

Test Results and Interview Guide

Candidate: **Elizabeth Wantsajob**
Assessment: Hospitality Industry Customer Service Worker (Spanish)
Completed: December 13, 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 Hospitality Industry Customer Service Worker (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.

Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Hospitality Industry Customer Service Worker (Spanish) December 13, 2025 Summary: Moderate to High Performance Potential Potential Risk Areas <ul style="list-style-type: none"> Low Integrity score could indicate potential issues with reliability. 	79	

Key

- █ Candidate Score
- Higher Risk (Red)
- Lower Risk (Green)

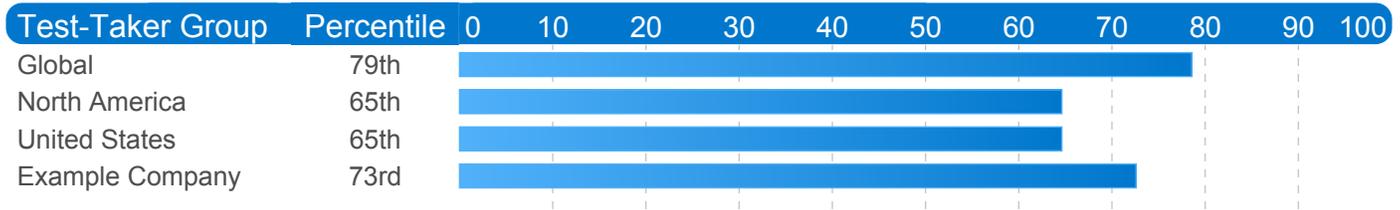
Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Multitasking	70	
Analytical Thinking and Attention to Detail	96	
Skills/Knowledge (relates to immediate readiness)		
Hospitality Concepts	83	
Personality Characteristics (relates to fit with the job/team environment)		
Customer Service Mindset	84	
Adaptability	80	
Integrity	10	
Drive	80	
Resilience	66	
Teamwork	95	
Emotional Intelligence (relates to situational judgment, performance and teamwork)		
Empathy and Emotional Self-Control	78	
Behavioral History (relates to performance and turnover)		
History Survey - Performance	76	
History Survey - Tenure	92	

↑ 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.



Artificial Intelligence (AI) Generated Scores

This table includes one or more scores derived from a large language model AI query. AI-derived scores are non-deterministic. That is, they are not precisely repeatable. Therefore, these scores should always be treated as supplementary information and should never be used exclusively or compared to hard cutoff values.

Estimated Value	Score	Confidence	Interpretation
Job Match: Trabajador de atención al cliente en la industria hotelera	68	0.9	<p>(Generic Text for Sample Report) Elizabeth Wantsajob shows strong technical skills directly relevant to the bookkeeping position, with high scores in MS Excel (82.1%), Bookkeeping Fundamentals (65.6%), and Data Entry (67.2%) - all critical for the primary job duties involving accounting software, data entry, and financial record-keeping. Her Attention to Detail score (72.6%) is also favorable for tasks requiring accuracy in figures and document verification. However, she demonstrates significant weaknesses in Adaptability (18.8%) and Resilience (30.2%), which could impact her ability to handle changing priorities and workplace stress. Her moderate scores in Teamwork (42.1%) and Integrity (50.9%) are concerning for a position requiring cooperative working relationships and handling sensitive financial information. Her History Survey scores for Performance (55.9%) and Tenure (40.8%) suggest average past job performance and potential retention concerns. While she has the technical capabilities to perform core bookkeeping functions, her interpersonal and adaptability limitations could affect overall job success, particularly in areas requiring collaboration and handling workplace changes.</p> <p>Computed on: September 28, 2025, 1:37:12 PM EDT</p>

Detail

Candidate: Elizabeth Wantsajob, beth.wantsajob@gmail.com
 Assessment: Hospitality Industry Customer Service Worker (Spanish)
 Authorized: December 13, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
 Started: December 13, 2025, 5:09:17 PM EST
 Completed: December 13, 2025, 5:09:17 PM EST
 Overall Score: 79

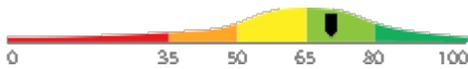
Cognitive Abilities Detail

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

Multitasking

Score: 70



Description:

This assessment evaluates an individual's ability to multitask while performing simple tasks and simultaneously listening to stories, with an emphasis on maintaining attention and processing information effectively.

Interpretation:

Strong scores in this area correlate with above average performance for many jobs.

Scores indicate a strong ability to listen and comprehend a story while completing tasks simultaneously. The candidate is likely to perform well in roles that require multitasking.

Can you tell me about any experience or education you may have that helped you develop your Multitasking ability?



1

No relevant experience or education



2

Some relevance



3



4

Directly relevant experience or education.



