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Illuminating Talent

Test Results and Interview Guide

Candidate: **Richard Wantsajob**
Assessment: Teacher - Elementary School (Spanish)
Completed: May 9, 2025
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 Teacher - Elementary School (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.

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Overall

Candidate	Score	Interpretation
Richard Wantsajob rich.wantsajob@gmail.com Teacher - Elementary School (Spanish) May 9, 2025	**74**	(see chart)

Summary: Moderate to High Performance Potential

Potential Risk Areas
• Low Integrity score could indicate potential issues with reliability.

Key
↓ Candidate Score
━ Higher Risk
━ Lower Risk

Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Analytical Thinking and Attention to Detail	84	
Skills/Knowledge (relates to immediate readiness)		
Education Delivery Fundamentals	77	
Writing	82	
Personality Characteristics (relates to fit with the job/team environment)		
Adaptability	73	
Integrity	10	
Drive	73	
Resilience	82	
Teamwork	81	
Emotional Intelligence (relates to situational judgment, performance and teamwork)		
Empathy and Emotional Self-Control	64	
Behavioral History (relates to performance and turnover)		
History Survey - Performance	69	
History Survey - Tenure	76	

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: Teacher - Elementary School (Spanish)
Authorized: May 9, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started: May 9, 2025, 3:40:11 AM EDT
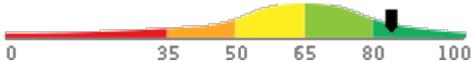Completed: May 9, 2025, 3:40:11 AM EDT
Overall Score: 74

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

Analytical Thinking and Attention to Detail
Score: 84

Description:
This scale indicates both the capacity to think in a thoughtful, discerning way, to solve problems, utilize resources, analyze data, and apply attention to detail. Individuals who demonstrate high amounts of analytical thinking are able to recognize patterns rapidly, navigate through problems, and resolve difficult problems systematically. 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 think in a thoughtful, discerning way. Can often solve difficult problems, plan many-featured tasks and projects, organize multiple resources, and analyze complex data. Able to quickly recall and use information when needed or appropriate. Additionally, 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.

Describe a time when you were given a problem without a lot of guidance or information. How did you handle that situation?

☆ 1 — Unable to problem solve with ease, use a systematic approach, or utilize resources. Was not thoughtful.

☆ 2

☆ 3 — Demonstrates the ability to (1) problem solve with ease and (2) utilize resources. Doesn't do so systematically. Was thoughtful.

☆ 4

☆ 5 — Demonstrates the ability to (1) problem solve with ease, (2) use a systematic approach, and (3) utilize resources. Was thoughtful.

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

☆ 3 — Moderately relevant or impactful example.
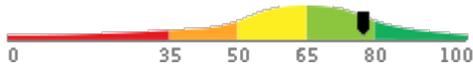
☆ 4

☆ 5 — Strongly relevant and clear example.

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

Education Delivery Fundamentals
Score: 77

Description:
Evaluates the candidate's knowledge of the Education Delivery 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 Education Delivery principles and practices. Candidate is likely ready to be productive with very little basic training or with immediate entry into advanced training.

how do you keep yourself up-to-date on changes in technologies and techniques in education?

1	2	3	4	5
Does not make an active effort to stay up-to-date		Makes adequate use of one or more resources		Makes effective use of multiple resources

Tell me about a project or task where your knowledge of Education Delivery was required for success. How did it go?
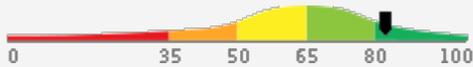
1	2	3	4	5
Example didn't require or demonstrate knowledge.		Knowledge was only moderately important or moderately demonstrated in example.		Clearly relevant application and demonstration of knowledge.

Writing
Score: 82

Description:
The ability to be concise, friendly, and accurate when drafting written communications.

Interpretation:
Superior writing skills can positively impact performance in many jobs.

Significantly above average. Conveys ideas accurately in a clear, concise and succinct format. 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?

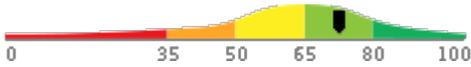| 1	2	3	4	5
Not confident in own writing ability. Prefers speaking.		Somewhat confident in own writing ability. Writes frequently.		Very confident in ability to write. Has received compliments on clarity of written correspondences.

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: 73

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.

