hr avatar
Illuminating Talent

Test Results and Interview Guide

Candidate: **Richard Wantsajob**
Assessment: Mechanic - Bus,Truck, Diesel Engine (Spanish)
Completed: October 26, 2024
Prepared for: Sara Maple
Example Company

What's Included

- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Mechanic - Bus,Truck, Diesel Engine (Spanish) 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
Richard Wantsajob	80	

rich.wantsajob@gmail.com
Mechanic - Bus,Truck, Diesel Engine (Spanish)
October 26, 2024

Summary: High Performance Potential

Key
- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Mechanical Aptitude	90	
Analytical Thinking and Attention to Detail	96	
Personality Characteristics (relates to fit with the job/team environment)		
Adaptability	74	
Integrity	10	
Drive	69	
Resilience	67	
Teamwork	73	
Scored Survey Questions (Custom Questions)		
History Survey - Performance	94	
History Survey - Tenure	74	

Importance to Job

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	
Example Company	73rd	

Detail

|	
Candidate:	Richard Wantsajob, rich.wantsajob@gmail.com
Assessment:	Mechanic - Bus,Truck, Diesel Engine (Spanish)
Authorized:	October 26, 2024, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	October 25, 2024, 9:17:18 PM EDT
Completed:	October 25, 2024, 9:17:18 PM EDT
Overall Score:	80

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

Mechanical Aptitude

Score: 90
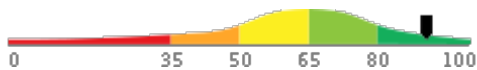
Description:

Evaluates the candidate's ability to understand and apply basic mechanical concepts.

Interpretation:

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

The candidate's scores indicate a high degree of mechanical aptitude. We recommend that this score be used in conjunction with a comprehensive process for evaluating potential performance, including the specific knowledge, skills, and abilities required for a particular job.

Describe a project in which your mechanical or electrical ability was an important element for success.
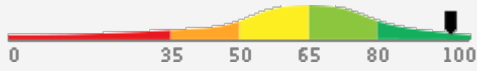
☆	☆	☆	☆	☆
1	2	3	4	5
Project required no mechanical ability		Required some mechanical ability		Relevant project using mechanical ability

Detail

Analytical Thinking and Attention to Detail
Score: 96

Description:

This scale indicates both the capacity to think in a thoughtful, discerning way, to solve problems, utilize resources, analyze data, and apply attention to detail. Individuals who demonstrate high amounts of analytical thinking are able to recognize patterns rapidly, navigate through problems, and resolve difficult problems systematically. Individuals who demonstrate high attention to detail produce work products that are consistently accurate and require little checking. They rarely forget schedule commitments or overlook even the smallest details.

Interpretation:

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

Able to think in a thoughtful, discerning way. Can often solve difficult problems, plan many-featured tasks and projects, organize multiple resources, and analyze complex data. Able to quickly recall and use information when needed or appropriate. Additionally, able to achieve a high degree of thoroughness and accuracy in a work task. Concerned for all areas involved. Work products require little or no review or checking to maintain consistency.

Interview Guide

Can you give me an example of where your attention to detail or your thoughtful analysis of a situation helped make a project successful?

| ☆	☆	☆	☆	☆
1	2	3	4	5
Poor example. Does not show attention to detail or analytical ability.		Moderately relevant or impactful example.		Strongly relevant and clear example.

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

Adaptability
Score: 74
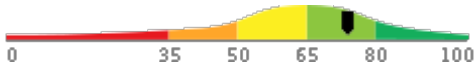
Description:

This scale reflects how accepting a person is of frequent or substantial changes in his or her job requirements. Changing work requirements usually cause stress and put pressure on an individual to adapt. High scorers usually thrive under changing work conditions, while low scorers may burn out or become paralyzed. In more stable job circumstances, high scorers may become bored, while low scorers would remain satisfied.

Interpretation:

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

Prefers a dynamic work environment. Able to remain focused and positive in times of significant workplace change. Fairly easy-going and relaxed. However, may appear uninterested under certain circumstances.

Describe a time where you had to adapt to some significant changes at work. How did you feel? How did you handle the change?

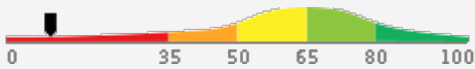| 1	2	3	4	5
☆	☆	☆	☆	☆
Feelings: Strong Dislike or Very Resistant. Weren't able to handle the change or needed significant help.		Feelings: Unfazed or Slightly Resistant. Handled the situation & change only impacted their work in a minor way.		Feelings: Excited or Comfortable. Handled the situation well and in a way that didn't interfere with their work.

