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Illuminating Talent

Test Results and Interview Guide

Candidate: **Elizabeth Wantsajob**
Assessment: Attorney (Spanish)
Completed: October 12, 2026
Prepared for: Sara Maple
Example Company

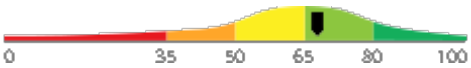
What's Included

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

Important Note: The Attorney (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.

Proprietary and Confidential

Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Attorney (Spanish) October 12, 2026	68	

Summary: Moderate to High Performance Potential

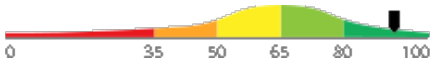
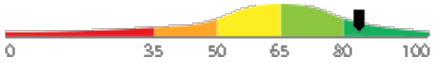
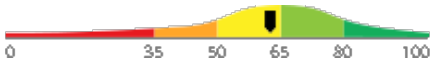
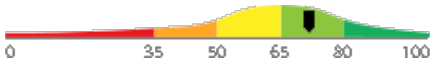
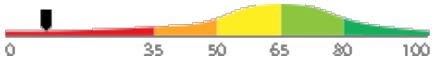
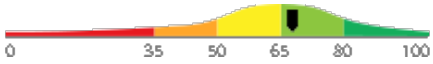
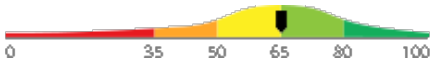
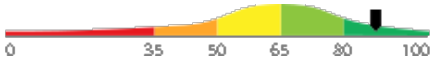
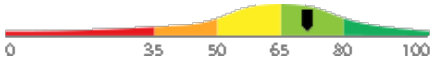
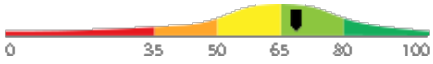
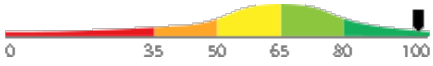
Potential Risk Areas

- Low Integrity score could indicate potential issues with reliability.

Key

- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Multitasking	92	
Analytical Thinking and Attention to Detail	83	
Skills/Knowledge (relates to immediate readiness)		
Writing	62	
Personality Characteristics (relates to fit with the job/team environment)		
Adaptability	71	
Integrity	10	
Drive	68	
Resilience	65	
Teamwork	88	
Emotional Intelligence (relates to situational judgment, performance and teamwork)		
Empathy and Emotional Self-Control	71	
Behavioral History (relates to performance and turnover)		
History Survey - Performance	68	
History Survey - Tenure	97	

Importance to Job

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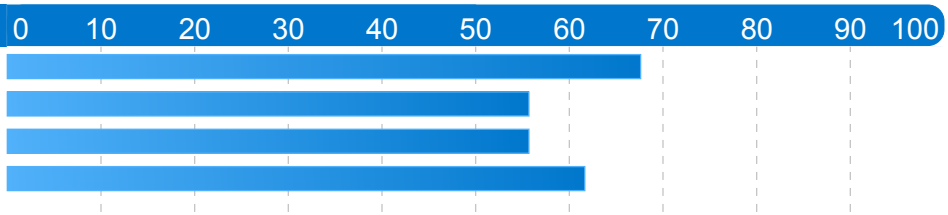
Comparison

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
Global	68th
North America	56th
United States	56th
Example Company	62nd