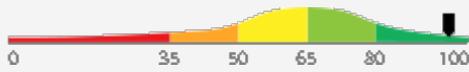
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Detail

Interview Guide

Analytical Thinking and Attention to Detail

Score: 96



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.

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 and quickly fix the error, but didn't put preventative systems in place.



5

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

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



3



4

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



5

Knowledge and Skills Detail

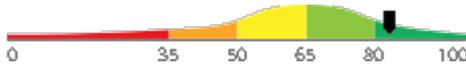
This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail

Interview Guide

Hospitality Concepts

Score: 83



Description:

Esta prueba evalúa el conocimiento que tiene el candidato de los principios y prácticas de la industria hotelera, con objeto de determinar el nivel de capacitación que requerirá para que pueda ser productivo.

Interpretation:

Candidate should achieve superior job performance in this area with little or no training.

Las puntuaciones indican que el candidato cuenta con un sólido conocimiento de los principios y prácticas de la industria hotelera. Es posible que esté listo para ser productivo sin necesidad de capacitación básica o pasando de inmediato a una etapa de capacitación avanzada. Probablemente será capaz de orientar a otras personas

Hábleme sobre algún proyecto o tarea en que haya requerido de sus conocimientos sobre los principios y prácticas de la industria hotelera para lograr el éxito. ¿Cómo le fue?



1

En el ejemplo no se demostró que tuviera conocimientos o que éstos fuesen necesarios.



2

En el ejemplo los conocimientos fueron sólo moderadamente importantes o se demostró tenerlos de manera moderada.



3



4

Aplicación y demostración de conocimientos claramente relevantes.



5

Personality Characteristics Detail

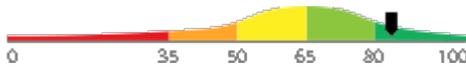
This section contains a list of personality characteristics that are frequently associated with job performance. Remember, these are not skills and do not indicate the ability to do a job. Rather, they can be used to evaluate the candidate's fit with the general needs of the job and the organizational culture. Sample interview questions are provided to gather more information.

Detail

Interview Guide

Customer Service Mindset

Score: 84



Description:

Las personas que registran altas puntuaciones en esta escala están conscientes de que su trabajo no sólo consiste en resolver los problemas de los clientes, sino en generar una experiencia placentera que fomente su lealtad y las buenas relaciones a largo plazo, por lo que consideran cada llamada que reciben como una oportunidad para crear una experiencia positiva y ganarse la lealtad de cada cliente.

Interpretation:

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

Mantiene un fuerte deseo de comprender las necesidades del cliente y hacer lo que sea necesario para resolver sus problemas. Es posible que brinde un servicio excepcional que haga feliz a los clientes y mejore su nivel de satisfacción, además de desarrollar relaciones con ellos y fortalecer la reputación de la organización.

¿Qué significa para usted el servicio al cliente?



1

Su significado no se relaciona con las funciones del puesto o no muestra que le signifique algo.



2

Su significado se relaciona un tanto con las funciones del puesto aunque no de manera importante, sino que su respuesta es más bien común y corriente.



3



4

Su significado se relaciona con las funciones del puesto de manera importante.



5

¿Qué le llama la atención de desempeñar una función de servicio al cliente?



1

No le llama la atención esa función.



2

Presenta un razonamiento de calidad para postularse a un puesto de servicio al cliente, pero en realidad no le satisfacen sus funciones.



3



4

Relaciona sus pasiones y habilidades con los motivos por los cuales aplicó para un puesto de servicio al cliente.

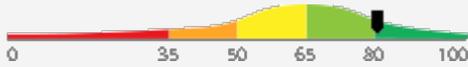


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Detail

Adaptability

Score: 80



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.

Thrives on change. Sees self as very flexible and easy-going. However, he or she may often be perceived as disinterested, unmotivated, or too easy-going in times of upheaval.

Interview Guide

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.



5

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

Candidate has no effective technique to keep them from getting bored.



2

Candidate can explain one effective technique to keep them from getting bored.



3



4

Candidate explains multiple effective techniques to keep them from getting bored. Shows they enjoy stability too.



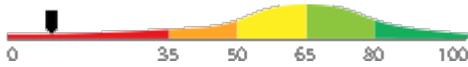
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Detail

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.

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

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



2

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



3



4

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



5

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

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



3



4

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

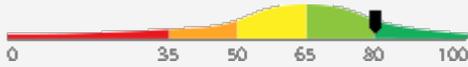


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Detail Interview Guide

Drive

Score: 80



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.

Highly motivated by challenging goals and tasks, financial rewards, and/or recognition, and willing to work very hard to succeed. Very focused on understanding guidelines, following the rules and personal achievement.

Interview Guide

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 respond when the going gets tough and it seems like you and your team are facing a nearly impossible task?



1

They are unenthusiastic. They respond by working to their expectations or less due to being overwhelmed.



2

Their feelings are neutral. They respond by working hard to achieve the goal.