Integrity
Score: 10

Description:

This scale reflects the degree to which an individual acts positively towards the organization, avoids unnecessary risk, and, simply put, does the right thing. High scores on this scale indicate a person will act in the organization's best interest, follow the rules, and work hard under limited supervision. Low scores on this scale indicate a person may engage in risk-taking behaviors, work to undermine the organization, and only do the bare minimum.

Interpretation:

The candidate's score in this area indicates risk of a negative impact on performance for some jobs. Additional probing is strongly recommended.

Distrusts the organization and management. Frequently assumes new ideas or changes will have a negative individual impact. Can be defensive regarding his or her own work, or show hostility towards management or company policies. May take unnecessary risks on the job.

Describe an ideal person who has high integrity. What traits does that person have that set them apart?

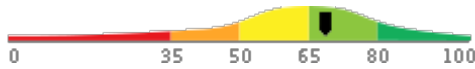| 1	2	3	4	5
☆	☆	☆	☆	☆
The person: (1) does the right thing even under challenging circumstances		The person: (1) does the right thing even under challenging circumstances, (2) is honest OR has strong principles		The person:(1) does the right thing even under challenging circumstances, is (2) honest, and (3) has strong principles

| Detail | Interview Guide |

Drive

Score: 69

Description:

This scale reflects the degree to which an individual will work hard to achieve goals and solve critical problems in the organization. High scores on this scale indicate a person will be diligent in their work and use all necessary sources to solve problems. Low scores on this scale indicate a person may be unenthusiastic about work and may struggle with complex tasks and challenges.

Interpretation:

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

Motivated by challenging goals and tasks, financial reward, and/or recognition, and willing to work hard to succeed. Focused on understanding and following guidelines, personal achievement, and meeting or exceeding quality and production standards.

How do you react when you are faced with obstacles while trying to achieve a goal? How do you overcome them?

| ☆	☆	☆	☆	☆
1	2	3	4	5
Reaction: Overwhelmed. Struggles to come up with a clear way to overcome the obstacle and doesn't demonstrate hard work.		Reaction: Ready but not excited. Candidate shows they are able to overcome the obstacle but only by doing the bare minimum.		Reaction: Excited and ready. Candidate shows they are able to overcome the obstacle by putting in extra effort and being diligent.

Detail

Resilience
Score: 67
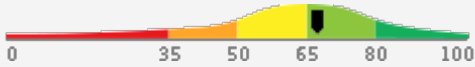
Description:

This scale reflects the degree to which an individual can withstand adversity, bounce back from difficult events, and be persistent in doing work tasks despite difficulties that come their way. High scores on this scale indicate a person will likely be able to deal with difficult situations with ease, perceive they have control over events in their life, and continue to push forward to achieve goals. Low scores on this scale indicate a person may claim that mistakes/failures were out of their control. Low scorers tend to not cope well with on-the-job stress and don't put in the extra effort to achieve success when obstacles come their way.

Please note that resilience is not a fixed trait. Unlike many other personality characteristics, resilience can be developed over time. Additionally, multiple factors can influence how resilient a person is within a specific situation. In recognition of these features, additional probing using suggested interview questions is strongly recommended.

Interpretation:

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

Responses indicate that the candidate can effectively work through difficulties at work by exhibiting positive emotions and the ability to take control of events. Candidate can likely push forward to achieve their goals, even when obstacles come their way.

Interview Guide

How do you normally react to bad news?

☆   ☆   ☆   ☆   ☆

1   2   3   4   5

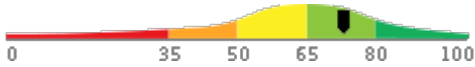| 1	3	5
They get upset and don't know how to work through the challenges.	They get upset, however they see the positive outlook and have a plan to fix the challenges.	They are able to see the positive outlook in the long run and it doesn't impact their work.

Detail

Teamwork
Score: 73

Description:

This scale reflects the degree to which an individual works well with teams and maintains positive interpersonal relationships. High scores on this scale indicate a person will thrive in collaborative team settings and maintain high-quality relationships with coworkers. Low scores on this scale indicate a person will prefer working on individual projects and may struggle to maintain close working relationships with colleagues.

Interpretation:

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

Actively cultivates relationships. Comfortable meeting new people and sensitive to how others feel. Works with colleagues and seeks input to develop friendships and meet goals.

Interview Guide

Describe a time when you worked in a team. What was your role? How did you delegate tasks with the other team members?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
They describe their role in a way that does not show significance. Delegation tactics were not efficient or helpful.		They describe their role in a way that doesn't show significance. Delegation tactics were efficient and helpful.		They describe their role in a way that shows significance. Delegation tactics were efficient and helpful.

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.

Detail

History Survey - Performance
Score: 94

Description:

Evaluates elements of the candidate's past work and education history to identify indications of high or low performance potential.

