

# Test Results and Interview Guide

Candidate: **Nate Tayag**  
Assessment: US English Language Assessment - Reading (CEFR)  
Completed: July 22, 2024  
Prepared for: Sandy CEFR  
HR Avatar CEFR

## What's Included

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

**Important Note:** The US English Language Assessment - Reading (CEFR) 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
<b>Nate Tayag</b>	<b>93</b>	
CEFR-Equivalent Score:	<b>Proficient (C2)</b>	
nate.tayag@aseametrics.com		
US English Language Assessment - Reading (CEFR)		
July 22, 2024		
CEFR-Equivalent Summary: At this level, a person can understand with ease virtually everything heard including unfamiliar terminology.		
General Score Summary: At this level, a person can understand with ease virtually everything read including unfamiliar terminology.		

**Key**

-  Candidate Score
-  Higher Risk
-  Lower Risk

## Competency Summary

Competency	Score	Interpretation
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Reading	<b>93</b>	
- CEFR-Equivalent Score:	<b>Proficient (C2)</b>	

## Comparison

**Note:** There were insufficient test results available for reliable comparisons. Once enough data are available, comparison data will be included here.

## Detail

Candidate: **Nate Tayag**, nate.tayag@aseametrics.com  
 Assessment: US English Language Assessment - Reading (CEFR)  
 Authorized: July 12, 2024, by Sandy CEFR, HR Avatar CEFR, sandystiltz@hravatar.com  
 IP Country: Philippines  
 IP State: Calabarzon  
 IP City: Bacoor  
 Started: July 22, 2024, 10:16:52AM PST  
 Completed: July 22, 2024, 11:32:01AM PST  
 Overall Score: 93

## 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

#### Reading

Score: 93

CEFR-Equivalent Score: Proficient (C2)



#### Description:

A candidate's ability to read US English and understand it. A candidate will reach one of seven levels starting with pre-beginner (Pre-A1) as the lowest level and proficient (C2) as the highest level.

#### Interpretation:

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

CEFR-Equivalent Summary: At this level, a person can understand with ease virtually everything heard including unfamiliar terminology.

General Score Summary: At this level, a person can understand a wide range of demanding, longer texts and recognize implicit meaning. Can understand papers and longer technical articles. They can understand enough to follow complex topics beyond their own field, though they may need to confirm occasional details, especially if the terms are unfamiliar.

#### Results by Topic for Reading

- Pre-Beginner: 9 of 9 Correct
- Beginner (A1): 9 of 9 Correct
- Elementary (A2): 9 of 9 Correct
- Intermediate (B1): 9 of 9 Correct
- Upper Intermediate (B2): 9 of 9 Correct
- Advanced (C1): 7 of 9 Correct
- Proficient (C2): 7 of 9 Correct

Is there any topic of English that is harder for you to understand than others? If so, what?



1

They understand most topics but will struggle in their role and will need further guidance to succeed.



2

They understand most topics and will do okay in their role, only having a few difficulties.



3



4

They understand all topics, or the topics that are hard are ones irrelevant to the job.



5

If you were to read an article in US English, based on your field of work, how much of it would you understand?



1

Little to none.



2

They would understand the key points but not the details.



3



4

Most or all of it.



5

## 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.
- The CEFR-equivalent portion of this assessment was developed using sources such as the Cambridge Assessment Word Lists and the English Vocabulary Profile. It also went through a series of steps including item writing, peer review, feedback, and multiple revision cycles to ensure the closest possible match to CEFR Standards.
- CEFR Equivalent Scores: Portions of this assessment were designed to generate scores equivalent to the Common European Framework of Reference (CEFR), which was established by the Council of Europe and is today a widely-accepted standard for characterizing language proficiency, particularly for use in business or education. CEFR classifies a candidate into one of 7 levels: Pre-Beginner (Pre-A1), Beginner (A1), Elementary (A2), Intermediate (b1), Upper Intermediate (B2), Advanced (C1), and Proficient (C2). The CEFR Equivalent scores presented in this report use this scale and show the highest level which the candidate has successfully negotiated (passed). We prepared this assessment using a thoughtful process to map all questions to their respective CEFR levels. Candidates are exposed to questions starting at the lowest level and slowly increasing in difficulty to the highest level. At several points during the assessment the test can be stopped if the candidate has not answered a sufficient number of 'less difficult' questions correctly.
- Normative data was omitted because there is insufficient data available for this assessment to produce reliable comparative information. As additional test takers complete this assessment, comparative information will become available and this report can be regenerated to incorporate it.
- Overall normative data was omitted because there is insufficient data available for this assessment.
- Country-level normative data was omitted because there is insufficient data available for this assessment. As additional test takers from the same country complete this assessment, comparative information will become available, and this report can be regenerated to incorporate it.
- Account-level normative data was omitted because there is insufficient data available for this assessment. As additional test takers from the same account complete this assessment, comparative information will become available and this report can be re-generated to incorporate it.
- 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.
- Sim ID: 16010-1, Key: 2268049-2213424, Rpt: 68, Prd: 6934, Created: 2025-01-17 11:15 UTC
- UA: Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/126.0.0.0 Safari/537.36

## Score Calculation Detail

The following table provides a summary of how the overall score was calculated from each of the individual competency scores. First, all competency scores are calculated on a scale of 0-100. Note that some competencies use their color category rather than their actual numeric score in the overall calculation. For these, a standard score associated with the assigned color category is used in the overall score calculation rather than the actual numeric score. This is reflected in the "Score Value Used" column. Next, a weighted average of scores is computed using individual competency weights, typically set using job analysis data provided by the US Government Occupational Information Network (O\*Net).

<b>Competency</b>	<b>Score</b>	<b>How applied to overall</b>	<b>Score Value Used</b>	<b>Weight (%)</b>
Reading	93.6508	Numeric Score	93.6508	100.0000
Weighted Average:				93.6508
Final Overall Score:				93

## Notes

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