

# Test Results and Interview Guide

Candidate: **Elizabeth Wantsajob**  
Assessment: First-Line Supervisor - Mechanics, Installers, Repairers (Spanish)  
Completed: March 11, 2026  
Prepared for: Sara Maple  
Example Company

## What's Included

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

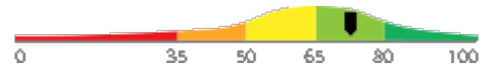
**Important Note:** The First-Line Supervisor - Mechanics, Installers, Repairers (Spanish) assessment measures key factors related to high performance and tenure in this job. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional 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
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Elizabeth Wantsajob

73



beth.wantsajob@gmail.com

First-Line Supervisor - Mechanics, Installers, Repairers (Spanish)

March 11, 2026

Summary: Moderate to High Performance Potential

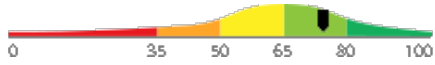
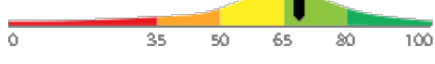

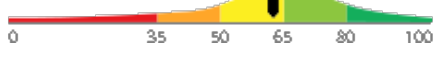

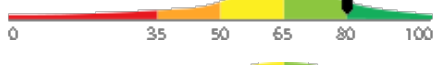


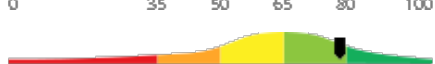
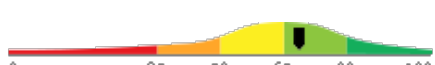
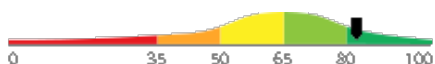


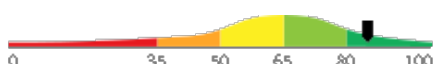

### Potential Risk Areas

- Low Integrity score could indicate potential issues with reliability.

### Key

- █ Candidate Score
- █ Higher Risk
- █ Lower Risk





## Competency Summary

Competency	Score	Interpretation
<b>Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)</b>		
Mechanical Aptitude	74	
Multitasking	69	
Analytical Thinking and Attention to Detail	96	
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Writing	62	
First-Line Supervisory Fundamentals	84	
<b>Personality Characteristics (relates to fit with the job/team environment)</b>		
Adaptability	80	
Integrity	10	
Managing Resources & Balancing Priorities	70	
Maintaining Awareness of Team Member Needs	68	
Drive	78	
Resilience	68	
Teamwork	82	
<b>Emotional Intelligence (relates to situational judgment, performance and teamwork)</b>		
Empathy and Emotional Self-Control	64	
<b>Behavioral History (relates to performance and turnover)</b>		
History Survey - Performance	69	
History Survey - Tenure	85	

↑ 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	73rd												
North America	60th												
United States	60th												
Example Company	67th												

## 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: Supervisor de primera línea: mecánicos, instaladores y reparadores	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: First-Line Supervisor - Mechanics, Installers, Repairers (Spanish)  
 Authorized: March 11, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com  
 Started: March 11, 2026, 2:50:11 PM EDT  
 Completed: March 11, 2026, 2:50:11 PM EDT  
 Overall Score: 73

## Cognitive Abilities Detail

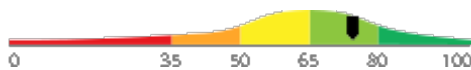
This section contains a list of job-related cognitive abilities that have been evaluated in a job-like context using simulation technology. Studies have demonstrated that cognitive abilities are highly correlated with job performance for many jobs. Abilities also correlate with problem-solving and the ability to learn quickly.

### Detail

### Interview Guide

#### Mechanical Aptitude

Score: 74



##### Description:

La prueba de Aptitudes mecánicas es una forma fácil y rápida de confirmar si un candidato comprende los conceptos mecánicos básicos.

##### Interpretation:

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

Las puntuaciones reflejan que el candidato posee un grado de moderado a alto de aptitudes mecánicas. Se recomienda utilizar esta puntuación junto con un amplio proceso de evaluación de su posible desempeño, incluyendo las habilidades, aptitudes y conocimientos específicos que se requieren para un puesto en particular.

Describe un proyecto que realizó en el que su habilidad eléctrica o mecánica fue importante para el éxito.



