

Test Results and Interview Guide

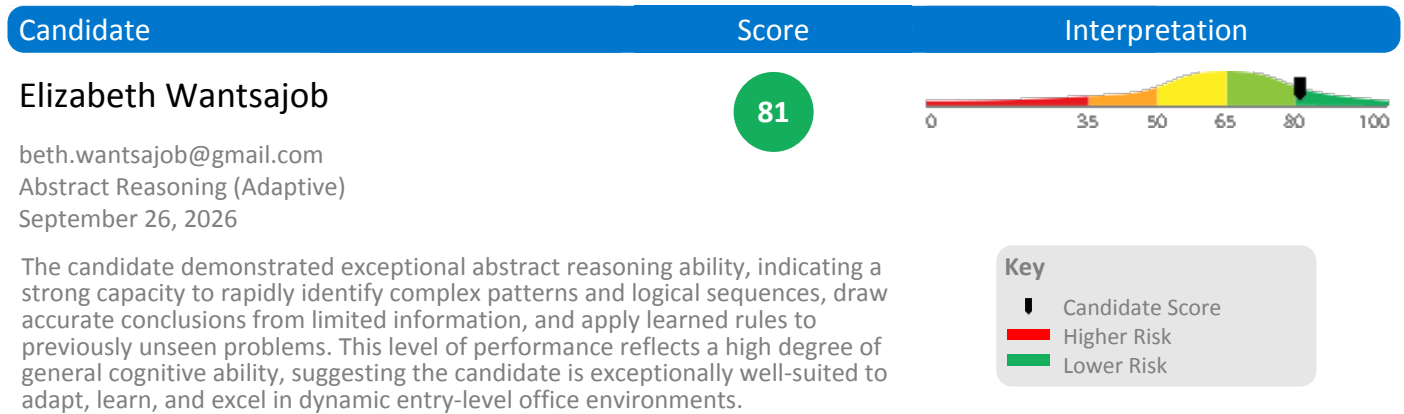
Candidate:	Elizabeth Wantsajob
Assessment:	Abstract Reasoning (Adaptive)
Completed:	September 26, 2026
Prepared for:	Sara Maple Example Company

What's Included

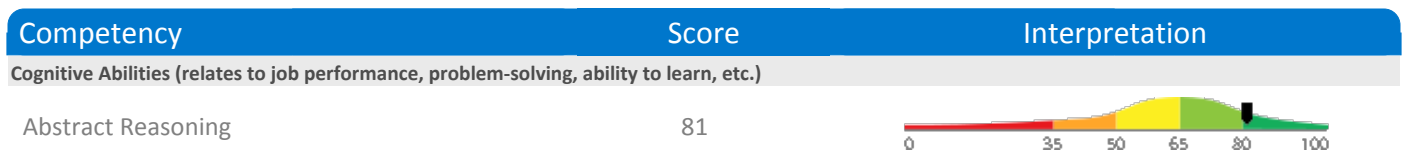
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Abstract Reasoning (Adaptive) 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

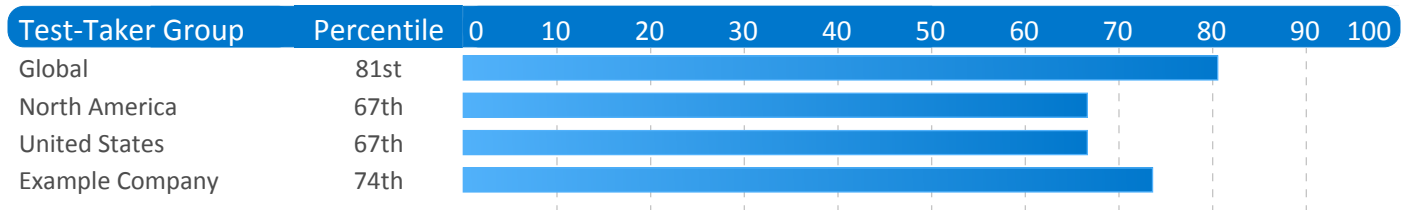


Competency Summary



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.



