


Candidate: **Betty Penske**
Assessment: Emotional Intelligence (EQ, Portuguese)
Completed: August 3, 2024
Prepared for: Susan Bookman
HR Avatar Data Collection Account




Test Results and Interview Guide

The Emotional Intelligence (EQ, 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
Betty Penske bettypenske@yourcompany.org Emotional Intelligence (EQ, Portuguese) August 3, 2024 As pontuações do candidato indicam um potencial de desempenho moderado a alto na maioria dos cargos. Recomendamos que essa pontuação seja utilizada com um processo abrangente para avaliar o potencial de desempenho, incluindo os conhecimentos, habilidades e capacidades específicos necessários para um determinado cargo.	76	 <div style="border: 1px solid #ccc; padding: 5px; width: fit-content;"> Key ▼ Candidate Score ■ Higher Risk ■ Lower Risk ■ Custom Baseline (Optional) </div>

Competency Summary

Competency	Score	Interpretation
Emotional Intelligence (relates to situational judgment, performance and teamwork)		
Emotional Self-Awareness	68	
Emotional Self-Control	81	
Empathy	80	

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	76th												
United States	63rd												
HR Avatar Data	70th												













Detail

Candidate: **Betty Penske**, bettypenske@yourcompany.org
 Assessment: Emotional Intelligence (EQ, Portuguese)
 Authorized: August 3, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
 Started: August 3, 2024, 3:29:31PM EST
 Completed: August 3, 2024, 3:29:31PM EST
 Overall Score: 76

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>Emotional Self-Awareness Score: 68</p> <p><i>Description:</i> A capacidade de prestar atenção, monitorar e entender como e por que se reage de determinada maneira em diferentes situações, e saber como se comportar de maneira adequada e eficaz em situações sociais.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Demonstra habilidades na ciência de suas reações emocionais e comportamentos, e o impacto potencial desses comportamentos nos outros, além de um conhecimento avançado sobre quais comportamentos são adequados para diferentes situações. Provavelmente será eficaz em identificar como seus sentimentos podem afetar seus comportamentos e garantir que esses comportamentos permaneçam focados e estejam de acordo com as normas sociais, possibilitando interações adequadas e equilibradas com clientes e colegas de trabalho.</p>	<p>Descreva uma situação em que você se sentiu frustrado no trabalho e teve que prestar atenção em sua reação para garantir que se comportasse de maneira socialmente adequada.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> 1 Não reflete sobre si mesmo, tem pouco ou nenhum entendimento de seus sentimentos e não sabe a maneira adequada de se comportar. </div> <div style="text-align: center;"> 2 Utiliza alguma autorreflexão, tem entendimento de seus sentimentos e sabe a maneira adequada de se comportar. </div> <div style="text-align: center;"> 3 Utiliza autorreflexão perspicaz, tem um forte entendimento de seus sentimentos e sabe claramente a maneira adequada de se comportar. </div> <div style="text-align: center;"> 4 </div> <div style="text-align: center;"> 5 </div> </div>

Detail	Interview Guide
<p>Emotional Self-Control Score: 81</p>  <p><i>Description:</i> A capacidade de controlar o desejo de satisfazer impulsos, demonstrando restrição e gerenciando comportamentos para garantir interações apropriadas e eficazes com os outros.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Demonstra habilidade excepcional no autocontrole e no controle de impulsos, possibilitando uma grande capacidade de empregar uma abordagem equilibrada para gerenciar riscos, manter a compostura durante momentos estressantes e se relacionar calmamente com os outros no trabalho. Provavelmente é muito eficaz em priorizar e manter o foco em objetivos de longo prazo, e interage com os outros de forma a construir relacionamentos duradouros.</p>	<p>Fale de um momento em que sofreu muita pressão no trabalho e um colega de quem você dependia repetidamente não forneceu algo que você precisava para concluir seu trabalho.</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  1 Perde o autocontrole, foca na frustração e não no problema e interage com os outros emocionalmente. </div> <div style="text-align: center;">  2 Geralmente mantém o autocontrole, foca principalmente no problema e interage com os outros calmamente. </div> <div style="text-align: center;">  3 Mantém o autocontrole total, foca no problema e interage com os outros calmamente. </div> <div style="text-align: center;">  4 </div> <div style="text-align: center;">  5 </div> </div>
<p>Empathy Score: 80</p>  <p><i>Description:</i> A capacidade de perceber e entender os sentimentos de outras pessoas, sentir simpatia pelos outros e ver as coisas do ponto de vista de outras pessoas.</p> <p><i>Interpretation:</i> The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Demonstra habilidades excepcionais na percepção das necessidades emocionais dos outros, tendo empatia com os problemas das outras pessoas e enxergando as coisas do ponto de vista delas. Provavelmente é muito eficaz em demonstrar aos clientes ou colegas de trabalho que os compreende e se importa com eles, resultando em uma fidelidade consideravelmente maior dos clientes, relacionamentos de trabalho muito mais fortes e níveis de conflito notavelmente reduzidos no ambiente de trabalho.</p>	<p>Fale de um momento em que teve que lidar com alguém difícil no trabalho, mas você passou a ver as coisas do ponto de vista a pessoa.</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  1 Ineficaz em perceber e entender as necessidades da outra pessoa e tem dificuldade de ver a questão do ponto de vista da outra pessoa. </div> <div style="text-align: center;">  2 Sente e entende efetivamente as necessidades da outra pessoa e é capaz de ver o problema do ponto de vista da outra pessoa. </div> <div style="text-align: center;">  3 Sente e entende muito efetivamente as necessidades da outra pessoa e rapidamente vê a questão do ponto de vista da outra pessoa. </div> <div style="text-align: center;">  4 </div> <div style="text-align: center;">  5 </div> </div>

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.
- Sim ID: 16013-1, Key: 0-0, Rpt: 68, Prd: 6939, Created: 2024-08-03 20:29 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 (%)
Emotional Self-Awareness	68.7126	Z-Statistic	0.2475	33.3333
Emotional Self-Control	81.1776	Z-Statistic	1.0785	33.3333
Empathy	80.8133	Z-Statistic	1.0542	33.3333
Weighted Average of Competency Z-Scores:				0.7934
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.7934
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				76.9012

Notes

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