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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: Abogado	82	0.8	Summary Points (AI): • (Generic Text for Sample Report) Exceptional Writing competency is a critical asset for the email communication component of this customer service role. • Customer Service Fundamentals and Customer Service Mindset scores are among her highest, directly aligning with the core knowledge requirements of the job. • High Empathy and Emotional Self-Control and Integrity scores are well-suited for handling complaints, resolving disputes, and maintaining professionalism. • Strong Adaptability score supports the varied nature of customer service work and the required on-the-job learning period. • Resilience and Drive scores indicate a motivated candidate capable of sustaining performance in a demanding customer-facing environment. • Multitasking competency is adequate for managing multiple concurrent customer interactions, though there is room for improvement. • Teamwork score is moderate, which is sufficient but worth monitoring given the need to refer unresolved issues to other departments. • Analytical Thinking and Attention to Detail is the lowest-rated competency, posing a moderate risk for tasks requiring accurate record-keeping, data entry, and verification of resolutions. • History Survey - Performance score is relatively lower, introducing some uncertainty about consistency of past job performance. • Overall competency profile strongly favors customer-facing, communication-heavy responsibilities while showing some gaps in detail-oriented and analytical tasks. Narrative (AI): Elizabeth Wantsajob demonstrates strong alignment with the Abogado role across several key dimensions. Her standout strengths include an exceptional Writing competency, which is critical for the email communication component of this role, as well as high scores in Customer Service Fundamentals and Customer Service Mindset, directly mapping to the core knowledge and service orientation required by the job description. Her strong Empathy and Emotional Self-Control and Integrity scores are well-suited for handling customer complaints, resolving disputes, and maintaining professionalism in challenging interactions. Adaptability is also a notable strength, which supports the varied nature of customer service work and the on-the-job learning curve expected in this role. Her Resilience and Drive scores indicate a candidate who is motivated and capable of persisting through the demands of a customer-facing position. Multitasking and Teamwork scores are solid, supporting the need to manage multiple customer interactions and collaborate with internal departments. On the weaker side, her Analytical Thinking and Attention to Detail score is the lowest among her competencies, which is a moderate concern given the job's emphasis on accurately keeping records of customer interactions, verifying information,

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Estimated Value	Score	Confidence	Interpretation
			and ensuring appropriate resolutions are applied. Her History Survey - Performance score is also relatively lower, which introduces some uncertainty around her past job performance consistency. Overall, Elizabeth is a strong candidate for this role, with competency gaps that are limited and potentially addressable through the training period outlined in the job description. Computed on: April 1, 2026, 8:58:32 PM EDT

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Detail

Candidate:	Elizabeth Wantsajob, beth.wantsajob@gmail.com
Assessment:	Attorney (Spanish)
Authorized:	October 12, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
IP Address:	96.241.65.10
IP Country:	United States
IP State:	Virginia
IP City:	Gainesville
Started:	October 12, 2026, 5:31:13 PM EDT
Completed:	October 12, 2026, 5:31:13 PM EDT
Overall Score:	68

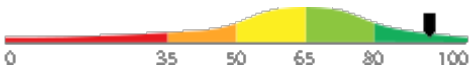
Cognitive Abilities Detail

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: 92



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:

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

Las puntaciones indican que el candidato tiene una capacidad muy alta de escuchar y comprender una historia mientras completa tareas de manera simultánea, por lo que es muy 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	2	3	4	5
Sin experiencia o nivel educativo relevante		Cierta relevancia		Experiencia o nivel educativo directamente relevante

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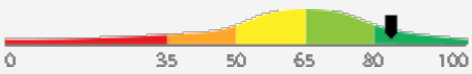
Detail

Analytical Thinking and Attention to Detail

Score: 83



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.

Interview Guide

¿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
Ejemplo deficiente. No muestra tener atención al detalle, ni aptitudes analíticas.		Ejemplo moderadamente relevante o impactante.		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
Incapaz de manejar la situación.		Demuestra capacidad de admitir su error y repararlo rápidamente, pero sin implementar sistemas preventivos.		Demuestra capacidad de admitir su error y repararlo rápidamente, pero sin implementar sistemas preventivos.

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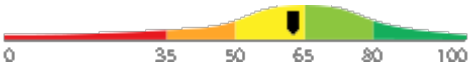
Knowledge and Skills Detail

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

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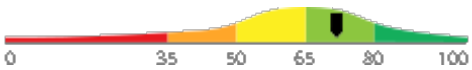
Personality Characteristics Detail

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

Adaptability

Score: 71



Description:

Esta escala refleja el nivel de aceptación de una persona ante los cambios frecuentes o substanciales en los requerimientos de su puesto de trabajo. Normalmente, las personas se sienten estresadas y presionadas para adaptarse a los requerimientos cambiantes. Las personas que registran puntuaciones altas generalmente se desempeñan favorablemente bajo condiciones de trabajo cambiantes, mientras que quienes obtienen puntuaciones bajas pueden llegar a sentirse abrumadas o inmovilizarse bajo dichas condiciones. Cuando las circunstancias en el trabajo son más estables, quienes registran puntuaciones altas pueden llegar a aburrirse, y quienes obtienen bajas puntuaciones se sienten satisfechos.

