Test Results and Interview Guide

Candidate: **Michael Russiello**
Assessment: US English Spoken Language Skills
Completed: May 31, 2023
Prepared for: Mike Russiello

What's Included

- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide
- Recorded Audio/Video Results

Important Note: The US English Spoken Language Skills assessment measures one or more important competencies, and collects audio or video responses to specific questions. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. Various types of analysis may be conducted on the recorded responses depending on the test configuration. 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
Michael Russiello mike@hravatar.com US English Spoken Language Skills May 31, 2023 (m) +1 571-213-5677	87	

The candidate's scores indicate a high degree of proficiency in hearing and understanding, as well as speaking both specific and free-form English. The candidate should be able to conduct an effective easy-flowing conversation with native speakers.

Key
- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Hearing, Understanding, and Responding	100	
Repeating Back Clearly	97	
Speaking Clearly	100	
Skills/Knowledge (relates to immediate readiness)		
Sharing Thoughts Clearly	50	

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	97th	
United States	98th	

Detail

Candidate:	Michael Russiello, mike@hravatar.com
Alternate ID Code::	89989X
Assessment:	US English Spoken Language Skills
Authorized:	May 31, 2023, by Mike Russiello, HR Avatar Content Development Account, qamailhramike222.mike@hravatar.com
Division Name:	
Group Name:	
Requisition ID:	
IP Country:	United States
IP State:	Virginia
IP City:	Aldie
Started:	May 31, 2023, 4:51:03PM EDT
Completed:	May 31, 2023, 4:59:57PM EDT
Overall Score:	87

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

Hearing, Understanding, and Responding

Score: 100

0 20 40 60 80 100

Description:

The ability to hear a question, formulate a response, and speak in a way that can be understood accurately and satisfies the person asking the questions.

Interpretation:

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

Able to consistently understand questions, formulate a response, and speak it in a manner that can be understood by native speakers. Rarely needs to ask probing questions or for a repeat of the question.

How confident are you in your ability to what people are telling you when they are speaking in English?

☆ 1
Not comfortable or confident

☆ 2

☆ 3
Moderately comfortable and confident

☆ 4

☆ 5
Very comfortable and confident
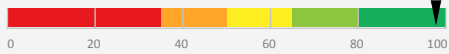
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| Detail | Interview Guide |

Repeating Back Clearly
Score: 97

Description:

The ability to listen to a spoken statement and repeat it back exactly as it was heard. Verbal repeatback is necessary when working with or serving others to confirm understanding of what was said and to ensure accuracy.

Interpretation:

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

Appears to be able to listen carefully and repeat back exactly what was heard in a manner that can be easily understood by almost all native speakers.

It is easy for you to have a conversation in English?

☆	☆	☆	☆	☆
1	2	3	4	5
Difficult because don't know enough of the language		Not difficult but not easy either.		Quite easy.

Speaking Clearly
Score: 100

Description:

The ability to speak words and whole sentences in a way that sounds natural and can be understood by others. In this competency, the candidate is asked to read written sentences aloud. No formulation is necessary, simply reading aloud from text.

Interpretation:

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

Able to convert written text into spoken English that can be accurately and immediately understood by most native speakers without any clarifications.

Do you feel others can understand you when you speak in English?

★	★	★	★	★
1	2	3	4	5
Not confident. Would rather speak in another language		Moderately confident		Very confident

Knowledge and Skills Detail

This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail	Interview Guide

Sharing Thoughts Clearly

Score: 50

0   20   40   60   80   100

Description:

The ability to formulate and articulate a multi-sentence response to a question of medium complexity. In certain cases, this competency includes the way the person's voice is perceived (the 'vibes').

Interpretation:

Candidate appears capable of average job performance in this area with little or no training.

Able to formulate ideas into grammatically correct sentences and articulate them clearly in a way that can be understood by native speakers about half of the time without clarification or repetition. See section below for text and audio statements collected, as well as any Vibes data that may be available.

What do you do to maintain or improve your English speaking skills?

☆	☆	☆	☆	☆
1	2	3	4	5
Rarely uses English		Occasional exposure to English		Regular practice and usage

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Audio/Video Responses

During the assessment, the candidate was asked to answer open-ended answer to one or more questions by either audio or video. If the candidate did not have the ability to upload audio or video they were asked to write their responses. The text of their responses as well as any included analysis of their speaking or text is provided below. Additionally, you can click on the links below (or cut and past into a web browser) to view or listen to their response directly.