Even in a fast-changing environment there can be periods of relative calm and stability. How do you keep from getting bored during these slower times?

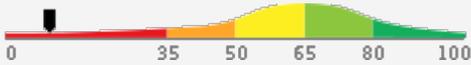| ☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Candidate has no effective technique to keep them from getting bored.		Candidate can explain one effective technique to keep them from getting bored.		Candidate explains multiple effective techniques to keep them from getting bored. Shows they enjoy stability too.

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	☆ 2	☆ 3	☆ 4	☆ 5
Feelings: Strong Dislike or Very Resistant. Weren't able to handle the change or needed significant help.		Feelings: Unfazed or Slightly Resistant. Handled the situation & change only impacted their work in a minor way.		Feelings: Excited or Comfortable. Handled the situation well and in a way that didn't interfere with their work.

Detail

Integrity
Score: 10

| 0 | 35 | 50 | 65 | 80 | 100 |

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.

Interview Guide

What circumstance(s) might cause you to withhold information from your supervisor? How would you judge whether doing so would be justified?

☆ 1 — Shows that they are not concerned about ethics or organizational values/rules.

☆ 2

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

☆ 4

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

Describe an ideal person who has high integrity. What traits does that person have that set them apart?

☆ 1 — The person: (1) does the right thing even under challenging circumstances

☆ 2

☆ 3 — The person: (1) does the right thing even under challenging circumstances, (2) is honest OR has strong principles
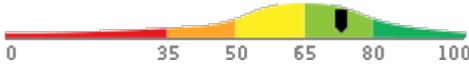
☆ 4

☆ 5 — The person:(1) does the right thing even under challenging circumstances, is (2) honest, and (3) has strong principles

Detail

Drive
Score: 73

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 should contribute to enhanced overall job performance.

Motivated by challenging goals and tasks, financial reward, and/or recognition, and willing to work hard to succeed. Focused on understanding and following guidelines, personal achievement, and meeting or exceeding quality and production standards.

Interview Guide

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

☆	☆	☆	☆	☆
1	2	3	4	5
Reaction: Overwhelmed. Struggles to come up with a clear way to overcome the obstacle and doesn't demonstrate hard work.		Reaction: Ready but not excited. Candidate shows they are able to overcome the obstacle but only by doing the bare minimum.		Reaction: Excited and ready. Candidate shows they are able to overcome the obstacle by putting in extra effort and being diligent.

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

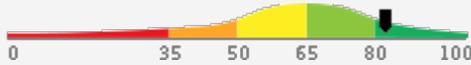| ☆	☆	☆	☆	☆
1	2	3	4	5
Did not use their time in a beneficial way, or in a way that added value to the organization.		Used their time in a work related way, but those efforts didn't demonstrate hard work or added value (easy).		Used time in a beneficial way and added value to the organization. Showed ability to work hard and willingness to put in extra effort.

Detail

Interview Guide

Resilience
Score: 82

Description:

This scale reflects the degree to which an individual can withstand adversity, bounce back from difficult events, and be persistent in doing work tasks despite difficulties that come their way. High scores on this scale indicate a person will likely be able to deal with difficult situations with ease, perceive they have control over events in their life, and continue to push forward to achieve goals. Low scores on this scale indicate a person may claim that mistakes/failures were out of their control. Low scorers tend to not cope well with on-the-job stress and don't put in the extra effort to achieve success when obstacles come their way.

Please note that resilience is not a fixed trait. Unlike many other personality characteristics, resilience can be developed over time. Additionally, multiple factors can influence how resilient a person is within a specific situation. In recognition of these features, additional probing using suggested interview questions is strongly recommended.

Interpretation:

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

Responses indicate that the candidate can effectively work through difficulties at work by exhibiting positive emotions, having control over the events, being proactive, remaining hopeful, and learning from the experience. Candidate can always be expected to push forward to achieve their goals, even when obstacles come their way.

Tell me about a time you tried to reach an aggressive goal that you failed to achieve. What was the reason you missed the goal?

☆	☆	☆	☆	☆
1	2	3	4	5
Their answer revolves around outside forces (boss, economy, coworkers, etc.) They do not take responsibility.		Their answer is a mix of what they could have done better and how others could have helped impact their goal.		Their answer revolves around them and what they could have done better to set themselves up and achieve the goal.