Interpretation:

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

Prefiere un ambiente de trabajo dinámico. Es capaz de mantener su concentración y positivismo en tiempos de cambios significativos dentro del lugar de trabajo. Es una persona bastante adaptable y relajada, aunque puede parecer carente de interés bajo ciertas circunstancias.

Interview Guide

Describa alguna ocasión en que haya tenido que adaptarse a cambios significativos en su trabajo. ¿Cómo se sintió? ¿Cómo manejó el cambio?

1	2	3	4	5
Sentimientos: fuerte aversión o renuencia al cambio; no demostró ser capaz de hacerle frente o requirió demasiada ayuda para lograrlo.		Sentimientos: impasible o ligeramente renuente al cambio. Supo manejar la situación y los cambios sólo afectaron ligeramente su trabajo.		Sentimientos: entusiasmo o comodidad ante el cambio. Supo manejar bien la situación, de tal manera que no interfiriera con su trabajo.

¿Cuáles son algunas de las técnicas que utiliza para evitar sentirse abrumado al enfrentar condiciones constantemente cambiantes?

1	2	3	4	5
El candidato no cuenta con una técnica efectiva para evitar sentirse abrumado.		El candidato sólo puede explicar una técnica efectiva para evitar sentirse abrumado.		El candidato explica diversas técnicas efectivas para evitar sentirse abrumado.

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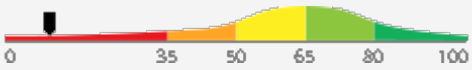
Detail

Integrity

Score: 10



Description:

Esta escala refleja el grado en que una persona actúa de manera positiva hacia la organización, evita riesgos innecesarios y, dicho de manera sencilla, hace lo correcto. Las altas puntuaciones en esta escala indican que la persona actuará a favor de los intereses de la organización, se apegará a las normas y trabajará con empeño con una supervisión limitada. Las puntuaciones bajas indican que la persona podrá involucrarse en comportamientos arriesgados, trabajar para afectar a la organización y se limitará a dar el mínimo.

Interpretation:

The candidate's score in this area indicates risk of a negative impact on performance for some jobs. Additional probing is strongly recommended.

Desconfía de la organización y de su gerencia. Frecuentemente asume que las ideas nuevas o los cambios tendrán un impacto negativo a nivel individual. Puede mostrarse a la defensiva cuando se trata de su propio trabajo, o expresar hostilidad hacia la gerencia o a las políticas de la empresa. Es posible que asuma riesgos innecesarios en su trabajo.

Interview Guide

¿Qué circunstancia(s) podría(n) ocasionar que ocultara usted información a su supervisor? ¿Cómo juzgaría si hacerlo sería justificable?

1	2	3	4	5
Demuestra que no le le preocupa la ética ni los valores/normas organizacionales.		Únicamente explica circunstancias situacionales. Su juicio no se deriva de un punto de vista ético.		Únicamente explica circunstancias situacionales, o no explica circunstancias. Su juicio se deriva de un punto de vista ético.

¿Considera usted que siempre está bien ocultar información a su supervisor? ¿Cómo juzgaría si está bien o no hacerlo?

1	2	3	4	5
La respuesta demuestra que no le preocupa la ética ni los valores/normas organizacionales.		Únicamente explica circunstancias situacionales. Su juicio no se deriva de un punto de vista ético.		Únicamente explica circunstancias situacionales, o no explica circunstancias. Su juicio se deriva de un punto de vista ético.

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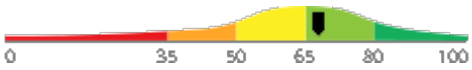
Detail

Drive

Score: 68



Description:

Esta escala refleja el grado en que una persona trabajará arduamente para alcanzar metas y resolver problemas críticos en la organización. Las puntuaciones altas en esta escala indican que la persona se empeñará en su trabajo y utilizará todos los recursos necesarios para resolver problemas, mientras que las puntuaciones bajas indican que la persona puede ser poco entusiasta en su trabajo y enfrentar problemas con tareas y dificultades complejas.

