

Candidate: **Betty Penske**
Assessment: Basic Personality & Behavioral Assessment
Completed: May 4, 2024
Prepared for: Susan Bookman
HR Avatar Data Collection Account

Test Results and Interview Guide

The Basic Personality & Behavioral Assessment 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

Candidate	Score	Interpretation
Betty Penske bettypenske@yourcompany.org Basic Personality & Behavioral Assessment May 4, 2024 Summary: Moderate to High Performance Potential Potential Risk Areas <ul style="list-style-type: none">Low Integrity score could indicate potential issues with reliability.	68	<div>Key<ul style="list-style-type: none">▼ Candidate ScoreHigher RiskLower RiskCustom Baseline (Optional)</div>

Competency Summary

Competency	Score	Interpretation
Personality Characteristics (relates to fit with the job/team environment)		
Adaptability	80	
Customer Service Mindset	88	
Drive	97	
Integrity	10	
Teamwork	67	
Behavioral History (relates to performance and turnover)		
History Survey - Performance	62	
History Survey - Tenure	84	
Emotional Intelligence (relates to situational judgment, performance and teamwork)		
Empathy and Emotional Self-Control	67	

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	68th											
United States	57th											
HR Avatar Data	63rd											

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: Basic Personality & Behavioral Assessment

Authorized: May 4, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz

Started: May 3, 2024, 8:34:06PM EST

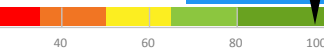
Completed: May 3, 2024, 8:34:06PM EST

Overall Score: 68

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.

Continued on next page.

Detail	Interview Guide																														
<p>Drive</p> <p>Score: 97</p>  <p><i>Description:</i></p> <p>This scale reflects the degree to which an individual will work hard to achieve goals and solve critical problems in the organization. High scores on this scale indicate a person will be diligent in their work and use all necessary sources to solve problems. Low scores on this scale indicate a person may be unenthusiastic about work and may struggle with complex tasks and challenges.</p> <p><i>Interpretation:</i></p> <p>The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>Highly motivated by challenging goals and tasks, financial rewards, and/or recognition, and willing to work very hard to succeed. Very focused on understanding guidelines, following the rules and personal achievement.</p>	<p>Tell me about a time when you went above and beyond the call of duty to achieve a difficult goal or challenge. What motivated you to put forth the extra effort?</p> <table><tr><td>★</td><td>★</td><td>★</td><td>★</td><td>★</td></tr><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td>Poor or weak example. No real extra effort.</td><td></td><td>Moderate example. Some extra effort evident.</td><td></td><td>Strong example. Clearly applied extra effort. Well organized in approach.</td></tr></table> <hr/> <p>What would you say were some of the most difficult challenges about your last job? How were you able to cope with those challenges?</p> <table><tr><td>★</td><td>★</td><td>★</td><td>★</td><td>★</td></tr><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td>Description of challenge and how they cope shows that they struggle with complex tasks.</td><td></td><td>Describes a reasonable challenge. Shows ability to cope but doesn't demonstrate diligence.</td><td></td><td>Describes a reasonable challenge. Demonstrates effective coping skills that address using multiple resources to solve the challenge.</td></tr></table>	★	★	★	★	★	1	2	3	4	5	Poor or weak example. No real extra effort.		Moderate example. Some extra effort evident.		Strong example. Clearly applied extra effort. Well organized in approach.	★	★	★	★	★	1	2	3	4	5	Description of challenge and how they cope shows that they struggle with complex tasks.		Describes a reasonable challenge. Shows ability to cope but doesn't demonstrate diligence.		Describes a reasonable challenge. Demonstrates effective coping skills that address using multiple resources to solve the challenge.
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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	Interview Guide
<div><div>History Survey - Performance</div><div>Score: 62</div><div><div></div></div><div>Description:</div><div>Evaluates elements of the candidate's past work and education history to identify indications of high or low performance potential.</div><div>Interpretation:</div><div>The candidate's score indicates past behaviors that neither detract from nor enhance job performance.</div><div>Exhibits past behaviors and achievements that are likely to result in average job performance.</div><div>The following potential performance risk areas were identified:</div><div><div><div>• Below average productivity history</div><div>• Below average performance reviews</div></div><div>Further probing is recommended for each of these items.</div></div></div>	<div><div>How does your work compare with your peers? Do you produce more or less? How do you know?</div><div><div>★</div><div>★</div><div>★</div><div>★</div><div>★</div></div><div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div><div></div><div><div>What kind of feedback have you received about your performance from your managers and your peers?</div><div><div>★</div><div>★</div><div>★</div><div>★</div><div>★</div></div><div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div></div></div>
<div><div>History Survey - Tenure</div><div>Score: 84</div><div><div></div></div><div>Description:</div><div>Evaluates a candidate's past employment history and related factors for indications of potentially low job tenure.</div><div>Interpretation:</div><div>The candidate's score indicates past behaviors that contribute to high job performance.</div><div>Exhibits behaviors likely to result in longer than average job tenure.</div><div>The following potential performance risk areas were identified:</div><div><div><div>• Frequent job changes</div><div>• Potential long commute</div></div><div>Further probing is recommended for each of these items.</div></div></div>	<div><div>Review your last few jobs with me, explaining why you left the old job and what attracted you to the new one.</div><div><div>★</div><div>★</div><div>★</div><div>★</div><div>★</div></div><div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div><div></div><div><div>What is the longest distance you have had to commute to work? What did you do during the commute? How long did you keep that job?</div><div><div>★</div><div>★</div><div>★</div><div>★</div><div>★</div></div><div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div></div></div>