1

El proyecto demuestra poca o ninguna capacidad mecánica.



2

El proyecto demuestra cierta capacidad mecánica.



3



4

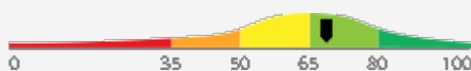
El proyecto demuestra una gran capacidad mecánica



5

#### Multitasking

Score: 69



##### Description:

Esta prueba evalúa la capacidad de una persona para llevar a cabo múltiples actividades mientras realiza tareas simples y escucha historias simultáneamente, haciendo énfasis en mantener la atención y procesar la información de manera efectiva.

##### Interpretation:

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

Las puntuaciones indican que el candidato tiene una capacidad alta de escuchar y comprender una historia mientras completa tareas de manera simultánea, por lo que es probable que sobresalga en puestos que requieran realizar múltiples tareas a la vez.

¿Podría hablarme sobre alguna experiencia o nivel educativo que le haya ayudado a desarrollar sus habilidades de desarrollar múltiples tareas a la vez?



1

Sin experiencia o nivel educativo relevante



2

Cierta relevancia



3



4

Experiencia o nivel educativo directamente relevante



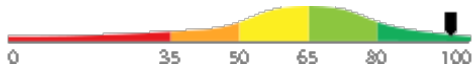
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Detail

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

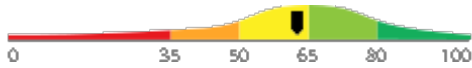
## Knowledge and Skills Detail

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

### Writing

Score: 62



*Description:*

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

*Interpretation:*

The candidate exhibits average writing skills, which can hinder high performance in some jobs.

Average writing style. Usually gets point across but may use extra words or inconsistent sentence structure. See writing sample section of report for raw essay(s) submitted.

- Overall AI Score: 65.0
- Approximate Word Count: 197
- Average words per minute while composing: 21.7
- AI Confidence Level: 80
- Argument Strength (AI): 60.0
- Clarity and Coherence (AI): 70.0
- Grammar and Mechanics (AI): 60.0
- Other Errors per 100 Words: 2.0
- Spelling errors per 100 words: 1.0

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

Not confident in own writing ability. Prefers speaking.



2

Somewhat confident in own writing ability. Writes frequently.



3



4



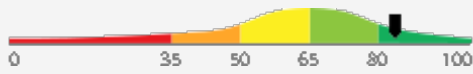
5

Very confident in ability to write. Has received compliments on clarity of written correspondences.

Detail

**First-Line Supervisory Fundamentals**

Score: 84



*Description:*

Esta prueba evalúa el conocimiento que tiene el candidato de los principios y prácticas de la supervisión de primera línea, 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 supervisión de primera línea. 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

Interview Guide

Cuénteme sobre algún proyecto o tarea en que se hayan requerido sus aptitudes para supervisar de manera eficaz y 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

¿Cuáles son algunos de los principales retos que implica ser un supervisor?



1

Poca o nula comprensión de los retos



2

Cierta comprensión de los retos



3



4

Clara comprensión de los retos principales



5

## Personality Characteristics Detail

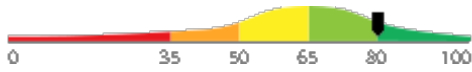
This section contains a list of personality characteristics that are frequently associated with job performance. Remember, these are not skills and do not indicate the ability to do a job. Rather, they can be used to evaluate the candidate's fit with the general needs of the job and the organizational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

### Detail

### Interview Guide

#### 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.

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

Feelings: Strong Dislike or Very Resistant. Weren't able to handle the change or needed significant help.



2

Feelings: Unfazed or Slightly Resistant. Handled the situation & change only impacted their work in a minor way.



3



4

Feelings: Excited or Comfortable. Handled the situation well and in a way that didn't interfere with their work.



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.

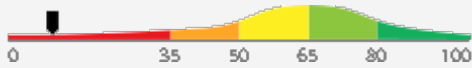


5

Detail

**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.

Interview Guide

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

---

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

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



3



4

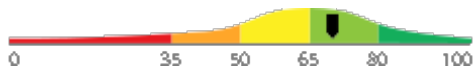
Explains only situational circumstances, or no circumstances. Judgement stems from ethical standards.