Interpretation:

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

Es una persona motivada por metas y tareas complicadas, recompensas financieras y/o reconocimientos, y está dispuesta a trabajar arduamente para triunfar. Se concentra en comprender y seguir los lineamientos, y en cumplir o exceder los estándares de calidad y producción.

Interview Guide

Describa alguna ocasión en la que haya tenido algo de tiempo disponible en su trabajo. ¿Cómo utilizó ese tiempo?

1	2	3	4	5
No utilizó su tiempo de manera benéfica o sin que agregara valor a la organización.		Utilizó su tiempo en cosas relacionadas con su trabajo, pero su esfuerzo no demostró que trabajara mucho o que agregara valor (fácilmente).		Utilizó su tiempo en beneficio de la organización , agregándole valor. Demostró capacidad para trabajar arduamente y voluntad de realizar un esfuerzo adicional.

¿Cómo reacciona usted cuando enfrenta obstáculos para cumplir una meta? ¿Cómo los supera?

1	2	3	4	5
Reacción: abrumado/a. Lucha por encontrar una manera evidente de superar el obstáculo y no demuestra trabajar arduamente.		Reacción: está preparado/a, pero no emocionado/a. El candidato/a demuestra ser capaz de superar el obstáculo, pero dando sólo lo mínimo necesario.		Reacción: emocionado/a y preparado/a. El candidato/a demuestra ser capaz de superar el obstáculo realizando esfuerzos adicionales y mostrándose diligente.

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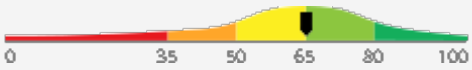
Detail

Resilience

Score: 65



Description:

Esta escala refleja el grado en que una persona puede soportar la adversidad, recuperarse de eventos difíciles y ser persistente en sus tareas pese a las dificultades que se le presenten. Las puntuaciones altas en esta escala indican qué tan probable es que a una persona se le facilite hacer frente a situaciones difíciles, que perciba tener control sobre los eventos de su vida y siga adelante para alcanzar sus metas. Las bajas puntuaciones en esta escala indican que una persona puede argumentar que los errores/fallas están fuera de su control, además de que no tenderá a hacer frente al estrés en su trabajo ni a realizar un esfuerzo adicional para alcanzar el éxito cuando aparezcan obstáculos en su camino.

Por favor tenga en cuenta que la resiliencia no es un rasgo fijo. A diferencia de muchas otras características de la personalidad, la resiliencia puede ser desarrollada en el transcurso del tiempo. Asimismo, son muchos los factores que pueden influir en qué tan resiliente es una persona bajo determinada situación en particular. Para distinguir estas características, se sugiere ampliamente sondear más a detalle a la persona utilizando las preguntas que se recomiendan para entrevistarla.

Interpretation:

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

Las respuestas indican que el candidato puede sortear eficazmente las dificultades en su trabajo, mostrando emociones positivas y capacidad de controlar los eventos. Es probable que el candidato luche por alcanzar sus metas, incluso cuando se le presenten obstáculos.

Interview Guide

Describa algún momento en el que algo no haya salido como usted lo planeaba en el trabajo o la escuela. ¿Cómo se sintió? ¿De qué manera se vio impactado su trabajo a partir de ese momento?

1	2	3	4	5
Sus sentimientos muestran un panorama negativo. El evento impactó su trabajo de forma negativa y no fue capaz de aprender de éste y de seguir adelante.		Sus sentimientos son verdaderos ante la situación. El evento impactó su trabajo de forma negativa, pero fue capaz de aprender de éste y de seguir adelante.		Sus sentimientos son verdaderos ante la situación, pero con un panorama positivo. El evento impactó su trabajo de forma positiva o no lo impactó del todo.

¿Cómo reacciona normalmente ante las malas noticias?

1	2	3	4	5
Se siente abrumado y no sabe cómo hacer frente a los retos.		Se siente abrumado, pero ve el lado positivo y cuenta con un plan para hacer frente a los retos.		Es capaz de ver el lado positivo en el largo plazo para que nada impacte su trabajo.