Detail

Candidate: Elizabeth Wantsajob, beth.wantsajob@gmail.com
 Assessment: Abstract Reasoning (Adaptive)
 Authorized: September 26, 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: September 26, 2026, 9:24:31PM EDT
 Completed: September 26, 2026, 9:24:31PM EDT
 Overall Score: 81

Cognitive Abilities Detail

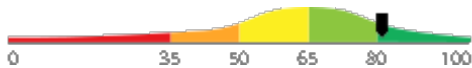
This section contains a list of job-related cognitive abilities that have been evaluated in a job-like context using simulation technology. Studies have demonstrated that cognitive abilities are highly correlated with job performance for many jobs. Abilities also correlate with problem-solving and the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

Detail

Interview Guide

Abstract Reasoning

Score: 81



Description:

Evaluates the candidate's ability to perform abstract reasoning to support learning, analysis, problem-solving tasks encountered on most entry-level or mid-level jobs.

Interpretation:

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

The candidate exhibits an exceptional level of abstract reasoning ability, reflecting a highly developed capacity for learning, analytical thinking, and problem-solving in diverse job-related scenarios. Performance at this level strongly suggests the candidate can quickly grasp complex concepts, identify nuanced patterns, and devise effective solutions with a high degree of proficiency.

You are given the following pattern: 2, 6, 12, 20, 30... What is the next number in the sequence, and more importantly, can you describe the underlying rule or relationship that governs the pattern? How might you apply this type of pattern-recognition thinking to solve a complex problem you'd face on the job?



1

Identifies the next number by trial and error but cannot articulate the rule or connect it to workplace problem-solving.



2

Correctly identifies the next number (42) and the rule, but gives a vague or generic workplace application.



3



4

Accurately identifies the rule ($n \times (n+1)$), explains it clearly, and gives a specific, insightful workplace application.



5

Imagine you have a jar with 10 red marbles and 10 blue marbles. If you close your eyes and pick one marble at a time without putting it back, how many marbles would you need to pick to be completely sure you have at least 2 marbles of the same color? Please walk me through your thinking step by step.



1

Cannot explain reasoning; guesses randomly or gives an illogical answer without a clear process.



2

Arrives at a correct or near-correct answer but struggles to clearly articulate the logical steps taken.



3



4

Clearly explains the worst-case scenario logic (3 picks), demonstrating structured, abstract reasoning.



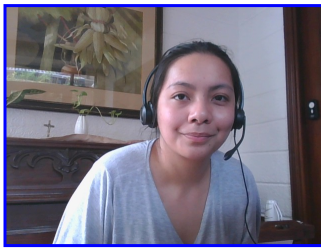
5

Identity Confirmation Photos

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

Photo Analysis Results

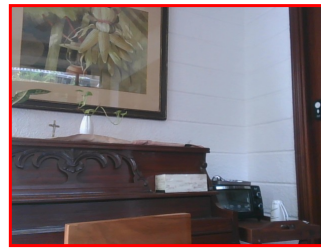
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



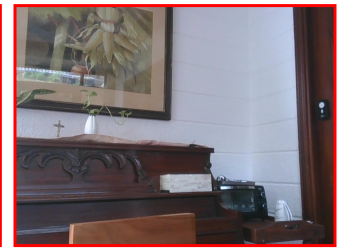
Pre/Post-Test Photo



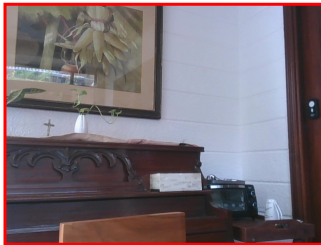
ID Photo



In-Test Error Detected (No Face Detected)



