Candidate: **Betty Penske**
Assessment: Numeric Reasoning
Completed: July 27, 2024
Prepared for: Susan Bookman
HR Avatar Data Collection Account

Test Results and Interview Guide

The Numeric Reasoning 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	**82**	

bettypenske@yourcompany.org
Numeric Reasoning
July 27, 2024

Indicates a significantly above average level of numeric reasoning ability.

Key

▼ Candidate Score
▬ Higher Risk
▬ Lower Risk
▬ Custom Baseline (Optional)

Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Basic Numeracy	74	
General Arithmetic	84	
Sequences	87	

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	
Global	82nd	
United States	68th	
HR Avatar Data	75th	

Detail

Candidate:	Betty Penske, bettypenske@yourcompany.org
Assessment:	Numeric Reasoning
Authorized:	July 27, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started:	July 27, 2024, 9:19:06AM EST
Completed:	July 27, 2024, 9:19:06AM EST
Overall Score:	82

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
Basic Numeracy Score: 74 *Description:* Understanding to use and apply basic mathematical skills such as addition, subtraction, multiplication and division. *Interpretation:* Strong scores in this area correlate with above average performance for many jobs. The candidate's score in this area indicates that the candidate has adequate knowledge of basic mathematical skills to achieve above average job performance with little to no additional training.	Do you feel confident with your level of basic numeracy? 1 — Candidate is not confident in their capability 2 3 — Candidate is somewhat confident in their capability 4 5 — Candidate is confident in their capability
General Arithmetic Score: 84 *Description:* Part of mathematics that includes addition, subtraction, multiplication, and division. *Interpretation:* High scores in this area correlate with superior performance for many jobs. The candidate's score in this area indicates that the candidate has adequate knowledge of basic mathematical operations to achieve above average job performance without additional training.	Do you feel confident with your level of general arithmetic? 1 — Candidate is not confident in their capability. 2 3 — Candidate is somewhat confident in their capability. 4 5 — Candidate is confident in their capability.

Detail	Interview Guide

Sequences

Score: 87

0   20   40   60   80   100

Description:

A list of numbers that is in order and follows a specific pattern.

Interpretation:

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

The candidate's score in this area indicates that the candidate has adequate knowledge of mathematical sequences to achieve above average job performance without additional training.

Describe what sequences mean to you? How can that knowledge be applied at work?

☆	☆	☆	☆	☆
1	2	3	4	5
Candidate is unable to provide an explanation and does not have an example of how it applies to their work.		Candidate is able to provide an explanation but does not have an example of how it applies to their work.		Candidate is able to provide an explanation and has at least one example of how it applies to their work.

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

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: 14134-1, Key: 0-0, Rpt: 68, Prd: 5143, Created: 2024-07-27 14:19 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 (%)
Basic Numeracy	74.7807	Z-Statistic	0.6520	33.3333
General Arithmetic	84.0041	Z-Statistic	1.2669	33.3333
Sequences	87.6057	Z-Statistic	1.5070	33.3333

Weighted Average of Competency Z-Scores: 1.1420

Mean applied to Raw Weighted Avg: 0.0000

Standard Deviation applied to Raw Weighted Avg: 1.0000

Normalized Raw Score: 1.1420

Mean: 65.0000

Standard Deviation Used: 15.0000

Final Overall Score: 82.1302

Notes

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