

Candidate: **Betty Penske**  
Assessment: Mechanical Aptitude (Portuguese)  
Completed: July 27, 2024  
Prepared for: Susan Bookman  
HR Avatar Data Collection Account

## Test Results and Interview Guide

The Mechanical Aptitude (Portuguese) 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
<b>Betty Penske</b> bettypenske@yourcompany.org Mechanical Aptitude (Portuguese) July 27, 2024  As pontuações do candidato indicam um grau moderado a alto de aptidão mecânica. Recomendamos que essa pontuação seja utilizada com um processo abrangente para avaliar o potencial de desempenho, incluindo os conhecimentos, habilidades e capacidades específicos necessários para um determinado cargo.	<b>76</b>	

**Key**

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

## Competency Summary

Competency	Score	Interpretation
<b>Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)</b>		
Circuits	73	
Gears and Pulleys	75	
Basic Physics	84	
Tools	73	
Spatial Reasoning	74	

## 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	76th												
United States	63rd												
HR Avatar Data	70th												

## Detail

Candidate: **Betty Penske**, bettypenske@yourcompany.org  
 Assessment: Mechanical Aptitude (Portuguese)  
 Authorized: July 27, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz  
 Started: July 27, 2024, 6:39:31AM EST  
 Completed: July 27, 2024, 6:39:31AM EST  
 Overall Score: 76

## 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
<p><b>Circuits</b> Score: 73</p>  <p><i>Description:</i> Compreensão básica de eletricidade e de como os circuitos elétricos funcionam.</p> <p><i>Interpretation:</i> Strong scores in this area correlate with above average performance for many jobs.</p> <p>A pontuação do candidato demonstra um conhecimento moderado a avançado em circuitos.</p>	<p>Você já recebeu algum treinamento em circuitos elétricos? Poderia descrever um projeto em que precisou utilizá-los?</p> <p style="text-align: center;">  1             2             3             4             5     </p> <p>Nenhum treinamento. Nenhum projeto.      Treinamento básico durante o ensino médio.      Treinamento formal. Utilização profissional.</p>
<p><b>Gears and Pulleys</b> Score: 75</p>  <p><i>Description:</i> Refere-se à compreensão básica de como as engrenagens e roldanas funcionam, e como elas podem fornecer alavancagem ao levantar ou mover itens pesados.</p> <p><i>Interpretation:</i> Strong scores in this area correlate with above average performance for many jobs.</p> <p>A pontuação do candidato demonstra um conhecimento moderado a avançado de engrenagens e roldanas.</p>	<p>Você já estudou como engrenagens e roldanas facilitam nosso trabalho?</p> <p style="text-align: center;">  1             2             3             4             5     </p> <p>N/A      N/A      N/A      N/A</p>

Detail	Interview Guide
<p><b>Basic Physics</b> Score: 84</p> <p><i>Description:</i> Refere-se a conceitos fundamentais de física básica, incluindo velocidade, momentum, massa e alavancagem.</p> <p><i>Interpretation:</i> High scores in this area correlate with superior performance for many jobs.</p> <p>A pontuação do candidato demonstra um conhecimento prático sólido de física básica.</p>	<p>Você já estudou física? Poderia descrever um momento em que sua compreensão básica de massa ou momentum foi útil no trabalho?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1 Nenhum treinamento. Nenhuma utilização de física.</div> <div style="text-align: center;">★ 2 Aula básica do ensino médio. Alguma utilidade no local de trabalho.</div> <div style="text-align: center;">★ 3 Aula avançada do ensino médio ou aula de nível universitário. Exemplo claro de utilidade.</div> <div style="text-align: center;">★ 4</div> <div style="text-align: center;">★ 5</div> </div>
<p><b>Tools</b> Score: 73</p> <p><i>Description:</i> Avalia o reconhecimento de vários tipos de ferramentas e seus propósitos.</p> <p><i>Interpretation:</i> Strong scores in this area correlate with above average performance for many jobs.</p> <p>A pontuação do candidato indica um grau moderado a alto de reconhecimento do uso de diferentes ferramentas.</p>	<p>Você trabalha muito com ferramentas? Como você adquiriu conhecimento sobre diferentes ferramentas?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1 Não trabalha com ferramentas.</div> <div style="text-align: center;">★ 2 Capacitação prática no trabalho ou em projetos caseiros.</div> <div style="text-align: center;">★ 3 Trabalha extensivamente com ferramentas.</div> <div style="text-align: center;">★ 4</div> <div style="text-align: center;">★ 5</div> </div>
<p><b>Spatial Reasoning</b> Score: 74</p> <p><i>Description:</i> Refere-se à capacidade de prever uma mudança na orientação espacial de um objeto tridimensional.</p> <p><i>Interpretation:</i> Strong scores in this area correlate with above average performance for many jobs.</p> <p>A pontuação do candidato demonstra um grau moderado a alto de capacidade de raciocínio espacial.</p>	<p>Poderia descrever um momento em que você teve que prever algo antes de ser realmente construído? Como foi o resultado?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">★ 1 Sem exemplo.</div> <div style="text-align: center;">★ 2 Exemplo fraco.</div> <div style="text-align: center;">★ 3 Exemplo forte.</div> <div style="text-align: center;">★ 4</div> <div style="text-align: center;">★ 5</div> </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

## 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](http://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: 15995-1, Key: 0-0, Rpt: 68, Prd: 6900, Created: 2024-07-27 11:39 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 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 (%)
Circuits	73.9893	Numeric Score	73.9893	20.0000
Gears and Pulleys	75.0092	Numeric Score	75.0092	20.0000
Basic Physics	84.6903	Numeric Score	84.6903	20.0000
Tools	73.3895	Numeric Score	73.3895	20.0000
Spatial Reasoning	74.3315	Numeric Score	74.3315	20.0000
Weighted Average:				76.2819
Final Overall Score:				76

## Notes

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