Interview Guide

Exhibits past behaviors and achievements that are likely to result in significantly below average job performance. Additional probing in this area is highly recommended.

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
No examples or rationale given.		Weak connection between past and future.		Clear connection between past and future.

History Survey - Tenure
Score: 74

Description:

Evaluates a candidate's past employment history and related factors for indications of potentially low job tenure.

What are some of the reasons you have left previous jobs?

| ☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Many different reasons. Blames employer.		Circumstances for leaving generally credible or somewhat outside control.		Reasonable rationale or circumstances clearly outside control.

Identity Confirmation Photos

The following photos of the candidate and any identification were uploaded during the assessment session.
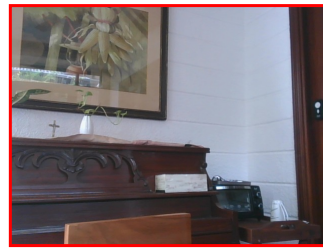
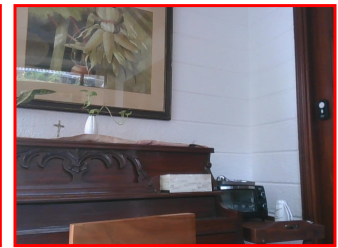| Photo Analysis Results	
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)
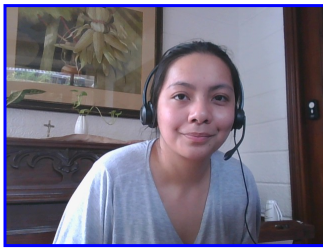
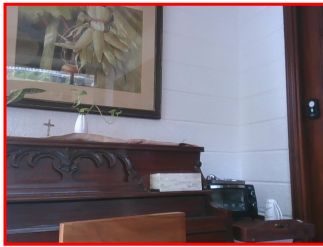*Pre/Post-Test Photo*

ID Photo

In-Test Error Detected (No Face Detected)
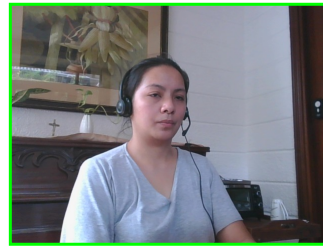

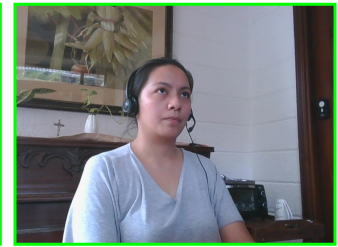*In-Test Error Detected (No Face Detected)*

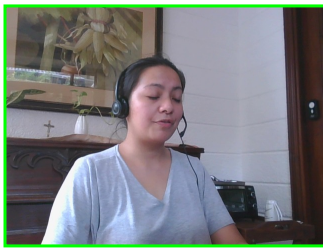*In-Test Error Detected (No Face Detected)*

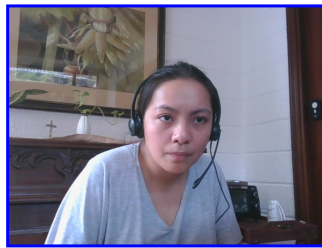*In-Test Photo*

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.
- This assessment makes use of data from the Occupational Information Network (O*NET), which is funded by the U.S. Federal Government - U.S. Department of Labor/Employment and Training Administration (USDOL/ETA) - as a primary source of occupational information. The O*NET database contains information on hundreds of standardized and occupation-specific descriptors that are continually updated by ongoing research. These data are used in preparing descriptive information as well as setting relative weights between competencies used in calculating the overall score. For additional information about O*NET, visit http://www.onetcenter.org.
- O*Net Standard Occupational Code (SOC) Used: 49-3031.00
- O*Net Version: 26.3
- Sim ID: 16228-2, Key: 0-0, Rpt: 91, Prd: 7229, Created: 2024-10-26 01:17 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 (%)
Adaptability	74.2865	Z-Statistic	0.6191	6.9815
Mechanical Aptitude	90.9105	Z-Statistic	1.7274	23.4673
History Survey - Performance	94.3970	Z-Statistic	1.9598	9.3869
History Survey - Tenure	74.8054	Z-Statistic	0.6537	9.3869
Integrity	10.0000	Z-Statistic	-3.6667	7.0021
Drive	69.2632	Z-Statistic	0.2842	6.6735
Analytical Thinking and Attention to Detail	96.4655	Z-Statistic	2.0977	25.0073
Resilience	67.8348	Z-Statistic	0.1890	6.6735
Teamwork	73.5645	Z-Statistic	0.5710	5.4209
Weighted Average of Competency Z-Scores:				1.0243
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				1.0243
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				80.3642

Notes

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