | Interpretation |
|---|---|---|
| **Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)** | | |
| Attention to Detail | 94 |  |
| **Personality Characteristics (relates to fit with the job/team environment)** | | |
| Customer Service | 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 | 0 10 20 30 40 50 60 70 80 90 100 |
|---|---|---|
| Global | 80th | |
| North America | 66th | |
| United States | 66th | |
| Example Company | 73rd | |

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## Detail

| | |
|---|---|
| Candidate: | Elizabeth Wantsajob, beth.wantsajob@gmail.com |
| Assessment: | Workplace Simulation - Flight Attendant |
| Authorized: | September 16, 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: | September 16, 2026, 9:26:28PM EDT |
| Completed: | September 16, 2026, 9:26:28PM EDT |
| Overall Score: | 80 |

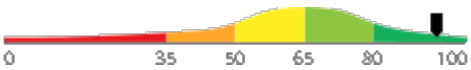
## Cognitive Abilities Detail

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

### Attention to Detail

Score: 94




*Description:*

This scale 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 in a work task. Concerned for all areas involved. Work products require little or no review or checking to maintain consistency.

Give me an example of a time you discovered an error that had been overlooked by either you or someone you were working with. What did you do? What was the outcome?

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| Unclear or careless example. Can't describe what was overlooked. No action. | | Moderately clear example. Some concern for details. Direct but passive action. | | Very detailed. Concern for all relevant components. Clear, proactive actions. |

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How do you handle a situation when you've messed up due to overlooking an important detail? How do you feel and what do you do about it.

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

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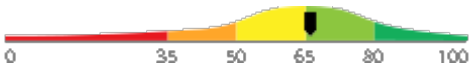
## Personality Characteristics Detail

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 |
|---|---|

### Customer Service

Score: 66




*Description:*

Evaluates the candidate's ability in the area of Customer Service, with an aim to determine the degree of training and/or practice that will be required before the candidate can be expected to become productive.

*Interpretation:*

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

Scores indicate good Customer Service ability. 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 you had to use your Customer Service abilities.

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| Example didn't require or demonstrate ability. | | Ability only moderately relevant or demonstrated. | | Clearly relevant use and demonstration of ability. |

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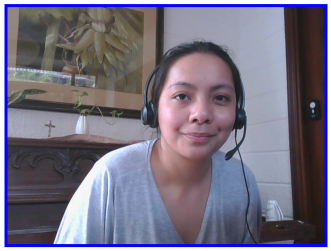
## Identity Confirmation Photos

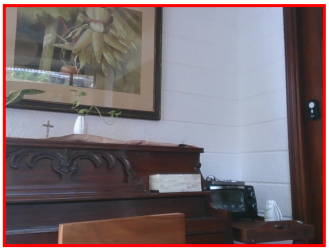
The following photos of the candidate and any identification were uploaded during the assessment session.

| 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%) |

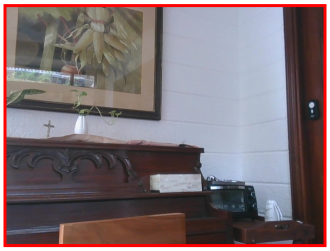


*Pre/Post-Test Photo*

*ID Photo*



*In-Test Error Detected (No Face Detected)*



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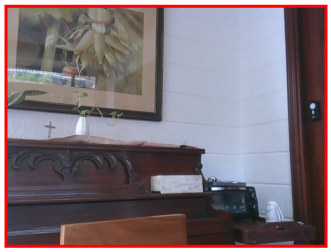
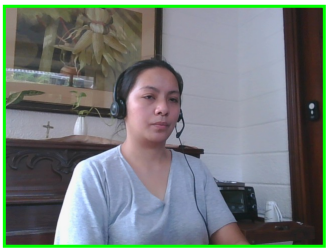
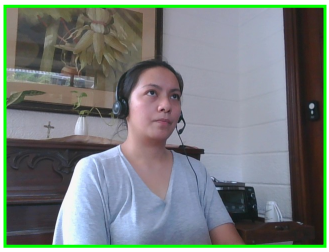


*In-Test Error Detected (No Face Detected)*

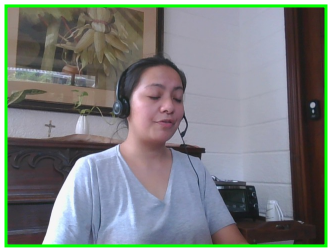
*In-Test Photo*



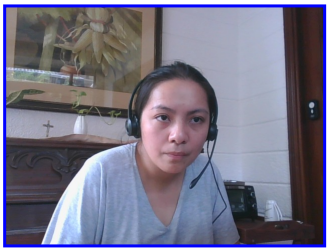
*In-Test Photo*



*In-Test Photo*



*In-Test Photo*



*Pre/Post-Test Photo*

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## Resume or CV

**Summary** Updated on

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

## Internet Speed

The assessment included a test of the candidate's Internet Speed.

| | |
|---|---|
| Download Speed (Mbps): | 250.32 |
| Upload Speed (Mbps): | 147.49 |

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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: 15943-1, Key: 0-0, Rpt: 13, Prd: 6806, Created: 2026-09-16 21:26 EDT
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

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## 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 (%) |
|---|---|---|---|---|
| Attention to Detail | 94.0589 | Not used in Overall | 0.0000 | 0.0000 |
| Customer Service | 66.6625 | Not used in Overall | 0.0000 | 0.0000 |
| Weighted Average of Competency Z-Scores: | | | | 0.0000 |
| Mean applied to Raw Weighted Avg: | | | | 0.0000 |
| Standard Deviation applied to Raw Weighted Avg: | | | | 1.0000 |
| Normalized Raw Score: | | | | 0.0000 |
| Mean: | | | | 65.0000 |
| Standard Deviation Used: | | | | 15.0000 |
| Final Overall Score: | | | | 65.0000 |

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## Notes

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

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