Test Results and Interview Guide
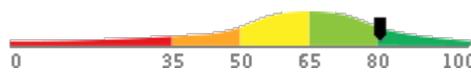
Candidate: **Richard Wantsajob**
Assessment: Clerk - Stockroom (Spanish)
Completed: May 2, 2025
Prepared for: Sara Maple
Example Company

What's Included

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

Important Note: The Clerk - Stockroom (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.
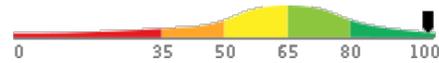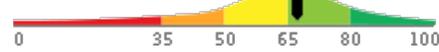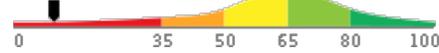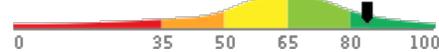
Overall

Candidate	Score	Interpretation
Richard Wantsajob	80	

rich.wantsajob@gmail.com
Clerk - Stockroom (Spanish)
May 2, 2025

Summary: 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	98	
Personality Characteristics (relates to fit with the job/team environment)		
Adaptability	67	
Integrity	10	
Drive	70	
Resilience	67	
Teamwork	84	
Behavioral History (relates to performance and turnover)		
History Survey - Performance	71	
History Survey - Tenure	72	

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	
United States	67th	
Example Company	74th	

Detail

Candidate: **Richard Wantsajob,** rich.wantsajob@gmail.com
Assessment: Clerk - Stockroom (Spanish)
Authorized: May 2, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started: May 2, 2025, 2:26:33 AM EDT
Completed: May 2, 2025, 2:26:33 AM EDT
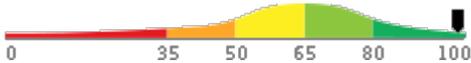Overall Score: 80

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

Analytical Thinking and Attention to Detail
Score: 98

Description:

Esta escala indica la capacidad de pensar de manera razonada y perceptiva, así como de resolver problemas, utilizar recursos, analizar datos y poner atención en los detalles. Las personas que demuestran poseer un alto nivel de pensamiento analítico son capaces de reconocer patrones rápidamente, hacer frente a situaciones problemáticas y resolver problemas difíciles de manera sistemática. Las personas que ponen mucha atención al detalle generan consistentemente resultados precisos en su trabajo, los cuales requieren de muy poca revisión. Rara vez se olvidan de programar sus compromisos o de pasar por alto incluso los detalles más insignificantes.

Interpretation:

High scores in this area correlate with superior performance for many jobs.

Es capaz de pensar de manera razonada y perceptiva. A menudo puede resolver problemas difíciles, planear tareas y proyectos que contengan diversas características, organizar múltiples recursos y analizar datos complejos. Puede recordar y utilizar rápidamente información cuando es necesario o apropiado hacerlo. Asimismo, es capaz de alcanzar un alto grado de esmero y precisión en las tareas propias del trabajo. Se interesa por todas las áreas involucradas. Los resultados de su trabajo requieren de muy poca o nula revisión para mantener su consistencia.

¿Puede darme algún ejemplo en el que su atención al detalle o su análisis profundo de una situación haya contribuido al éxito de algún proyecto?

☆ 1 — ☆ 2 — ☆ 3 — ☆ 4 — ☆ 5

1 Ejemplo deficiente. No muestra tener atención al detalle, ni aptitudes analíticas.

3 Ejemplo moderadamente relevante o impactante.

5 Ejemplo fuertemente relevante y claro.

¿Cómo manejaría usted una situación en la que haya arruinado algo por haber pasado por alto algún detalle importante?

☆ 1 — ☆ 2 — ☆ 3 — ☆ 4 — ☆ 5

1 Incapaz de manejar la situación.

3 Demuestra capacidad de admitir su error y repararlo rápidamente, pero sin implementar sistemas preventivos.

5 Demuestra capacidad de admitir su error y repararlo rápidamente e implementar sistemas preventivos.
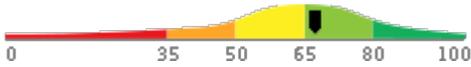
Personality Characteristics Detail

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: 67

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	2	3	4	5
Shows that they are not concerned about ethics or organizational values/rules.		Explains only situational circumstances. Judgement does not stem from an ethical standpoint.		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?

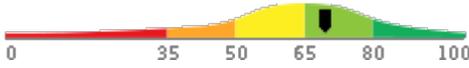| ☆	☆	☆	☆	☆
1	2	3	4	5
The person: (1) does the right thing even under challenging circumstances		The person: (1) does the right thing even under challenging circumstances, (2) is honest OR has strong principles		The person:(1) does the right thing even under challenging circumstances, is (2) honest, and (3) has strong principles

Detail

Drive
Score: 70

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

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?

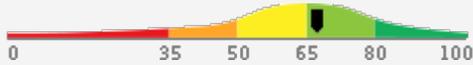| ☆	☆	☆	☆	☆
1	2	3	4	5
Did not use their time in a beneficial way, or in a way that added value to the organization.		Used their time in a work related way, but those efforts didn't demonstrate hard work or added value (easy).		Used time in a beneficial way and added value to the organization. Showed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

Detail

Resilience
Score: 67

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.

Interview Guide

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.

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?

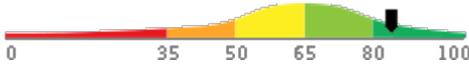| ☆	☆	☆	☆	☆
1	2	3	4	5
Their answer revolves around outside forces (boss, economy, coworkers, etc.) They do not take responsibility.		Their answer is a mix of what they could have done better and how others could have helped impact their goal.		Their answer revolves around them and what they could have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

Detail

Teamwork
Score: 84

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?

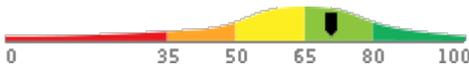| 1	2	3	4	5
They choose teams or individual and feel they would be incapable of working in the opposite environment.		They feel they would work well in either environment but are unable to back that up with rational reasons.		Response reflects rational reasons for why they prefer teams, individual, or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

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

History Survey - Performance
Score: 71

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.

Interview Guide

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

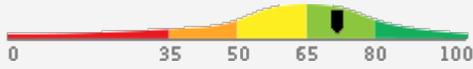| 1	2	3	4	5
No examples or rationale given.		Weak connection between past and future.		Clear connection between past and future.

hr avatar
Illuminating Talent

Detail

History Survey - Tenure
Score: 72

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.

Interview Guide

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

☆ 1
Many different reasons. Blames employer.

☆ 2

☆ 3
Circumstances for leaving generally credible or somewhat outside control.

☆ 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

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: 53-7065.00
- O*Net Version: 26.3
- Sim ID: 16250-1, Key: 0-0, Rpt: 13, Prd: 7251, Created: 2025-05-02 06:26 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	67.7051	Z-Statistic	0.1803	5.3956
History Survey - Performance	71.4716	Z-Statistic	0.4314	9.6351
History Survey - Tenure	72.1804	Z-Statistic	0.4787	9.6351
Integrity	10.0000	Z-Statistic	-3.6667	6.8289
Drive	70.0968	Z-Statistic	0.3398	6.7235
Analytical Thinking and Attention to Detail	98.8756	Z-Statistic	2.2584	48.7776
Resilience	67.8950	Z-Statistic	0.1930	6.7235
Teamwork	84.2702	Z-Statistic	1.2847	6.2809
Weighted Average of Competency Z-Scores:				1.0651
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				1.0651
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				80.9768

Notes

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