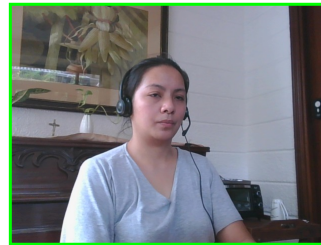
In-Test Error Detected (No Face Detected)



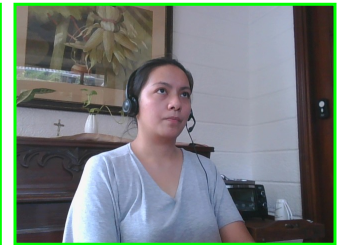
In-Test Error Detected (No Face Detected)



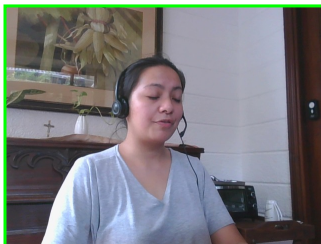
In-Test Photo



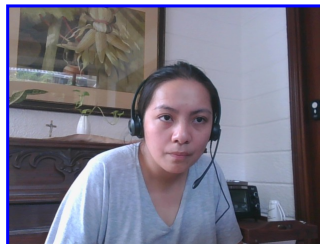
In-Test Photo



In-Test Photo



In-Test Photo



Pre/Post-Test Photo

Resume or CV

Summary

Updated on

Motivated career professional with extensive experience in office administration and management. Proven track record of improving efficiency, reducing costs, and enhancing office operations through strategic initiatives and technology implementation.

Objective

I am seeking a role where I can use my many skills and my exceptional judgment and empathy for customers to make a difference to a growing company.

Education

- Associate of Applied Science in Office Administration, Portland Community College, 2020

Experience

- General Office Clerk, Paramount Office Management, 09/2023 – Present
- Administrative Assistant, Global Enterprises Inc., 04/2021 – 08/2023
- Administrative Assistant, Innovative Business Solutions Ltd., 07/2019 – 03/2021

Other Qualifications

- Microsoft Office Specialist (MOS) Certification
- Certified Administrative Professional (CAP)
- International Association of Administrative Professionals (IAAP) Certification

Report Preparation Notes

- Hiring decisions should never be based on a single source of information. The most effective use of this assessment report is as a part of a multi-faceted program of candidate evaluation that includes resume review, interviews, and reference checks.
- Overall vs Percentiles Scores: The overall score reflects the success in the test, based on the mean (average) and standard deviation of the test scores. The percentile score reflects the percentage of test-takers who scored equal or below this overall score. We recommend you use the Overall Score as your primary evaluation criteria. However, percentile scores can often be useful in comparing specific candidates against one another and with a group, such as for test takers in a certain organization or within a certain account.
- Note that comparison information is calculated based on completed instances of this assessment at that time the assessment is scored. As additional instances are completed, the comparative data may change. You can always update a report to the current values by clicking on 'Recalculate Percentiles' within the online results viewing pages at www.hravatar.com.
- Most competency scores are norm-based, which means that they can be interpreted in terms of their distance from the average or mean score. For all scales, a score equal to the mean receives a score of 65 and scores above and below this value are set so that a score change of 15 equals one standard deviation.
- For linear competencies, higher is better across the entire scale. For these scales a score between 65 and 80 (light green) represents 0 to 1 standard deviation above the mean and a score above 80 (dark green) represents more than one standard deviation above the mean. Similarly, a score of 50 - 65 (yellow) represents 0 to 1 standard deviation below the mean, while a score of 35 - 50 (orange) equates to 1 to 2 standard deviations below the mean, and a score below 35 represents more than 2 standard deviations below the mean.
- Sim ID: 21099-1, Key: 0-0, Rpt: 68, Prd: 9993, Created: 2026-09-26 21:24 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 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).

Competency	Score	How applied to overall	Score Value Used	Weight (%)
Abstract Reasoning	81.4042	Numeric Score	81.4042	100.0000
Weighted Average:				81.4042
Final Overall Score:				81

Notes

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