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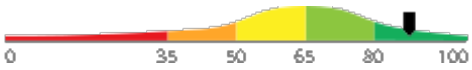
Detail

Teamwork

Score: 88



Description:

Esta escala refleja el grado en que una persona trabaja bien en equipo y mantiene relaciones interpersonales positivas. Las altas puntuaciones en esta escala indican que una persona tendrá un buen desempeño en ambientes colaborativos de equipo y mantendrá relaciones de alta calidad con sus compañeros de trabajo. Las bajas puntuaciones reflejan que la persona preferirá trabajar en proyectos individuales y posiblemente tendrá problemas para mantener relaciones cercanas con sus colegas.

Interpretation:

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

Cultiva y mantiene relaciones de manera activa. Es capaz de compenetrarse rápidamente con nuevos compañeros y percibir con precisión los sentimientos de las demás personas. Mantiene relaciones positivas con sus compañeros y las utiliza para alcanzar metas y lograr resultados en su trabajo.

Interview Guide

Describa alguna ocasión en que haya trabajado en equipo. ¿Cuáles fueron sus funciones? ¿Cómo delegó tareas a los demás miembros del equipo?

1	2	3	4	5
Describe sus funciones de manera que no muestra importancia. Sus tácticas para delegar tareas no demostraron ser eficaces o útiles.		Describe sus funciones de manera que no muestra importancia. Sus tácticas para delegar tareas demostraron ser eficaces y útiles.		Describe sus funciones de manera que muestra importancia. Sus tácticas para delegar tareas demostraron ser eficaces y útiles.

¿Prefiere trabajar en equipo o usted solo/a? ¿Por qué?

1	2	3	4	5
Elige trabajar en equipo o de forma individual y siente que sería incapaz de hacerlo de forma contraria.		Siente que puede trabajar favorablemente en cualquiera de los dos ambientes, pero no es capaz de respaldar su postura dando motivos racionales.		Su respuesta refleja motivos racionales de por qué prefiere trabajar en equipo, solo/a, o ambos. Siente que podría trabajar bien en cualquiera de esos ambientes.

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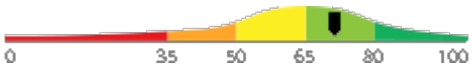
Emotional Intelligence Detail

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: 71



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.

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

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

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

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

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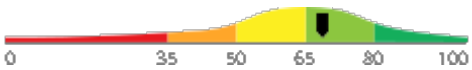
Behavioral History Detail

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

Detail

History Survey - Performance

Score: 68



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.

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.

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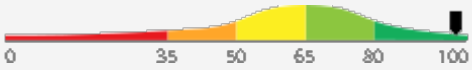
Detail

History Survey - Tenure

Score: 97



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.

Interview Guide

What are some reasons you would stay with a job for a long time?

1	2	3	4	5
What are some reasons you would stay with a job for a long time?	What are some reasons you would stay with a job for a long time?	What are some reasons you would stay with a job for a long time?		

What are some reasons you would leave a job after a short period of time?

1	2	3	4	5
What are some reasons you would stay with a job for a long time?	What are some reasons you would stay with a job for a long time?	What are some reasons you would stay with a job for a long time?		

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

1	2	3	4	5
Many different reasons. Blames employer.	Circumstances for leaving generally credible or somewhat outside control.	Circumstances for leaving generally credible or somewhat outside control.		

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Writing Samples

During the assessment, the candidate was asked to write one or more passages. The text they wrote is included below for review.

Question or Task	Response
Please write an essay of 100 - 800 words evaluating the advantages and disadvantages of living in a tropical climate.	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. The advantages include the following: a. You can walk outside in light clothing almost every day and you never have to wear a heavy coatt. b. Most plants and trees grow faster in warm climates so if you like to maintain a garden you will experience greater success. c. Nice weather every day means you are not stuck inside for long periods of time, which can sometimes cause depression. At the same time, significant disadvantages include the following: a. It rains on most days and you need to be prepared for heavy rain at all times. b. The hot sun can cause severe sunburn if you are outside and not protected. c. Your air conditioning utility bill can be very high and if can drain financial resourcez. d. Hot humid weather can make strenuous exercise more difficult if you are not in good health. When deciding if living in a tropical climate is right for you, consider which of these advantages or disadvantages is most meaningful for you. **Comments (AI):** 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. **Misspelled Words:** coatt (1), resourcez (1)

