Test Results and Interview Guide

Candidate: **Richard Wantsajob**
Assessment: AIMSV4 Professional (Leader, pt_BR, Swipe)
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 AIMSV4 Professional (Leader, pt_BR, Swipe) 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	73	

rich.wantsajob@gmail.com
AIMSV4 Professional (Leader, pt_BR, Swipe)
October 26, 2024

The candidate's scores indicate moderate to high performance potential in most jobs. 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.

Key
- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

Competency	Score	Interpretation
Personality Characteristics (relates to fit with the job/team environment)		
Adaptability	73	
Drive	88	
Empathy and Emotional Self-Control	65	
Competitive Spirit	97	
Integrity	10	
Leader Mindset	88	
Resilience	82	
Teamwork	81	

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	73rd											
United States	60th											
Example Company	67th											

Detail

Candidate:	**Richard Wantsajob,** rich.wantsajob@gmail.com
Assessment:	AIMSV4 Professional (Leader, pt_BR, Swipe)
Authorized:	October 26, 2024, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	October 25, 2024, 9:21:10PM EDT
Completed:	October 25, 2024, 9:21:10PM EDT
Overall Score:	73

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: 73

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.

Even in a fast-changing environment there can be periods of relative calm and stability. How do you keep from getting bored during these slower times?

☆ 1   ☆ 2   ☆ 3   ☆ 4   ☆ 5

1	3	5
Candidate has no effective technique to keep them from getting bored.	Candidate can explain one effective technique to keep them from getting bored.	Candidate explains multiple effective techniques to keep them from getting bored. Shows they enjoy stability too.

What are some of the techniques you use to keep yourself from getting burnt out when faced with ever-changing conditions?

☆ 1   ☆ 2   ☆ 3   ☆ 4   ☆ 5

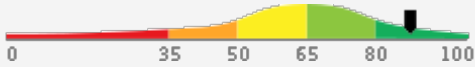| 1	3	5
Candidate doesn't have an effective technique to keep them from getting burnt out.	Candidate is only able to explain one effective technique to keep them from getting burnt out.	Candidate explains multiple effective techniques allowing themselves to not get burnt out.

Detail

Interview Guide

Drive

Score: 88

0	35	50	65	80	100

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.

Highly motivated by challenging goals and tasks, financial rewards, and/or recognition, and willing to work very hard to succeed. Very focused on understanding guidelines, following the rules and personal achievement.

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.

How do you respond when the going gets tough and it seems like you and your team are facing a nearly impossible task?

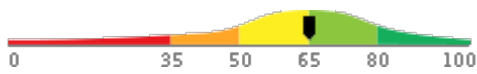| ☆	☆	☆	☆	☆
1	2	3	4	5
They are unenthusiastic. They respond by working to their expectations or less due to being overwhelmed.		Their feelings are neutral. They respond by working hard to achieve the goal.		They are enthusiastic. They respond by working hard to achieve the goal and by using all necessary sources.

Detail

Interview Guide

Empathy and Emotional Self-Control
Score: 65

Description:

Demonstrates exceptional strengths in sensing the emotional needs of others, sympathizing with other people's problems, and seeing things from other people's point of view. Likely to be very effective at demonstrating to customers or coworkers that they understand and care about them, resulting in significantly improved customer loyalty, much stronger work relationships, and noticeably reduced levels of conflict in the workplace.

Interpretation:

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

Demonstrates strengths in sensing the emotional needs of others, sympathizing with other people's problems, and seeing things from other people's point of view. Likely to be effective at demonstrating to customers or coworkers that they understand and care about them, resulting in improved customer loyalty, stronger work relationships, and reduced levels of conflict in the workplace.

How well can you sense how others around you are feeling? How do you use this information when interacting with them?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Demonstrates that they are unable to sense how others around them are feeling.		Provides examples on how they are able to sense other's feelings. They don't use this to show understanding and care.		Provides examples on how they are able to sense others' feelings. They use this to show they understand and care about them.

What do you typically do when you are working closely with someone who is very upset?

