Test Results and Interview Guide

Candidate: **Richard Wantsajob**
Assessment: Workplace Simulation - Administration (Portuguese)
Completed: February 22, 2025
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 Workplace Simulation - Administration (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
Richard Wantsajob	90	

rich.wantsajob@gmail.com
Workplace Simulation - Administration (Portuguese)
February 22, 2025

The candidate's scores indicate 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.
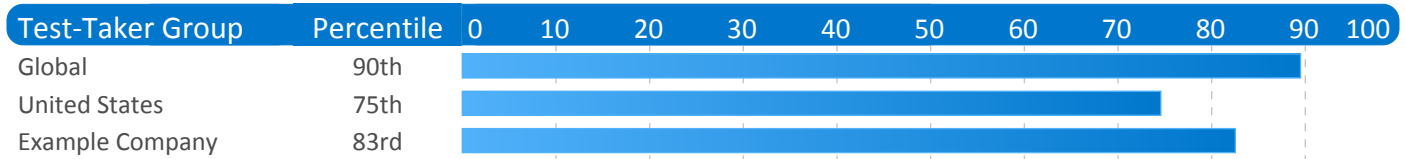
Key

- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

Competency	Score	Interpretation
Cognitive Abilities (relates to job performance, problem-solving, ability to learn, etc.)		
Analytical Thinking and Attention to Detail	85	
Skills/Knowledge (relates to immediate readiness)		
Data Entry	95	

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	90th	
United States	75th	
Example Company	83rd	

Assessment Overview

This assessment provides scores for a number of important factors and competencies that are related to success on the job. Scores are presented based on their potential impact on job performance.

Scores are presented individually on a scale of 0-100. In most cases, including the overall score, higher scores represent higher expected job performance. However, for some competencies, either extreme low or extreme high scores indicate a risk of lower performance. Refer to the interpretation section of each competency for additional information.

Individual competency scores are also combined into a single overall score. Please note that individual competencies are weighted differently, depending on their type, and on fine adjustments based on data from the US Government's Occupational Data Network (O*Net).

Each competency measured includes one or more suggested interview questions, in an easy-to-use format. These questions should be used for additional probing, especially when the score shows an area of relative weakness.

Some of the competencies measured evaluate preferences for doing (or not doing) specific activities. Scores for these competencies can be used to evaluate job-fit.

We wish to emphasize that the data contained in this report should be used as part of a comprehensive process for evaluating job candidates. Additional data should include in-person interviews, job tryouts, resume review, and background checks.

Detail

|	
Candidate:	**Richard Wantsajob,** rich.wantsajob@gmail.com
Assessment:	Workplace Simulation - Administration (Portuguese)
Authorized:	February 22, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	February 22, 2025, 8:37:28AM EST
Completed:	February 22, 2025, 8:37:28AM EST
Overall Score:	90

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

Analytical Thinking and Attention to Detail

Score: 85
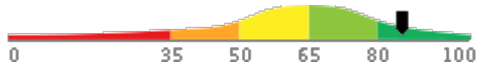
Description:

Esta escala indica a capacidade de pensar de maneira cuidadosa e criteriosa, resolver problemas, utilizar recursos, analisar dados e ter atenção aos detalhes. Indivíduos que demonstram uma quantidade alta de pensamento analítico são capazes de reconhecer padrões rapidamente, enfrentar desafios e resolver problemas difíceis de forma sistemática. Indivíduos que demonstram atenção alta aos detalhes geram produtos de trabalho consistentemente precisos e exigem pouca verificação. Raramente, esquecem compromissos agendados ou deixam passar os mínimos detalhes.

Interpretation:

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

É capaz de pensar de maneira cuidadosa e criteriosa. Muitas vezes consegue resolver problemas difíceis, planejar tarefas e projetos com muitas características, organizar vários recursos e analisar dados complexos. É capaz de relembrar rapidamente e usar informações quando necessário ou adequado. Além disso, é capaz de alcançar um grau alto de minuciosidade e precisão em uma tarefa de trabalho. Preocupa-se com todas as áreas envolvidas. Os produtos de trabalho exigem pouca ou nenhuma revisão ou verificação para manter a consistência.

Você pode me dar um exemplo de como sua atenção aos detalhes ou sua análise cuidadosa de uma situação ajudou a tornar um projeto bem-sucedido?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Exemplo ruim. Não demonstra atenção aos detalhes nem capacidade analítica.		Exemplo moderadamente relevante ou impactante.		Exemplo bastante relevante e claro.

Como você lida com uma situação em que cometeu um erro devido a negligenciar um detalhe importante?

☆ 1	☆ 2	☆ 3	☆ 4	☆ 5
Não consegue lidar com a situação.		Demonstra a capacidade de admitir o próprio erro e corrigi-lo rapidamente, mas não implementou sistemas preventivos.		Demonstra capacidade de admitir o próprio erro, implementar sistemas preventivos e corrigir o erro rapidamente.

hr|avatar
Illuminating Talent
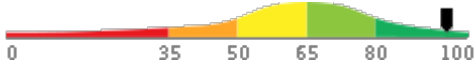
Knowledge and Skills Detail

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

Data Entry
Score: 95

Description:
The ability to accurately enter information into computer-based forms.

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

Consistently enters data into computer forms reliably and accurately. Rarely makes mistakes or errors.

How do you typically ensure that you enter data correctly into web or computer-based forms?

1	2	3	4	5
Does not check work carefully. Unable to answer question.		Occasional spot checking of work with limited structure.		Indicates care and frequent checking of work. May have an informal process.

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: 17297-1, Key: 0-0, Rpt: 13, Prd: 7810, Created: 2025-02-22 13:37 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 (%)
Data Entry	95.6196	Z-Statistic	2.0413	50.0000
Analytical Thinking and Attention to Detail	85.8569	Z-Statistic	1.3905	50.0000
Weighted Average of Competency Z-Scores:				1.7159
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				1.7159
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				90.7383

Notes

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