

Candidate: Betty Penske

Assessment: Digital Adaptability

Completed: July 27, 2024
Prepared for: Susan Bookman

HR Avatar Data Collection Account

Test Results and Interview Guide

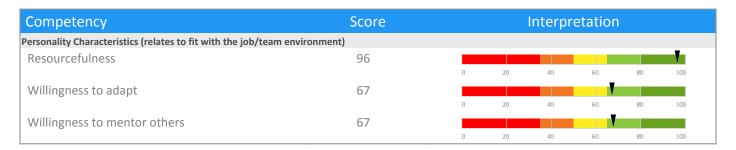
The Digital Adaptability assessment measures key factors related to high performance and tenure in this job. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. This report includes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

Percentile	0	10	20	30	40	50	60	70	80	90	100
77th										i	
63rd								į	I I	İ	
71st									I I		
	77th 63rd	77th 63rd	77th 63rd	77th 63rd	77th 63rd	77th 63rd	77th 63rd	77th 63rd	77th 63rd	77th 63rd	77th 63rd



Detail

Candidate: Betty Penske, bettypenske@yourcompany.org

Assessment: Digital Adaptability

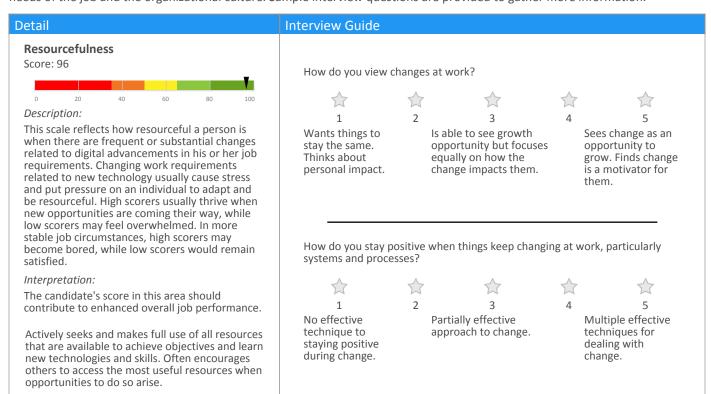
Authorized: July 27, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz

Started: July 27, 2024, 6:38:37AM EST Completed: July 27, 2024, 6:38:37AM EST

Overall Score: 77

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: 67

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

Interpretation:

satisfied.

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.

Interview Guide

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



work change

unexpectedly.

responsibilities at

when







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?



doesn't have an

effective way to

adapt.

Gets frustrated and









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: 67



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?



follower and

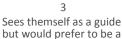
follower.

Sees themself as a

prefers to remain a









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.









follower.







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: 2024-07-27 11:38 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	96.6769	Numeric Score	96.6769	33.3333	
Willingness to adapt	67.3119	Numeric Score	67.3119	33.3333	
Willingness to mentor others	67.5355	Numeric Score	67.5355	33.3333	
Weighted Average:				77.1748	
Final Overall Score:				77	



Notes

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