

Test Results and Interview Guide

Candidate: **Richard Wantsajob**
Assessment: Behavioral History Survey - Entry-Level Version (Portuguese)
Completed: December 9, 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 Behavioral History Survey - Entry-Level Version (Portuguese) 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
Richard Wantsajob rich.wantsajob@gmail.com Behavioral History Survey - Entry-Level Version (Portuguese) December 9, 2024	84	

The candidate's scores indicate high performance potential in most jobs. We recommend that this score be used in conjunction with a comprehensive process for evaluating potential performance, including the specific knowledge, skills, and abilities required for a particular job.

Key

- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

Competency	Score	Interpretation
Behavioral History (relates to performance and turnover)		
History Survey - Performance	74	
History Survey - Tenure	94	

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	84th												
United States	70th												
Example Company	78th												

Detail

Candidate: **Richard Wantsajob**, rich.wantsajob@gmail.com
 Assessment: Behavioral History Survey - Entry-Level Version (Portuguese)
 Authorized: December 9, 2024, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
 Started: December 9, 2024, 1:48:22PM EST
 Completed: December 9, 2024, 1:48:22PM EST
 Overall Score: 84

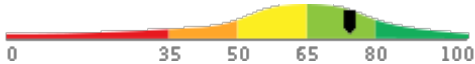
Behavioral History Detail

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

History Survey - Performance

Score: 74



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 above average job performance.

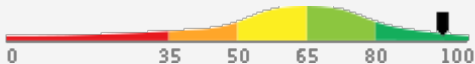
Exhibits past behaviors and achievements that are likely to result in above average job performance.

Describe how your past performance makes you a good candidate for this job.

- | | | | | |
|---------------------------------|--|--------|---|--------|
| ★
1 | ★
2 | ★
3 | ★
4 | ★
5 |
| No examples or rationale given. | Weak connection between past and future. | | Clear connection between past and future. | |

History Survey - Tenure

Score: 94



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 high job performance.

Exhibits behaviors likely to result in longer than average job tenure.

What are some of the reasons you have left previous jobs?

- | | | | | |
|--|---|--------|--|--------|
| ★
1 | ★
2 | ★
3 | ★
4 | ★
5 |
| Many different reasons. Blames employer. | Circumstances for leaving generally credible or somewhat outside control. | | Reasonable rationale or circumstances clearly outside control. | |

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: 15967-1, Key: 0-0, Rpt: 13, Prd: 6843, Created: 2024-12-09 18:48 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 (%)
History Survey - Performance	74.8746	Z-Statistic	0.6583	50.0000
History Survey - Tenure	94.9751	Z-Statistic	1.9983	50.0000
Weighted Average of Competency Z-Scores:				1.3283
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				1.3283
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				84.9248

Notes

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