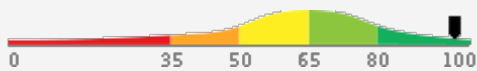| ☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
They have an inappropriate response and don't demonstrate understanding or care.		They (1) have an appropriate response and (2) demonstrate understanding but unable to show the customer that they care.		They (1) have an appropriate response (2) demonstrate understanding and (3) show the customer that they care.

Competitive Spirit
Score: 97

Description:

This scale indicates the degree to which an individual is driven by a desire to win, to achieve objectives, and to outperform their peers. Competitiveness is the tendency to evaluate one's performance in comparison to others. It is characterized by a desire to do better than others, enjoying situations that can lead to a clear winner, and thriving in an environment where people are differentiated by accomplishments.

Interpretation:

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

Driven by competition. Derives significant self-esteem from winning and is willing to expend extra effort to come out on top. Very comfortable competing with peers.

How do you like working with really competitive people? Do you think it impacts your motivation?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Explains they do not work well with competitive people and it leaves them unmotivated.		Explains they work well with competitive people but their motivation is hindered.		Explains they work well with competitive people and that it helps their motivation.

When was the last time you were in a competitive situation, like a contest, at work? How did it go?

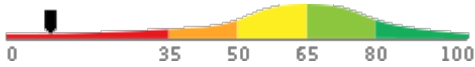| ☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Explains a time they were competitive, but story does not demonstrate a desire to compete.		Explains a time they were competitive. Story shows an average desire to compete.		Explains a recent time they were competitive. Story demonstrates high healthy levels of competitiveness.

Detail

Interview Guide

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.

What circumstance(s) might cause you to withhold information from your supervisor? How would you judge whether doing so would be justified?

1	2	3	4	5
☆	☆	☆	☆	☆
Shows that they are not concerned about ethics or organizational values/rules.		Explains only situational circumstances. Judgement does not stem from an ethical standpoint.		Explains only situational circumstances, or no circumstances. Judgement stems from ethical standards.

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

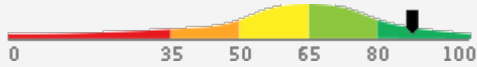| 1	2	3	4	5
☆	☆	☆	☆	☆
The person: (1) does the right thing even under challenging circumstances		The person: (1) does the right thing even under challenging circumstances, (2) is honest OR has strong principles		The person:(1) does the right thing even under challenging circumstances, is (2) honest,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

Detail

Leader Mindset
Score: 88

Description:

Individuals scoring highly in Leadership Mindset want to be in charge. They confidently take responsibility for their team and expect to be held accountable for results. They understand the importance of trust in both directions and they delegate appropriately. They also know how to motivate individuals to contribute unselfishly to group goals.

Interpretation:

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

Strongly prefers to be in charge and seeks out leadership opportunities. Feels that others naturally accept their leadership. Has a high degree of confidence in his or her own leadership ability.

Interview Guide

How would you describe your leadership style? What values are most important to you as a leader?

☆	☆	☆	☆	☆
1	2	3	4	5
Their leadership style doesn't fit well with the organization; style only shows 1 key leadership skill.		Their leadership style represents one that fits well into the organization; style shows 2 key leadership skills.		Their leadership style represents one that fits well into the organization; style shows multiple leadership skills.

Tell me about a time when your team had to work on a tight deadline. How did you monitor their performance and ensure everyone completed their work on time?

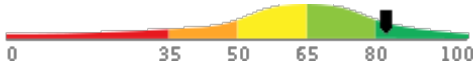| ☆	☆	☆	☆	☆
1	2	3	4	5
They were unable to provide a clear example that shows their leadership skills.		Their response reflects 1-2 key leadership skills.		Their response reflects multiple key leadership skills (i.e: trust, delegation, motivation, understanding).

Detail

Interview Guide

Resilience
Score: 82

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, having control over the events, being proactive, remaining hopeful, and learning from the experience. Candidate can always be expected to push forward to achieve their goals, even when obstacles come their way.

Describe a time when you were trying to achieve a goal, but obstacles and setbacks kept getting in your way. What were you trying to accomplish and how did you respond each time something got in your way?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Unable to provide an example OR Example is concrete but they responded negatively and didn't adjust/achieve their goal.		Example is concrete, they adjusted their goal regardless of the set-back, and responded positively but had a negative outlook at first.		Example is concrete, they achieved or adjusted their goal regardless of the set-backs, and responded with positivity.