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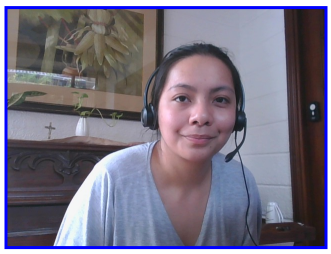
Identity Confirmation Photos

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

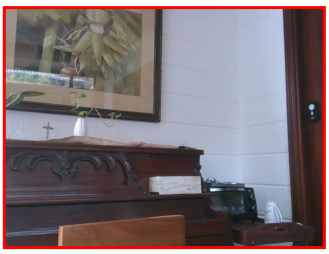
Photo Analysis Results

- 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



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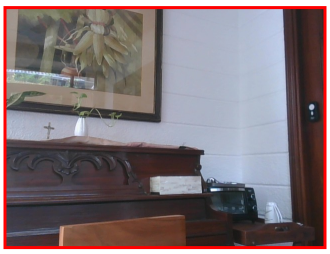

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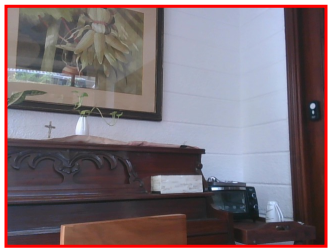
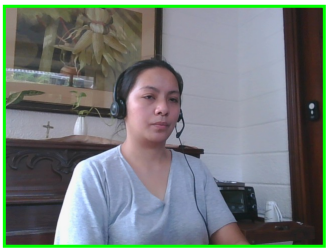
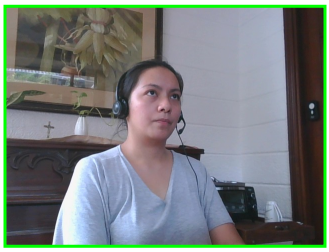


In-Test Error Detected (No Face Detected)

In-Test Photo



In-Test Photo



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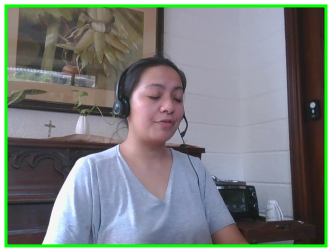
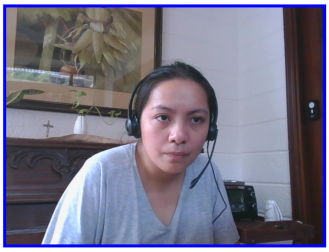


In-Test Photo



Pre/Post-Test Photo

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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

Internet Speed

The assessment included a test of the candidate's Internet Speed.

Download Speed (Mbps):	250.32
Upload Speed (Mbps):	147.49

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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: 43-4051.00
- O*Net Version: 30.3
- Sim ID: 18655-2, Key: 0-0, Rpt: 13, Prd: 8655, Created: 2026-10-12 17:31 EDT
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

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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	71.9987	Not used in Overall	0.0000	0.0000
Empathy and Emotional Self-Control	71.5669	Not used in Overall	0.0000	0.0000
History Survey - Performance	68.9710	Not used in Overall	0.0000	0.0000
History Survey - Tenure	97.8481	Not used in Overall	0.0000	0.0000
Integrity	10.0000	Not used in Overall	0.0000	0.0000
Drive	68.0181	Not used in Overall	0.0000	0.0000
Multitasking	92.1783	Not used in Overall	0.0000	0.0000
Analytical Thinking and Attention to Detail	83.8497	Not used in Overall	0.0000	0.0000
Writing	62.9784	Z-Statistic	-0.1348	100.0000
Resilience	65.4980	Not used in Overall	0.0000	0.0000
Teamwork	88.1002	Not used in Overall	0.0000	0.0000
Weighted Average of Competency Z-Scores:				-0.1348
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				-0.1348
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				62.9784

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Notes

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