

Candidate:Betty PenskeAssessment:Mail Carrier (Spanish)Completed:May 2, 2024Prepared for:Susan BookmanHR Avatar Data Collection Account

Test Results and Interview Guide

The Mail Carrier (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

Score			Interpr	etatior	۱	
77	0	20	40	60	*0	100
	0	20	*÷U	00	80	100
	К	еу				
ial for questionable		Hi Lo	gher Risk wer Risk		tional)	
t		77 0	77 0 20 tial for questionable	77 0 20 40 tial for questionable	77 0 20 40 60 tial for questionable	77 0 20 40 60 80 Key T Candidate Score Higher Risk

Competency Summary

Competency	Score			Interpr	etation	า	
Cognitive Abilities (relates to job performance, problem-solving	g, ability to learn, etc.)						
Attention to Detail	87						
		0	20	40	60	80	100
Analytical Thinking	65						
		0	20	40	60	80	100
Personality Characteristics (relates to fit with the job/team env							
Adaptable	65						
		0	20	40	60	80	100
Seeks Perfection	71						
		0	20	40	60	80	100
Corporate Citizenship	10						
		0	20	40	60	80	100
Competitive	65						
		0	20	40	60	80	100
Develops Relationships	96						
		0	20	40	60	80	100
Enjoys Problem-Solving	92						
		0	20	40	60	80	100
Exhibits a Positive Work Attitude	91						
		0	20	40	60	80	100
Needs Structure	90						V
		0	20	40	60	80	100
Behavioral History (relates to performance and turnover)							
History Survey - Performance	79	_				T	
		0	20	40	60	80	100
History Survey - Tenure	94						
History Survey - Tenure	74	0	20	40	60	80	100

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	77th						-	-				
United States	64th									i I	i I	
HR Avatar Data	71st									l.		



Assessment Overview

This assessment provides scores for a number of important factors and competencies that are related to success on the job. Scores are presented based on their potential impact on job performance.

Scores are presented individually on a scale of 0-100. In most cases, including the overall score, higher scores represent higher expected job performance. However, for some competencies, either extreme low or extreme high scores indicate a risk of lower performance. Refer to the interpretation section of each competency for additional information.

Individual competency scores are also combined into a single overall score. Please note that individual competencies are weighted differently, depending on their type, and on fine adjustments based on data from the US Government's Occupational Data Network (O*Net).

Each competency measured includes one or more suggested interview questions, in an easy-to-use format. These questions should be used for additional probing, especially when the score shows an area of relative weakness.

Some of the competencies measured evaluate preferences for doing (or not doing) specific activities. Scores for these competencies can be used to evaluate job-fit.

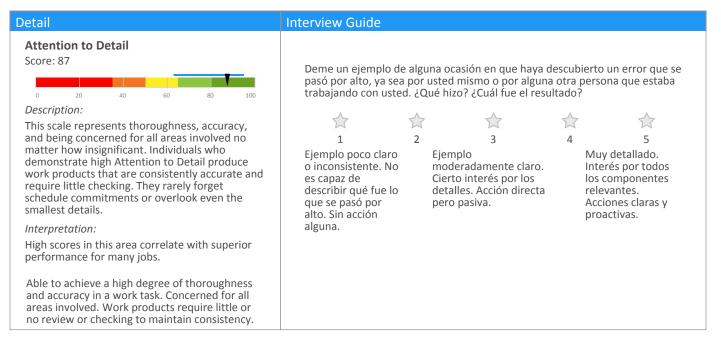
We wish to emphasize that the data contained in this report should be used as part of a comprehensive process for evaluating job candidates. Additional data should include in-person interviews, job tryouts, resume review, and background checks.