What are some challenges you face when you receive bad news?

| ☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
They don't think they have any challenges. OR They recognize they have challenges but don't know how to work through them.		Recognize they have challenges and it may impact their work, however they see the positive outlook and have a plan to fix the challenges.		Recognize they have challenges, however they see the positive outlook in the long run and it doesn't impact their work.

hr|avatar
Illuminating Talent

Detail

Teamwork

Score: 81
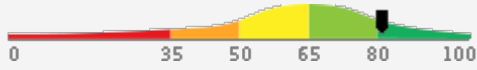
Description:

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 and maintains relationships. Able to quickly establish rapport with new acquaintances and accurately sense others' feelings. Maintains positive relationships with colleagues and uses them to achieve work outcomes and meet goals.

Interview Guide

Describe a time when you were faced with a conflict while working on a team. How did you handle it?

☆	☆	☆	☆	☆
1	2	3	4	5
They are unable to appropriately handle conflicting circumstances while working on a team.		They are able to handle conflicting circumstances by being a team player, showing empathy, OR problem solving as a group.		They are able to handle conflicting circumstances by being a team player, showing empathy, AND problem solving as a group.

Do you prefer working in teams or by yourself? Why?

☆	☆	☆	☆	☆
1	2	3	4	5
They choose teams or individual and feel they would be incapable of working in the opposite environment.		They feel they would work well in either environment but are unable to back that up with rational reasons.		Response reflects rational reasons for why they prefer teams, individual, or both. They feel they would work well in either environment.

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)
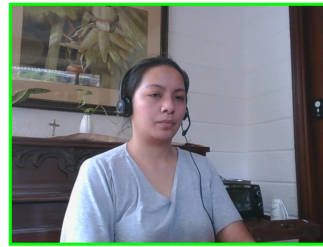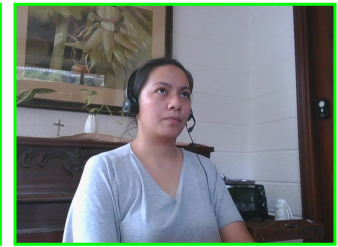

In-Test Error Detected (No Face Detected)
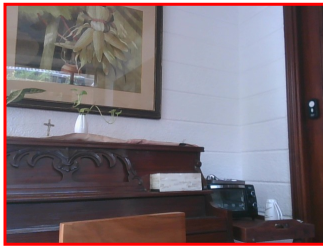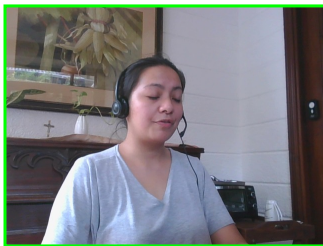

In-Test Error Detected (No Face Detected)

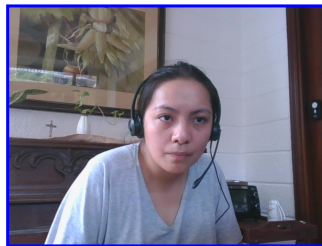*In-Test Photo*

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: 16499-1, Key: 0-0, Rpt: 68, Prd: 7502, Created: 2024-10-26 01:21 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	73.2247	Z-Statistic	0.5483	12.5000
Drive	88.1348	Z-Statistic	1.5423	12.5000
Empathy and Emotional Self-Control	65.5382	Z-Statistic	0.0359	12.5000
Competitive Spirit	97.1864	Z-Statistic	2.1458	12.5000
Integrity	10.0000	Z-Statistic	-3.6667	12.5000
Leader Mindset	88.0471	Z-Statistic	1.5365	12.5000
Resilience	82.5754	Z-Statistic	1.1717	12.5000
Teamwork	81.4392	Z-Statistic	1.0959	12.5000
Weighted Average of Competency Z-Scores:				0.5512
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.5512
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				73.2682

Notes

(This area is intentionally blank - it's reserved as space for your notes.)