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Illuminating Talent

Score Report and Development Guide

Prepared for: **Richard Wantsajob**
Assessment: Workplace Scenarios for Leadership Roles (Spanish)
Completed: October 26, 2024
Sponsored By: Example Company

What's Included

- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results and Developmental Tips

Important Note: This assessment provides scores for a number of important competencies that are related to success at work. Scores are presented individually on a scale of 0-100. Higher scores represent strengths. Refer to the interpretation section of each competency for additional information. Each competency measured includes relevant developmental tips. These tips should be used for development planning, especially when the score shows an area of relative weakness. We wish to emphasize that the data contained in this report should be used as part of a comprehensive process for development planning. Additional data should include personal reflection based on experience, input from your manager, feedback from peers and customers as appropriate, and analysis of current job requirements and future career goals.

How to Use This Report

This report provides scores on five work competencies that are important for success at work. The Competency Summary provides a color-coded graphical presentation of your scores on the assessment. Scores in the yellow-green zone are high, and represent strengths in the relevant competency. Yellow indicates medium-level scores, and represents moderate strength in the competency. Yellow-blue indicates a potential development need.
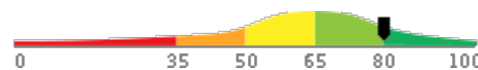
The report also provides a description of each competency and tips for developing each competency. Read the definition and tips and reflect on how you can use the information to create a development plan. Consider the challenges you have in your current role, and the types of things you want to do for the next steps in your career, as you prioritize the different competencies to focus on for development.

Overall

Participant	Score	Interpretation
Richard Wantsajob Workplace Scenarios for Leadership Roles (Spanish) October 26, 2024	**80**	

Your overall score is a weighted average of your specific competency scores. This score indicates a high level of strength in competencies that are important for managing a team. This suggests that you tend to have a positive impact on team performance and have well-developed competencies necessary to be effective at directing and leading team activities, coaching team members, navigating the political landscape, and conflict resolution. You can use the overall score to compare yourself to how others have scored on the assessment. Please refer to individual competency scores for additional insight and suggestions.

Key
- Your Score
- Weak - Needs improvement.
- Good - Some room for growth.
- Strong - Maintain your proficiency.

Competency Summary

This section contains a list of job-related work competencies that have been evaluated in a job-like context using HR Avatar's simulation technology. The competencies have been demonstrated to be related to job performance.

A work competency is a set of defined behaviors that are related to performing work. Almost all competencies can be developed. You can improve your level of the competencies included in the Work Competency Test with targeted development efforts.

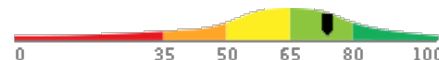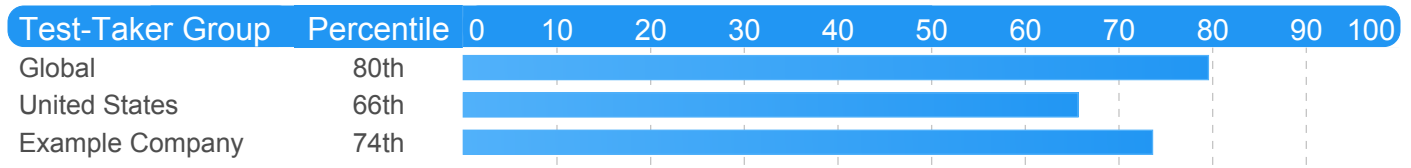| Competency	Score	Interpretation
Coaching and Developing Others	84	
Team Building	90	
Guiding, Directing, and Motivating Others	70	
Exercising Political Savvy	82	
Resolving Conflicts and Meeting Customer Needs	74	

Comparison

Percentile scores indicate how your score compares to other test-takers within various groups. Your score was 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	80th											
United States	66th											
Example Company	74th											

Competency Detail

This section contains a list of each work-related competency that was measured. For each competency there is a brief description of the competency and how you scored, as well as a set of developmental tips.

Detail	Definition and Helpful Tips

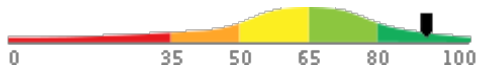**Coaching and Developing Others**
Score: 84
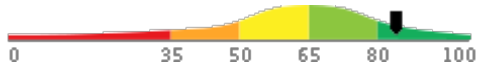
What is Coaching and Developing Others
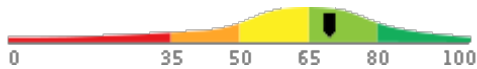
null

Helpful Tips

Team Building
Score: 90

What is Team Building

null

Helpful Tips

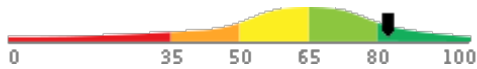**Guiding, Directing, and Motivating Others**
Score: 70

What is Guiding, Directing, and Motivating Others

null

Helpful Tips
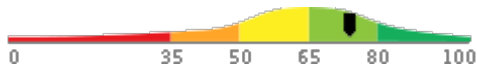
Exercising Political Savvy
Score: 82

What is Exercising Political Savvy

null

Helpful Tips

Resolving Conflicts and Meeting Customer Needs
Score: 74

What is Resolving Conflicts and Meeting Customer Needs

null

Helpful Tips

Report Preparation Notes

- Always keep in mind that assessments are limited in the amount of information they can gather and the insights they produce. At the same time, it has been shown that assessments like this one can help most people gain insight into their work-related competencies and can help them make adjustments and improvements over time.
- 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.
- Sim ID: 16501-1, Key: 0-0, Rpt: 33, Prd: 7505, Created: 2024-10-26 01:16 UTC
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

Notes

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