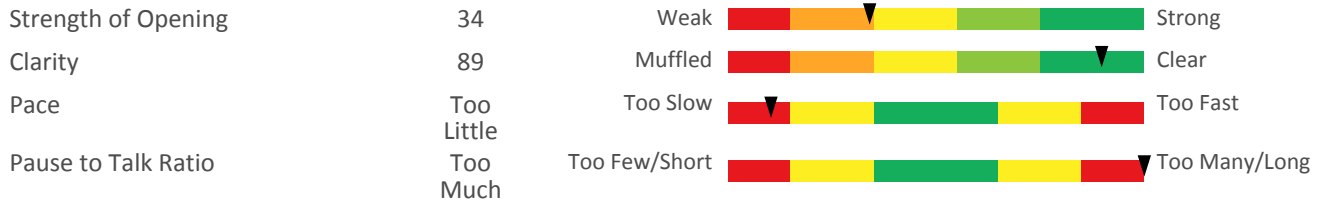| Question	Response
How would you want your manager or supervisor to treat you at work?	I would want my manager or supervisor to treat me like an equal who, who deserves respect and who can be counted on to deliver when, uh, a tough assignment is, is required. That's what I would want.

🔊   Listen to audio recording:

Voice Analysis Information

Spoken voice samples are processed through an artificial intelligence-based algorithm to determine how the speakers voice and speaking style is perceived by others. The following statistics and ratings were collected as part of this analysis and these were used in calculating the related competency scores.

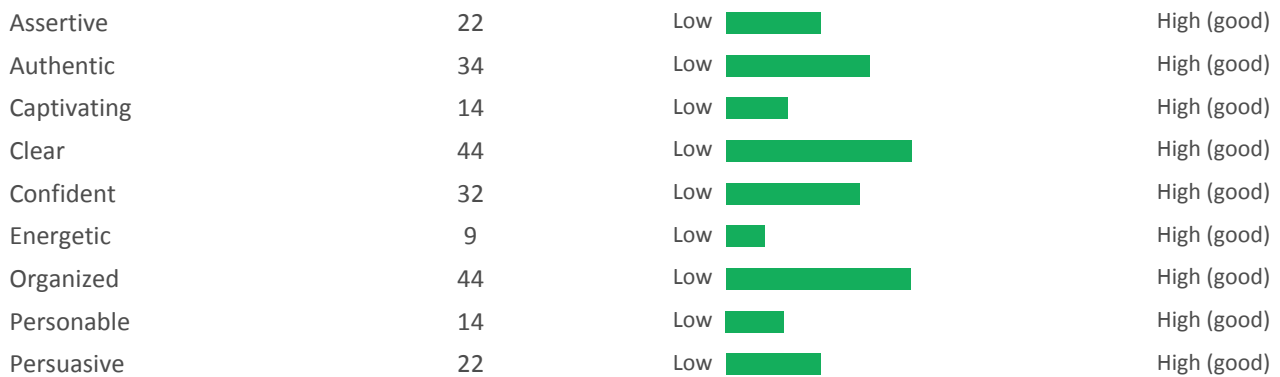## Voice Analysis Info used in scoring: Sharing Thoughts Clearly
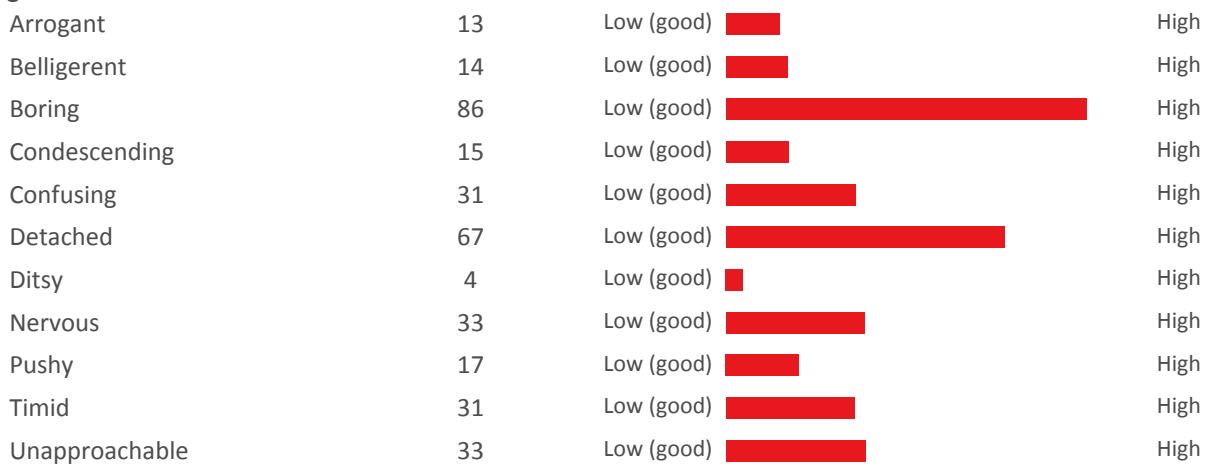
General Speaking Features

