hr avatar
Illuminating Talent

Candidate:	**Betty Penske**
Assessment:	Basic Computer Troubleshooting (For Users, Portuguese)
Completed:	July 27, 2024
Prepared for:	Susan Bookman
	HR Avatar Data Collection Account

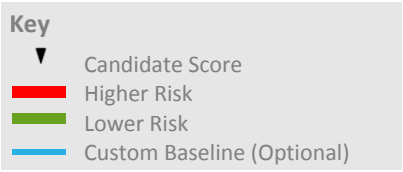
Test Results and Interview Guide

The Basic Computer Troubleshooting (For Users, 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
Betty Penske bettypenske@yourcompany.org Basic Computer Troubleshooting (For Users, Portuguese) July 27, 2024	83	

As pontuações indicam um conhecimento sólido dos componentes e conceitos de computador, além de uma grande capacidade de diagnosticar problemas comuns e de identificar soluções que provavelmente resolverão a maioria dos problemas. O candidato provavelmente está pronto para ser produtivo com pouco ou nenhum treinamento ou supervisão inicial.



Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Computer Basics	81	
Computer Troubleshooting	85	

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	83rd	
United States	69th	
HR Avatar Data	76th	

Detail

Candidate:	Betty Penske, bettypenske@yourcompany.org
Assessment:	Basic Computer Troubleshooting (For Users, Portuguese)
Authorized:	July 27, 2024, by Susan Bookman, HR Avatar Data Collection Account, sue.bookman@richardson.biz
Started:	July 27, 2024, 10:18:25AM EST
Completed:	July 27, 2024, 10:18:25AM EST
Overall Score:	83

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
Computer Basics Score: 81  *Description:* Esta competência refere-se ao conhecimento dos componentes modernos do computador e dos conceitos subjacentes necessários para realizar diagnósticos eficientes e bem-sucedidos de falhas e problemas. *Interpretation:* Candidate should achieve superior job performance in this area with little or no training. As pontuações indicam um conhecimento bastante acima da média dos componentes e conceitos de computador. Deve ser capaz de diagnosticar a maioria dos problemas de computador. Recomenda-se treinamento periódico de atualização e manutenção da proficiência.	Por que você acha que será bom ajudando outras pessoas a solucionar seus problemas de computador? Descreva um momento em que você teve um problema de computador difícil de solucionar. O que você fez? 1 — O candidato imediatamente pediu ajuda a outra pessoa para solucionar o problema sem tentar uma solução por conta própria. 2 3 — O candidato mostra que seguiu as etapas básicas de solução de problemas primeiro, mas acabou deixando outra pessoa solucionar o problema para ele. 4 5 — O candidato mostra que seguiu as etapas básicas de solução de problemas primeiro e depois fez grandes esforços para encontrar uma solução. Como você adquiriu seus conhecimentos de informática atuais? Como você continuará se atualizando no futuro? 1 — Não é autodidata. Parece desinteressado em aumentar o conhecimento. 2 3 — Algum interesse em aprender. 4 5 — Interesse claro e desejo de aprender. Abordagem de aprendizado autodidata.

Detail

Computer Troubleshooting

Score: 85

Description:

Essa competência abrange a capacidade de entender sintomas, determinar possíveis causas e selecionar ações que tenham uma probabilidade alta de solucionar problemas comuns ou típicos de computador.

Interpretation:

Candidate should achieve superior job performance in this area with little or no training.

As pontuações indicam uma capacidade bastante acima da média de diagnosticar sintomas e determinar ações adequadas em relação a problemas comuns ou típicos de computador. O candidato deve ser capaz de solucionar quase todos os problemas do cliente sem ajuda.

Interview Guide

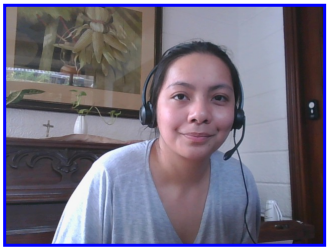
Forneça um exemplo de como você ajudou alguém a solucionar um problema de computador ou outro problema técnico. O que você fez para ajudar?

1	2	3	4	5
Exemplo não relacionado. Não ajudou de fato a solucionar o problema.		Forneceu alguma ajuda que solucionou o problema.		Exemplo claro. Forneceu a solução com base em um diagnóstico minucioso.

Identity Confirmation Photos

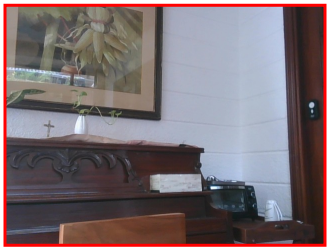
The following photos of the candidate and any identification were uploaded during the assessment session.

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



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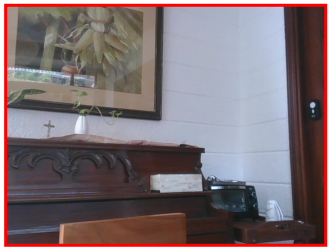

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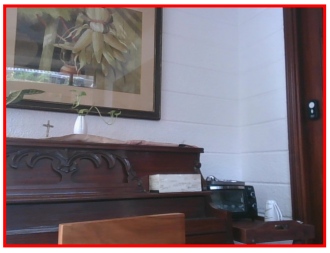

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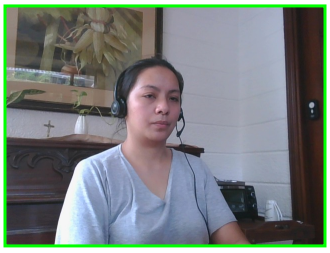
In-Test Photo



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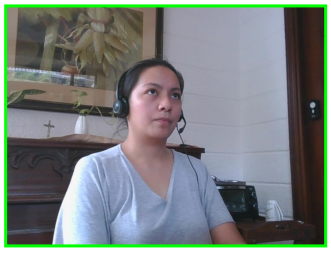

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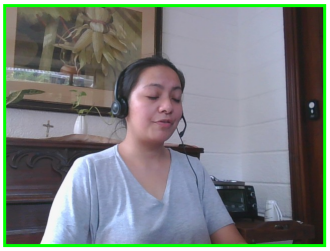
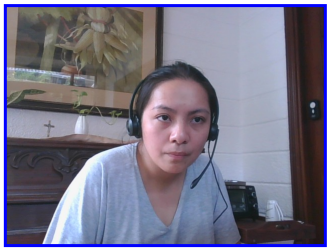


In-Test Photo



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: 16018-1, Key: 0-0, Rpt: 68, Prd: 6944, Created: 2024-07-27 15:18 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 (%)
Computer Basics	81.2895	Z-Statistic	1.0860	50.0000
Computer Troubleshooting	85.8873	Z-Statistic	1.3925	50.0000

Weighted Average of Competency Z-Scores:	1.2392
Mean applied to Raw Weighted Avg:	0.0000
Standard Deviation applied to Raw Weighted Avg:	1.0000
Normalized Raw Score:	1.2392
Mean:	65.0000
Standard Deviation Used:	15.0000
Final Overall Score:	83.5884

Notes

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