Detail

Candidate:	Betty Penske, bettypenske@yourcompany.org
Assessment:	Mail Carrier (Spanish)
Authorized:	May 2, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started:	May 2, 2024, 1:30:00AM EST
Completed:	May 2, 2024, 1:30:00AM EST
Overall Score:	77

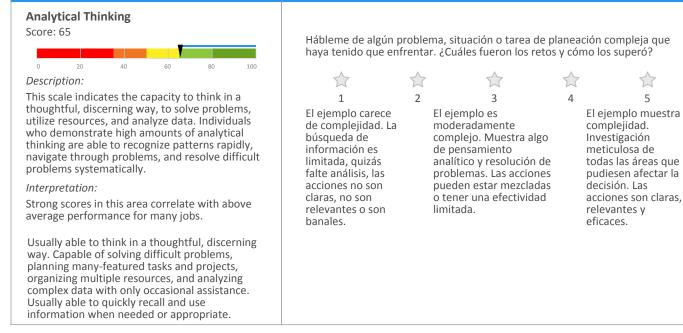
Cognitive Abilities Detail

This section contains a list of job-related cognitive abilities that have been evaluated in a job-like context using HR Avatar's 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.



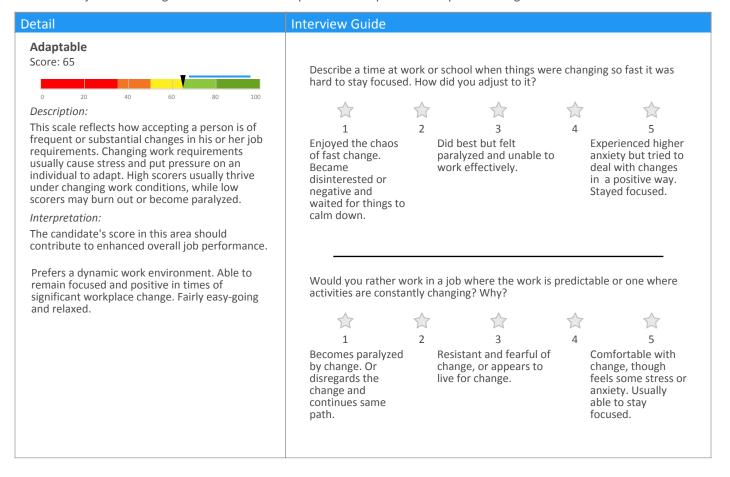
Detail

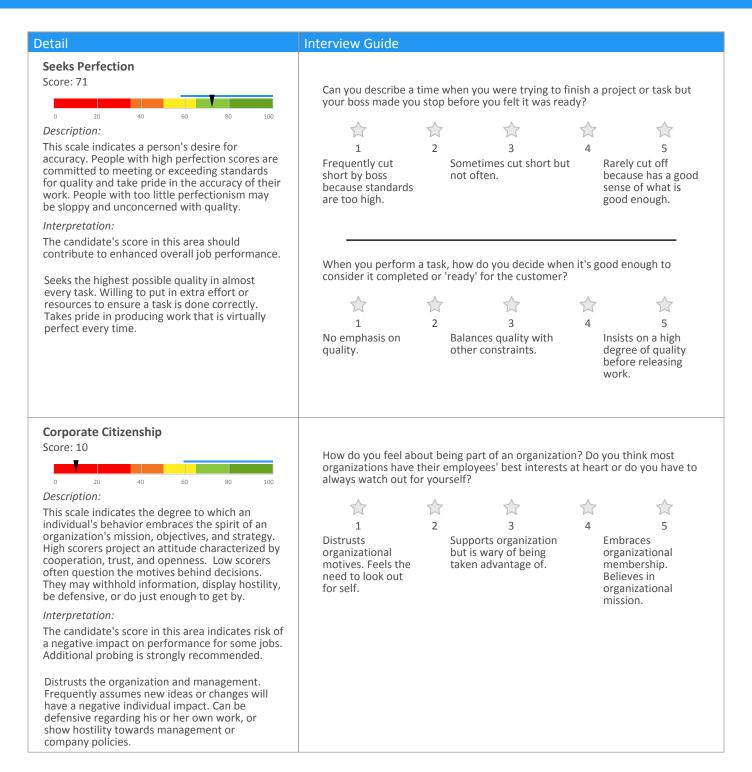
Interview Guide

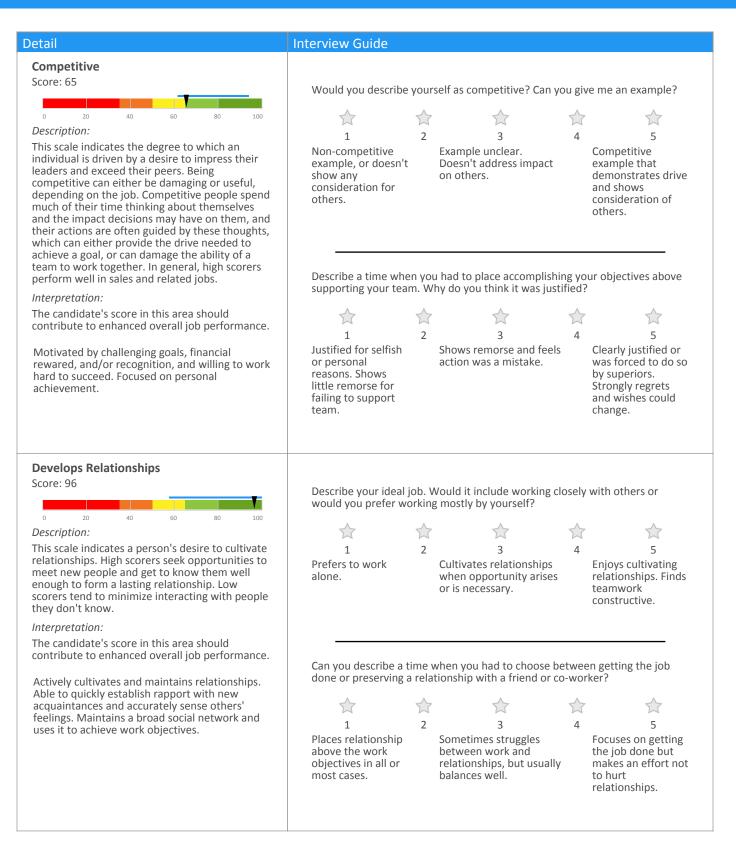


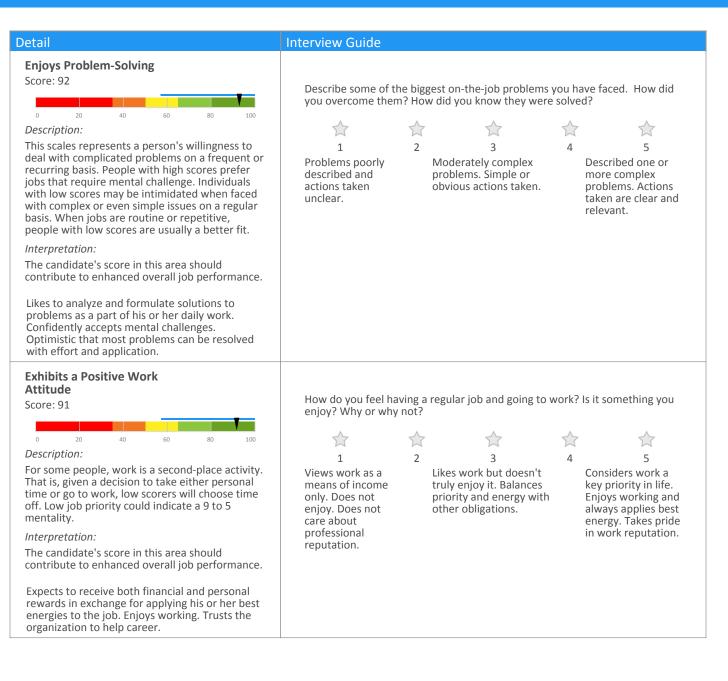
Personality Characteristics Detail

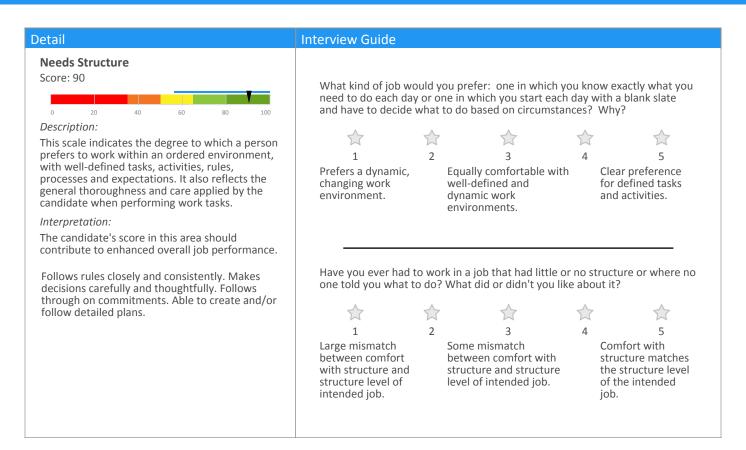
This section contains a list of personality characteristics that are frequently associated with job performance. Remember, these are not skills and do not indicate the ability to do a job. Rather, they can