5

**Detail**
**Interview Guide**
**Managing Resources & Balancing Priorities**

Score: 70


**Description:**

Esta escala evalúa la capacidad del candidato, no sólo de manejar los recursos que se le proporcionan, sino de equilibrar las prioridades de un equipo de trabajo. Las altas puntuaciones en esta escala indican que es probable que la persona cumpla con las metas de manera puntual y que tenga la capacidad de decir "no" cuando sea necesario, así como de determinar qué requerimientos son más importantes. Las bajas puntuaciones indican que es factible que la persona se sienta abrumada y demasiado comprometida, y que no priorice los requerimientos que necesitan mayor atención.

**Interpretation:**

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

Las puntuaciones por encima del promedio en esta escala indican que el candidato tiene la capacidad de cumplir con las metas de manera puntual, decir "no" cuando sea necesario y determinar qué requerimientos son importantes. Esto por lo regular significa que puede esperarse que el candidato dé prioridad a los requerimientos que necesitan mayor atención y que posiblemente no se sienta abrumado o demasiado comprometido.

Describe una situación en la que haya demostrado con éxito su capacidad de decir "no". ¿Por qué fue importante?



1

No es capaz de describir alguna ocasión en que haya tenido que decir "no", o no ve la importancia de decir que no.



2

Describe claramente una ocasión en que haya tenido que decir "no", pero no le queda claro por qué es importante.



3



4

Describe claramente una ocasión en que haya tenido que decir "no" porque dio prioridad a los requerimientos más importantes.



5

¿Cómo maneja una situación abrumadora en la que usted o su equipo de trabajo se sientan demasiado comprometidos?



1

Explica que no trabaja bien con las personas competitivas, lo que lo desmotiva.



2

Demuestra capacidad de admitir sus errores y de corregirlos con prontitud, pero no implementa sistemas para prevenirlos.



3



4

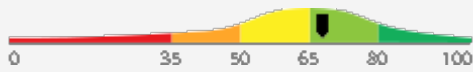
Demuestra capacidad de admitir sus errores, de implementar sistemas para prevenirlos y corregirlos de inmediato.



5

**Detail**
**Interview Guide**
**Maintaining Awareness of Team Member Needs**

Score: 68


**Description:**

Esta escala refleja el grado en que una persona percibe las necesidades de los miembros de su equipo y ve las cosas desde el punto de vista de éstos. Las altas puntuaciones en esta escala indican que es probable que la persona demuestre de manera muy efectiva a los miembros de su equipo que los entiende y se interesa por ellos. Esto incrementa significativamente los niveles de lealtad, fortalece las relaciones de trabajo y reduce notoriamente los conflictos en el lugar de trabajo.

**Interpretation:**

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

Demuestra capacidad de percibir las necesidades de los miembros de su equipo y de ver las cosas desde el punto de vista de éstos. Es posible que sea eficaz en demostrarles que los entiende y que se interesa por ellos, lo que incrementa sus niveles de lealtad, fortalece las relaciones de trabajo y reduce los conflictos en el lugar de trabajo.

¿Cómo percibe los sentimientos de los diversos miembros de su equipo? ¿Cómo utiliza esta información al relacionarse con ellos?



1

No es capaz de percibir los sentimientos de los diversos miembros de su equipo.



2

Es capaz de percibir los sentimientos de los diversos miembros de su equipo. Sin embargo, no utiliza esta capacidad para demostrarles comprensión e interés.



3



4

Es capaz de percibir los sentimientos de los diversos miembros de su equipo y utiliza esta capacidad para demostrarles comprensión e interés.



5

Cuénteme sobre alguna ocasión en que le haya costado trabajo entender las necesidades de su equipo de trabajo. ¿Por qué considera que fue difícil?



1

Culpa a su equipo y/o no demuestra haber aprendido del incidente.



2

Reconoce que en un principio no fue capaz de percibir el punto de vista de su equipo, pero ahora ya encontró la forma de aprender de ello.



3



4

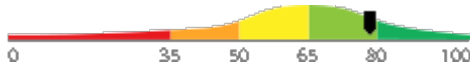
Aprendió del incidente y puede explicar claramente cuáles fueron las posibles causas del mismo.



5

**Detail**
**Interview Guide**
**Drive**

Score: 78


**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.

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



1

Reaction: Overwhelmed. Struggles to come up with a clear way to overcome the obstacle and doesn't demonstrate hard work.