3



4

They are enthusiastic. They respond by working hard to achieve the goal and by using all necessary sources.



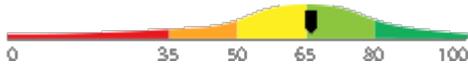
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Detail

Interview Guide

Resilience

Score: 66



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 and the ability to take control of events. Candidate can likely 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

Their answer revolves around outside forces (boss, economy, coworkers, etc.) They do not take responsibility.



2

Their answer is a mix of what they could have done better and how others could have helped impact their goal.



3



4



5

Their answer revolves around them and what they could have done better to set themselves up and achieve the goal.

Describe a time when something at work/school didn't go as planned. How did you feel? How did it impact your work moving forward?



1

Feelings had a negative outlook. Event impacted their work in a negative way, they weren't able to learn from it or persevere.



2

Feelings are true to the situation. Event impacted their work in a negative way but were able to learn from it and persevere.



3



4



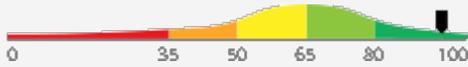
5

Feelings are true to the situation but with a positive outlook. The event impacted their work in a positive way or didn't impact their work at all.

Detail Interview Guide

Teamwork

Score: 95



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



1

They are unable to appropriately handle conflicting circumstances while working on a team.



2

They are able to handle conflicting circumstances by being a team player, showing empathy, OR problem solving as a group.



3



4

They are able to handle conflicting circumstances by being a team player, showing empathy, AND problem solving as a group.



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

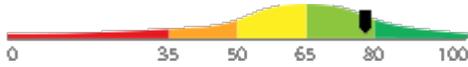
Emotional Intelligence Detail

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: 78



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 should contribute to enhanced overall job performance.

Demonstrates strengths 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 be effective at demonstrating to customers or coworkers that they understand and care about them, resulting in improved customer loyalty, stronger work relationships, and reduced levels of 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.

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
Not important to them. Unable to adapt.

2
Important to them. Adapt by regulating their emotions to be either professional, caring, OR understanding.

3
Very important to them. Adapt by regulating their emotions to be professional, caring, AND understanding.

Behavioral History Detail

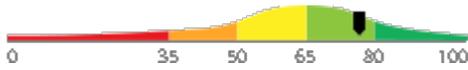
This section evaluates answers the candidate gave concerning his or her work-related history. Studies often show that a candidate's past behavior often indicates his or her future behavior. Potential caution areas (if any) are specified in each detail section.

Detail

Interview Guide

History Survey - Performance

Score: 76



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.

The following potential performance risk areas were identified:

Further probing is recommended for each of these items.

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

No examples or rationale given.



2

Weak connection between past and future.



3



4

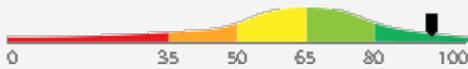


5

Clear connection between past and future.

History Survey - Tenure

Score: 92



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.

The following potential performance risk areas were identified:

Further probing is recommended for each of these items.

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



1

Many different reasons. Blames employer.



2

Circumstances for leaving generally credible or somewhat outside control.



3



4



5

Reasonable rationale or circumstances clearly outside control.

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)



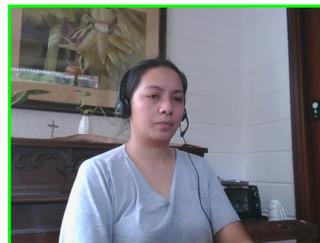
In-Test Error Detected (No Face Detected)



In-Test Error Detected (No Face Detected)



In-Test Photo



In-Test Photo



In-Test Photo



In-Test Photo



Pre/Post-Test Photo

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

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: 25-2031.00
- O*Net Version: 29.2
- Sim ID: 16213-1, Key: 0-0, Rpt: 13, Prd: 7214, Created: 2025-12-13 17:09 EST
- 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 (%)
Customer Service Mindset	84.1164	Z-Statistic	1.2744	5.4735
Adaptability	80.9547	Z-Statistic	1.0636	5.5345
Hospitality Concepts	83.4028	Z-Statistic	1.2269	33.4553
Empathy and Emotional Self-Control	78.0971	Z-Statistic	0.8731	8.3638
History Survey - Performance	76.9997	Z-Statistic	0.8000	8.3638
History Survey - Tenure	92.6487	Z-Statistic	1.8432	8.3638
Integrity	10.0000	Z-Statistic	-3.6667	5.6260
Drive	80.3396	Z-Statistic	1.0226	5.4583
Multitasking	70.9741	Not used in Overall	0.0000	0.0000
Analytical Thinking and Attention to Detail	96.1478	Z-Statistic	2.0765	8.4292
Resilience	66.4064	Z-Statistic	0.0938	5.4583
Teamwork	95.1607	Z-Statistic	2.0107	5.4735
Weighted Average of Competency Z-Scores:				0.9729
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.9729
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				79.5937

Notes

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