Emotional Intelligence Detail





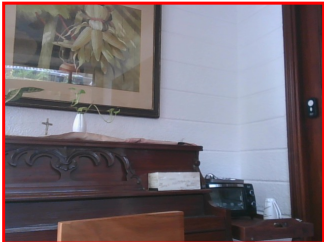



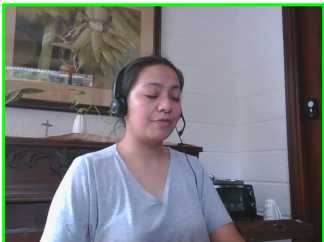
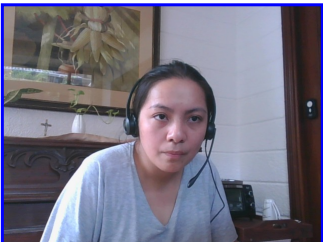
This section contains a list of emotional intelligence characteristics that indicate how tuned in a candidate is to his or her own emotions, and those of others, as well as the candidate's ability to control his or her behavior in light of the emotions he or she is experiencing. These traits can often impact performance in groups or teams. Sample interview questions are provided to gather more information.

Continued on next page.

Detail	Interview Guide
<p>Empathy and Emotional Self-Control</p> <p>Score: 67</p>  <p><i>Description:</i></p> <p>Demonstrates exceptional 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 very effective at demonstrating to customers or coworkers that they understand and care about them, resulting in significantly improved customer loyalty, much stronger work relationships, and noticeably reduced levels of conflict in the workplace.</p> <p><i>Interpretation:</i></p> <p>The candidate's score in this area should contribute to enhanced overall job performance.</p> <p>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.</p>	<p>Are you good at relating to the feelings of others? Can you give me an example of how this helped you navigate a difficult situation at work or at school?</p> <div> <div>★</div> <div>★</div> <div>★</div> <div>★</div> <div>★</div> </div> <div> <div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> </div> <div> <p>Not able to sense how others feel. Unable to provide example.</p> <p>Some ability to sense how others feel. Example shows some ability to use senses at work.</p> <p>Able to relate to others and sense how they feel. Example shows can easily apply senses at work.</p> </div> <hr/> <p>Tell me about a time you got upset at work. How did you handle/deal with your emotions?</p> <div> <div>★</div> <div>★</div> <div>★</div> <div>★</div> <div>★</div> </div> <div> <div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> </div> <div> <p>They had an inappropriate response or placed blame.</p> <p>They (1) had an appropriate response (2) took responsibility but were unable to make the bad situation better.</p> <p>They (1) had an appropriate response (2) took responsibility and (3) worked to make the bad situation better.</p> </div>

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
Job-Related Experience	Less Than 1 Year

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: 51-9195.00
- O*Net Version: 26.3
- Sim ID: 11060-3, Key: 0-0, Rpt: 13, Prd: 4333, Created: 2024-05-04 01:34 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 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	80.8437	Z-Statistic	1.0562	8.9288
Customer Service Mindset	88.7294	Z-Statistic	1.5820	7.4352
Drive	97.7300	Z-Statistic	2.1820	9.4599
Empathy and Emotional Self-Control	67.8761	Z-Statistic	0.1917	18.2085
History Survey - Performance	62.9499	Z-Statistic	-0.1367	18.2085
History Survey - Tenure	84.5995	Z-Statistic	1.3066	18.2085
Integrity	10.0000	Z-Statistic	-3.6667	10.3561
Teamwork	67.4792	Z-Statistic	0.1653	9.1944
Weighted Average of Competency Z-Scores:				0.3018
Mean applied to Raw Weighted Avg:				0.1115
Standard Deviation applied to Raw Weighted Avg:				0.7242
Normalized Raw Score:				0.2627
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				68.9401

Notes

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