2

Reaction: Ready but not excited. Candidate shows they are able to overcome the obstacle but only by doing the bare minimum.



3



4

Reaction: Excited and ready. Candidate shows they are able to overcome the obstacle by putting in extra effort and being diligent.



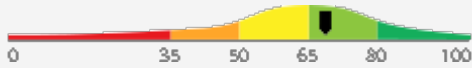
5

Detail

Interview Guide

**Resilience**

Score: 68



*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

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



5

How do you normally react to bad news?



1

They get upset and don't know how to work through the challenges.



2

They get upset, however they see the positive outlook and have a plan to fix the challenges.



3



4

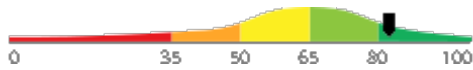
They are able to see the positive outlook in the long run and it doesn't impact their work.



5

**Detail**
**Interview Guide**
**Teamwork**

Score: 82


*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 worked in a team. What was your role? How did you delegate tasks with the other team members?



1

They describe their role in a way that does not show significance. Delegation tactics were not efficient or helpful.



2

They describe their role in a way that doesn't show significance. Delegation tactics were efficient and helpful.



3



4

They describe their role in a way that shows significance. Delegation tactics were efficient and helpful.



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

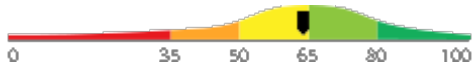
## Emotional Intelligence Detail

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: 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 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.

---

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



1  
They have an inappropriate response and don't demonstrate understanding or care.

2  
They (1) have an appropriate response and (2) demonstrate understanding but unable to show the customer that they care.

3  
They (1) have an appropriate response (2) demonstrate understanding and (3) show the customer that they care.

## Behavioral History Detail

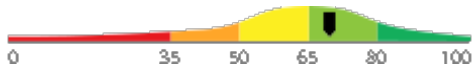
This section evaluates answers the candidate gave concerning his or her work-related history. Studies often show that a candidate's past behavior often indicates his or her future behavior. Potential caution areas (if any) are specified in each detail section.

### Detail

### Interview Guide

#### History Survey - Performance

Score: 69



##### 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.

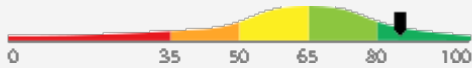
Exhibits past behaviors and achievements that are likely to result in above average job performance.

The following potential performance risk areas were identified:

Further probing is recommended for each of these items.

#### History Survey - Tenure

Score: 85



##### 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.

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



1

No examples or rationale given.



2

Weak connection between past and future.



3



4

Clear connection between past and future.



5

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

Reasonable rationale or circumstances clearly outside control.



5

## 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.

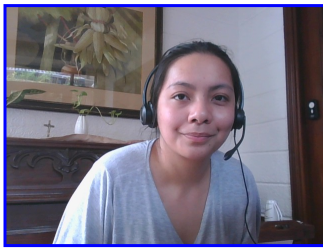
Writing Sample - Question	Response
<p>Please write an essay of 100 - 800 words evaluating the advantages and disadvantages of living in a tropical climate.</p>	<p>Living in a warm or tropical environment has a number of advantages and disadvantages. Whether it's right for you depends on your preferences, and in some cases, your health.</p> <p>The advantages include the following:</p> <ul style="list-style-type: none"><li>a. You can walk outside in light clothing almost every day and you never have to wear a heavy coat.</li><li>b. Most plants and trees grow faster in warm climates so if you like to maintain a garden you will experience greater success.</li><li>c. Nice weather every day means you are not stuck inside for long periods of time, which can sometimes cause depression.</li></ul> <p>At the same time, significant disadvantages include the following:</p> <ul style="list-style-type: none"><li>a. It rains on most days and you need to be prepared for heavy rain at all times.</li><li>b. The hot sun can cause severe sunburn if you are outside and not protected.</li><li>c. Your air conditioning utility bill can be very high and it can drain financial resources.</li><li>d. Hot humid weather can make strenuous exercise more difficult if you are not in good health.</li></ul> <p>When deciding if living in a tropical climate is right for you, consider which of these advantages or disadvantages is most meaningful for you.</p> <p>[Misspelled Words: coat (1), resourcez (1)]</p> <p><b>Comments (AI):</b> The essay provides a balanced view of the advantages and disadvantages of living in a tropical climate. The ideas are logically presented and easy to follow, though there are minor spelling and grammar errors. The arguments are somewhat persuasive, but could be strengthened with more detailed examples and explanations. Overall, the essay meets the average scoring criteria.</p>

## Identity Confirmation Photos

The following photos of the candidate and any identification were uploaded during the assessment session.

