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

Test Results and Interview Guide

The Remote Worker Scale 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 Remote Worker Scale July 27, 2024 Responses indicate that the candidate can effectively work from home by communicating clearly and managing their time in a remote setting. Candidate can always be expected to balance their work and home life effectively and stay highly motivated in a remote setting.	**80**	

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

Competency Summary

Competency	Score	Interpretation
Personality Characteristics (relates to fit with the job/team environment)		
Remote Worker Mindset	80	

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	80th	
United States	66th	
HR Avatar Data	74th	

Detail

Candidate:	Betty Penske, bettypenske@yourcompany.org
Assessment:	Remote Worker Scale
Authorized:	July 27, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started:	July 27, 2024, 7:24:39AM EST
Completed:	July 27, 2024, 7:24:39AM EST
Overall Score:	80

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	Interview Guide

Detail

Remote Worker Mindset
Score: 80

0   20   40   60   80   100

Description:
This scale reflects the degree to which an individual can effectively work from home, manage their time in a remote setting, and clearly communicate. High scores on this scale indicate a person will likely be able to balance their work and home life effectively, stay motivated in a remote setting, and clearly communicate with their coworkers. Low scores on this scale indicate a person may provide poor communication in a remote role, get distracted with their environment, and lack structure.

Interpretation:
The candidate's score in this area should contribute to enhanced overall job performance.

Responses indicate that the candidate can effectively work from home by communicating clearly and managing their time in a remote setting. Candidate can always be expected to balance their work and home life effectively and stay highly motivated in a remote setting.

Interview Guide

How is communication different when working from home vs. in person? How do you plan to adjust?

☆	☆	☆	☆	☆
1	2	3	4	5
Doesn't recognize a difference between home vs. in person.		Recognizes the differences but isn't able to explain a clear plan to adjust.		Recognizes the differences and is able to explain a clear plan to adjust.

What are some challenges you see yourself facing if you were to work from home?

☆	☆	☆	☆	☆
1	2	3	4	5
Explains multiple challenges with no clear solutions. Will not succeed working from home.		Explains multiple challenges and solutions for each challenge. Will possibly succeed when working from home.		Explains one major challenge and a clear solution. Will still be able to succeed when working from home.

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: 14252-1, Key: 0-0, Rpt: 68, Prd: 5287, Created: 2024-07-27 12:24 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 (%)
Remote Worker Mindset	80.4765	Z-Statistic	1.0318	100.0000
Weighted Average of Competency Z-Scores:				1.0318
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				1.0318
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				80.4765

Notes

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