

Candidate: Betty Penske

Assessment: Basic Cognitive & Behavioral Assessment - Entry Level

Completed: July 27, 2024 Prepared for: Susan Bookman

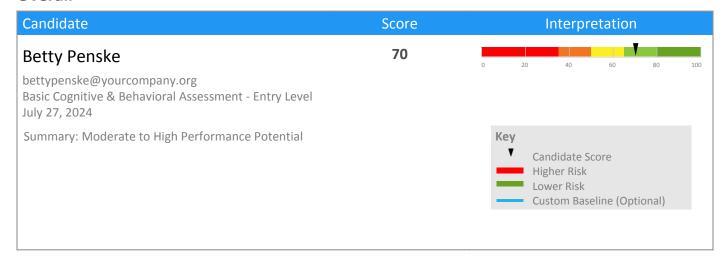
HR Avatar Data Collection Account

Test Results and Interview Guide

The Basic Cognitive & Behavioral Assessment - Entry Level 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.

Test-Taker Group	Percentile	0	10	20	30	40	50	60	70	80	90	100
Global	70th											
United States	58th								i	i I	i	
HR Avatar Data	64th									<u> </u>	 	



Detail

Candidate: Betty Penske, bettypenske@yourcompany.org
Assessment: Basic Cognitive & Behavioral Assessment - Entry Level

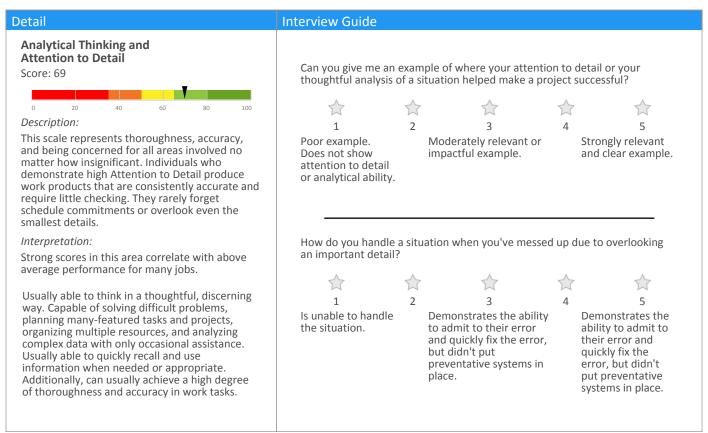
Authorized: July 27, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz

Started: July 27, 2024, 8:52:39AM EST Completed: July 27, 2024, 8:52:39AM EST

Overall Score: 70

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.



Scored Survey Detail

This section provides additional detail on the candidate's scored survey responses. Potential caution areas (if any) are specified in each detail section.

Continued on next page.



)etail	Interview Guid	е			
History Survey - Performance Score: 63 Description: Evaluates elements of the candidate's past work and education history to identify indications of high or low performance potential.	How does your less? How do y	work compare ou know?	with your peers	? Do you produc	ce more or
	What kind of fo	eedback have yo your peers?	u received abou	ut your perform	ance from your
	\Rightarrow				
	1	2	3	4	5
History Survey - Tenure Score: 80 Description:	Review your la what attracted	st few jobs with you to the new	me, explaining one.	why you left the	e old job and
Evaluates a candidate's past employment history and related factors for indications of potentially	☆	\wedge	\wedge	\wedge	\wedge
low job tenure.	1	2	3	4	5
	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?				
	\Rightarrow	\Diamond	\Diamond	\Rightarrow	\Diamond
	1	2	3		5



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)







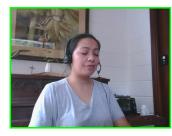


In-Test Error Detected (No Face Detected)

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: 14564-1, Key: 0-0, Rpt: 68, Prd: 5349, Created: 2024-07-27 13:52 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 (%)		
Analytical Thinking and Attention to Detail	69.7034	Z-Statistic	0.3136	70.9091		
History Survey - Performance	63.3945	Z-Statistic	-0.1070	14.5455		
History Survey - Tenure	80.3841	Z-Statistic	1.0256	14.5455		
Weighted Average of Cor		0.3560				
Mean applied to Raw We		0.0000				
Standard Deviation applie		1.0000				
Normalized Raw Score:		0.3560				
Mean:		65.0000				
Standard Deviation Used: 15.0000						
Final Overall Score: 70.3393						



Notes

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