be used to evaluate the candidate's fit with the general needs of the job and the organizational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





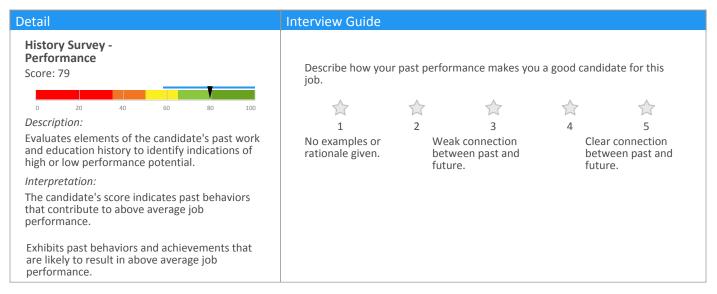




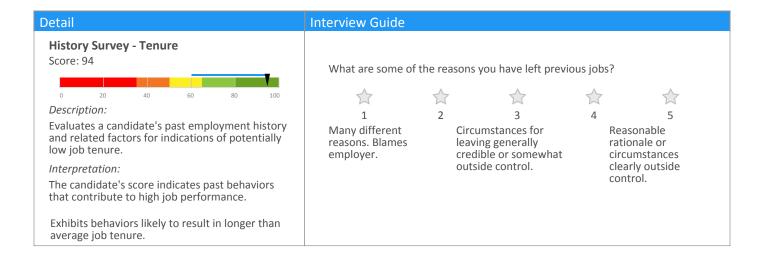


Behavioral History Detail

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.









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

Minimum Qualification Guidelines - from O*Net

The following are suggestions from O*Net, the United States government's occupational information network, regarding prerequisites for this job type.

Item	
Educational Achievement	High School
Job-Related Training	Less than 6 Months

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: 43-5052.00
- O*Net Version: 25.1
- Sim ID: 926-4, Key: 0-0, Rpt: 13, Prd: 407, Created: 2024-05-02 06:30 UTC
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

0.0000

1.0000

0.8422

65.0000

15.0000

77.6330

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 (%)