Feature	Value	Scale		
Strength of Opening	34	Weak		Strong
Clarity	89	Muffled		Clear
Pace	Too Little	Too Slow		Too Fast
Pause to Talk Ratio	Too Much	Too Few/Short		Too Many/Long

Variety Features

Feature	Value	Scale		
Volume Variety	Too Little	Too Little		Too Much
Pace Variety	Too Much	Too Little		Too Much
Pitch Variety	Too Little	Too Little		Too Much

Positive Vibes

Attribute	Value	Low		High (good)
Assertive	22	Low		High (good)
Authentic	34	Low		High (good)
Captivating	14	Low		High (good)
Clear	44	Low		High (good)
Confident	32	Low		High (good)
Energetic	9	Low		High (good)
Organized	44	Low		High (good)
Personable	14	Low		High (good)
Persuasive	22	Low		High (good)

Negative Vibes

Attribute	Value	Low (good)		High
Arrogant	13	Low (good)		High
Belligerent	14	Low (good)		High
Boring	86	Low (good)		High
Condescending	15	Low (good)		High
Confusing	31	Low (good)		High
Detached	67	Low (good)		High
Ditsy	4	Low (good)		High
Nervous	33	Low (good)		High
Pushy	17	Low (good)		High
Timid	31	Low (good)		High
Unapproachable	33	Low (good)		High

Individual Responses Information

The following table provides question by question response information.

Question	Candidate Response Information
Hearing, Understanding, and Responding (Correct/Incorrect)	Question / Score
VCW_EN_I_11 (Clip 6a)	Correct
VCW_EN_I_15 (Clip 7a)	Correct
VCW_EN_I_19 (Clip 8a)	Correct
VCW_EN_I_24 (Clip 9b)	Correct
VCW_EN_I_29 (Clip 10c)	Correct
VCW_EN_I_32 (Clip 11b)	Correct
Repeating Back Clearly (Correct/Incorrect)	Question / Score
VCW_EN_I_39 (Clip 14c)	Partially Correct
VCW_EN_I_42 (Clip 15c)	Correct
VCW_EN_I_44 (Clip 16b)	Correct
VCW_EN_I_48 (Clip 17c)	Correct
Speaking Clearly (Correct/Incorrect)	Question / Score
VCW_EN_I_52	Correct
VCW_EN_I_55	Correct
VCW_EN_I_57	Correct
VCW_EN_I_61	Correct

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.
- Account-level normative data was omitted because there is insufficient data available for this assessment. As additional test takers from the same account complete this assessment, comparative information will become available and this report can be re-generated to incorporate it.
- 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: 14587-1, Key: 1901707-1769486, Rpt: 104, Prd: 5391, Created: 2024-11-02 16:35 UTC
- UA: Mozilla/5.0 (Windows NT 10.0; Win64; x64; rv:109.0) Gecko/20100101 Firefox/113.0

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 (%)
Hearing, Understanding, and Responding	100.0000	Numeric Score	100.0000	25.0000
Repeating Back Clearly	97.5000	Numeric Score	97.5000	25.0000
Sharing Thoughts Clearly	50.6482	Numeric Score	50.6482	25.0000
Speaking Clearly	100.0000	Numeric Score	100.0000	25.0000
Weighted Average:				87.0370
Final Overall Score:				87

Notes

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