

Candidate: Betty Penske

Assessment: Digital Adaptability Completed: August 31, 2024 Prepared for: Susan Bookman

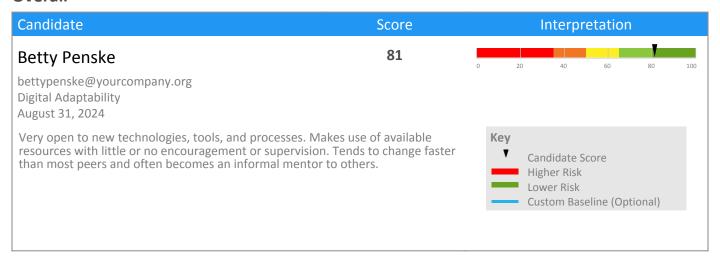
HR Avatar Data Collection Account

# **Test Results and Interview Guide**

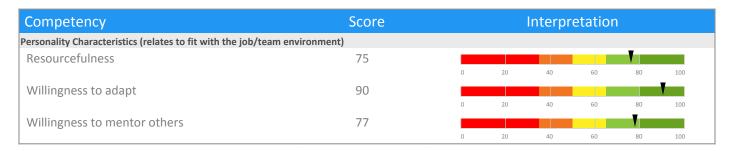
The Digital Adaptability assessment measures key factors related to high performance and tenure in this job. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. This report includes 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.

| rcentile ( | 0 - 1        | .0           | 20        | 30           | 40        | 50           | 60           | 70           | 80           | 90        | 100       |
|------------|--------------|--------------|-----------|--------------|-----------|--------------|--------------|--------------|--------------|-----------|-----------|
| 81st       |              |              |           |              |           |              |              |              |              | i         |           |
| 67th       |              |              |           |              |           |              |              | İ            | İ            | İ         |           |
| 74th       |              |              |           |              |           |              |              |              | i<br>i       | 1         |           |
|            | 81st<br>67th | 81st<br>67th | 81st 67th | 81st<br>67th | 81st 67th | 81st<br>67th | 81st<br>67th | 81st<br>67th | 81st<br>67th | 81st 67th | 81st 67th |



#### Detail

Candidate: Betty Penske, bettypenske@yourcompany.org

Assessment: Digital Adaptability

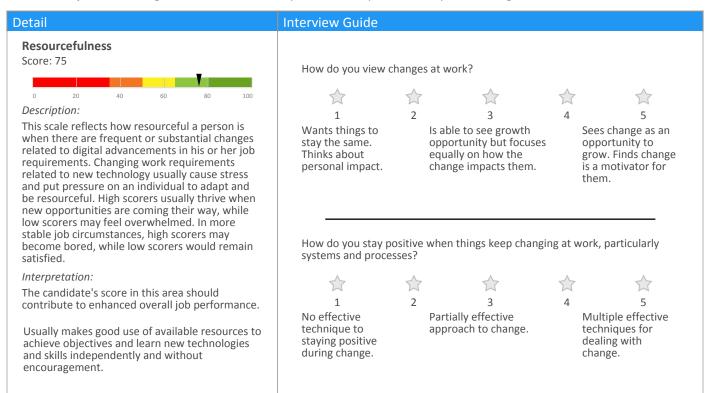
Authorized: August 31, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz

Started: August 31, 2024, 6:06:14PM EST Completed: August 31, 2024, 6:06:14PM EST

Overall Score: 81

## **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

#### Willingness to adapt

Score: 90

Description:



This scale reflects how willing and able a person is to adapt when there are frequent or substantial changes related to digital advancements in his or her job requirements. Changing work requirements related to new technology 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.

Open to change and willing to invest the necessary energy and time to adapt to new tools and processes without encouragement or supervision.

#### Interview Guide

Would you rather work in a job where responsibilities stay the same or change unexpectedly. Why?











Feels challenged when responsibilities at work change unexpectedly. Resistant to some change but not completely disinterested in change in responsibilities.

Is motivated when responsibilities at work change and needs to learn new skills.

How do you feel when there is a system change at work that forces you to change the way you do things? How do you adapt?











Gets frustrated and doesn't have an effective way to adapt.

Recognizes that they struggle and has one quality way to adapt.

Tthrives when a new system gets introduced at work and has multiple ways to adapt.

## Willingness to mentor others

Score: 77



#### Description:

This scale reflects how willing and able a person is to adapt when there are frequent or substantial changes related to digital advancements in his or her job requirements. Changing work requirements related to new technology 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.

Usually open to change and willing to invest the necessary energy and time to adapt to new tools and processes with little encouragement only light supervision.

When working with others, do you see yourself as a guide or as a follower? Which to you prefer and why?

Sees themself as a guide

but would prefer to be a



Sees themself as a

prefers to remain a

follower and

follower.





follower.





5

Sees themself as a guide and prefers to remain a guide.

Tell me about a time when coworkers asked you to help them learn new software.



a coworker.

Unable to describe

a time they helped









Unable to describe a time they helped a coworker.

Able to confidently describe a time they helped a coworker and they enjoyed it.



## **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: 11016-9, Key: 0-0, Rpt: 68, Prd: 4263, Created: 2024-08-31 23:06 UTC
- 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 (%) |  |
|------------------------------|---------|------------------------|------------------|------------|--|
| Resourcefulness              | 75.8954 | Numeric Score          | 75.8954          | 33.3333    |  |
| Willingness to adapt         | 90.5584 | Numeric Score          | 90.5584          | 33.3333    |  |
| Willingness to mentor others | 77.7699 | Numeric Score          | 77.7699          | 33.3333    |  |
| Weighted Average:            |         |                        |                  | 81.4079    |  |
| Final Overall Score:         |         |                        |                  | 81         |  |



## **Notes**

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