Adaptable	65.1419	Z-Statistic	0.0095	5.2159
Attention to Detail	87.3640	Z-Statistic	1.4909	19.3381
Seeks Perfection	71.9235	Z-Statistic	0.4616	5.7488
Corporate Citizenship	10.0000	Z-Statistic	-3.6667	5.5108
Competitive	65.5934	Z-Statistic	0.0396	4.3895
Develops Relationships	96.8225	Z-Statistic	2.1215	2.8864
Enjoys Problem-Solving	92.7366	Z-Statistic	1.8491	3.7233
History Survey - Performance	79.7432	Z-Statistic	0.9829	13.1402
History Survey - Tenure	94.6762	Z-Statistic	1.9784	13.1402
Exhibits a Positive Work Attitude	91.9501	Z-Statistic	1.7967	5.7279
Analytical Thinking	65.6926	Z-Statistic	0.0462	15.4303
Needs Structure	90.5549	Z-Statistic	1.7037	5.7488
Weighted Average of Cor	mpetency Z-Scores:			0.8422

Weighted Average of Competency Z-Scores:

Mean applied to Raw Weighted Avg:

Standard Deviation applied to Raw Weighted Avg:

Normalized Raw Score:

Mean:

Standard Deviation Used:

Final Overall Score:



Notes

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