_____

How do you normally react to bad news?

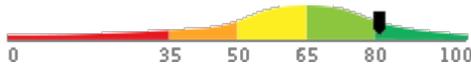| ☆	☆	☆	☆	☆
1	2	3	4	5
They get upset and don't know how to work through the challenges.		They get upset, however they see the positive outlook and have a plan to fix the challenges.		They are able to see the positive outlook in the long run and it doesn't impact their work.

Detail

Teamwork
Score: 81

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.

Interview Guide

Describe a time when you were faced with a conflict while working on a team. How did you handle it?

1	2	3	4	5
☆	☆	☆	☆	☆
They are unable to appropriately handle conflicting circumstances while working on a team.		They are able to handle conflicting circumstances by being a team player, showing empathy, OR problem solving as a group.		They are able to handle conflicting circumstances by being a team player, showing empathy, AND problem solving as a group.

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

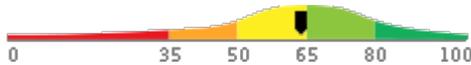| 1	2	3	4	5
☆	☆	☆	☆	☆
They choose teams or individual and feel they would be incapable of working in the opposite environment.		They feel they would work well in either environment but are unable to back that up with rational reasons.		Response reflects rational reasons for why they prefer teams, individual, or both. They feel they would work well in either environment.

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 important is it to sense what others you are working with are feeling? How do you adapt when you can tell a coworker is upset or excited?

1	2	3	4	5
Not important to them. Unable to adapt.		Important to them. Adapt by regulating their emotions to be either professional, caring, OR understanding.		Very important to them. Adapt by regulating their emotions to be professional, caring, AND understanding.

What do you typically do when you are working closely with someone who is very upset?

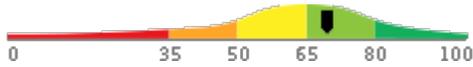| 1	2	3	4	5
They have an inappropriate response and don't demonstrate understanding or care.		They (1) have an appropriate response and (2) demonstrate understanding but unable to show the customer that they care.		They (1) have an appropriate response (2) demonstrate understanding and (3) show the customer that they care.

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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: 69

0   35   50   65   80   100

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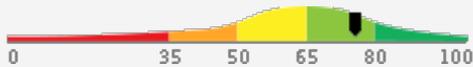
Exhibits past behaviors and achievements that are likely to result in above average job performance.

Exhibits past behaviors and achievements that are likely to result in significantly below average job performance. Additional probing in this area is highly recommended.

☆ 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: 76

0   35   50   65   80   100

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 above average job performance.

Exhibits behaviors likely to result in slightly 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.

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.	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. 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.

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.
- This assessment makes use of data from the Occupational Information Network (O*NET), which is funded by the U.S. Federal Government - U.S. Department of Labor/Employment and Training Administration (USDOL/ETA) - as a primary source of occupational information. The O*NET database contains information on hundreds of standardized and occupation-specific descriptors that are continually updated by ongoing research. These data are used in preparing descriptive information as well as setting relative weights between competencies used in calculating the overall score. For additional information about O*NET, visit http://www.onetcenter.org.
- O*Net Standard Occupational Code (SOC) Used: 25-2021.00
- O*Net Version: 29.2
- Sim ID: 16210-1, Key: 0-0, Rpt: 13, Prd: 7211, Created: 2025-05-09 07:40 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	73.2408	Z-Statistic	0.5494	5.4567
Empathy and Emotional Self-Control	64.1135	Z-Statistic	-0.0591	6.6167
History Survey - Performance	69.7705	Z-Statistic	0.3180	6.6167
History Survey - Tenure	76.2614	Z-Statistic	0.7508	6.6167
Education Delivery Fundamentals	77.6507	Z-Statistic	0.8434	13.2334
Integrity	10.0000	Z-Statistic	-3.6667	5.6159
Drive	73.4353	Z-Statistic	0.5624	5.6159
Analytical Thinking and Attention to Detail	84.6295	Z-Statistic	1.3086	27.2595
Writing	82.7191	Z-Statistic	1.1813	11.9101
Resilience	82.5173	Z-Statistic	1.1678	5.6159
Teamwork	81.4458	Z-Statistic	1.0964	5.4423
Weighted Average of Competency Z-Scores:				0.6567
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.6567
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				74.8509

Notes

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