### Photo Analysis Results

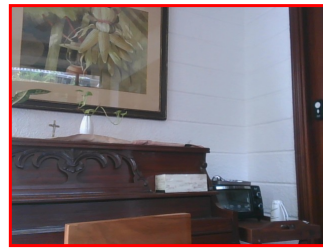
<b>- Risk:</b>	<b>Medium risk of cheating based on image inconsistencies</b>
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



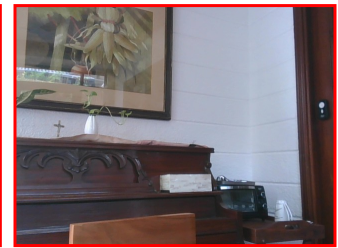
Pre/Post-Test Photo



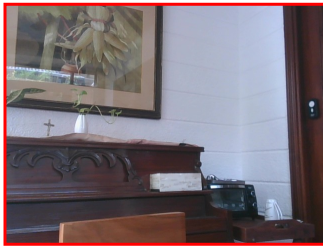
ID Photo



In-Test Error Detected (No Face Detected)



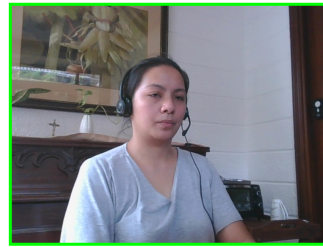
In-Test Error Detected (No Face Detected)



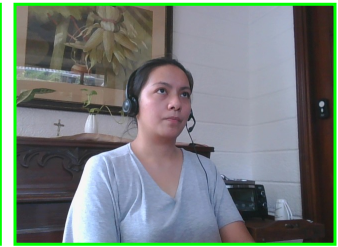
In-Test Error Detected (No Face Detected)



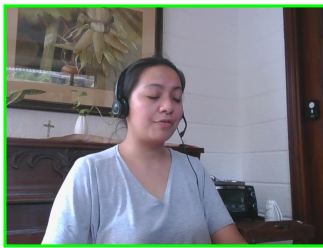
In-Test Photo



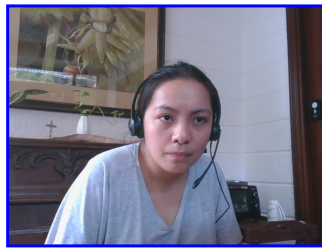
In-Test Photo



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](http://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: 13-1041.07
- O\*Net Version: 29.2
- Sim ID: 16303-1, Key: 0-0, Rpt: 13, Prd: 7304, Created: 2026-03-11 14:50 EDT
- 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	80.5210	Not used in Overall	0.0000	0.0000
Mechanical Aptitude	74.6690	Not used in Overall	0.0000	0.0000
Empathy and Emotional Self-Control	64.3964	Not used in Overall	0.0000	0.0000
History Survey - Performance	69.9897	Not used in Overall	0.0000	0.0000
History Survey - Tenure	85.4628	Not used in Overall	0.0000	0.0000
First-Line Supervisory Fundamentals	84.0460	Not used in Overall	0.0000	0.0000
Integrity	10.0000	Not used in Overall	0.0000	0.0000
Managing Resources & Balancing Priorities	70.2546	Not used in Overall	0.0000	0.0000
Maintaining Awareness of Team Member Needs	68.0857	Not used in Overall	0.0000	0.0000
Drive	78.6208	Not used in Overall	0.0000	0.0000
Multitasking	69.1850	Not used in Overall	0.0000	0.0000
Analytical Thinking and Attention to Detail	96.4174	Not used in Overall	0.0000	0.0000
Writing	62.9784	Z-Statistic	-0.1348	93.1315
Resilience	68.9591	Not used in Overall	0.0000	0.0000
Teamwork	82.6077	Not used in Overall	0.0000	0.0000
Weighted Average of Competency Z-Scores:				-0.1255
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				-0.1255
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				63.1173

## Notes

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