Test Results and Interview Guide
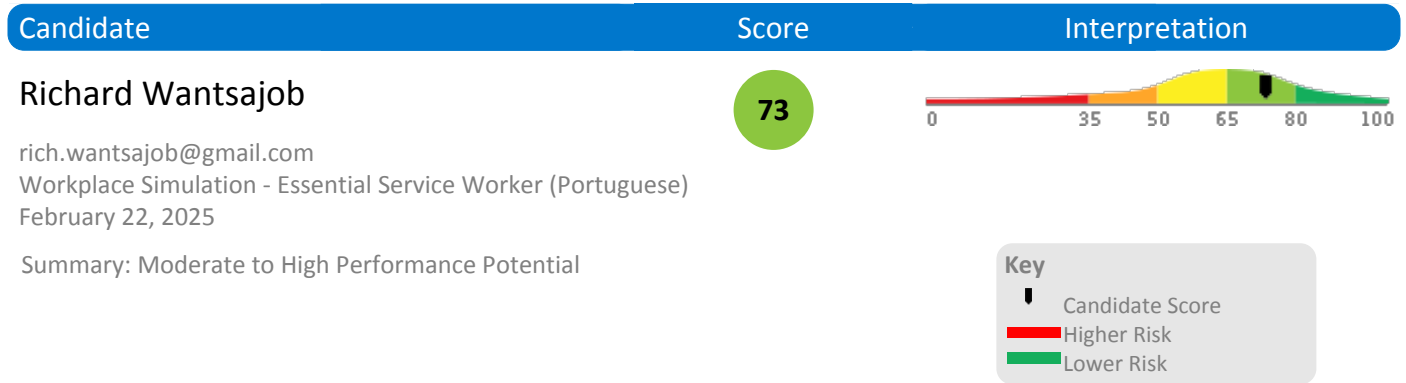
Candidate: **Richard Wantsajob**
Assessment: Workplace Simulation - Essential Service Worker
               (Portuguese)
Completed: February 22, 2025
Prepared for: Sara Maple
               Example Company
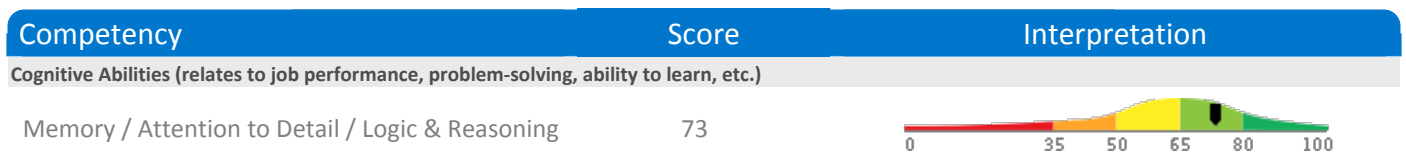
What's Included

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

Important Note: The Workplace Simulation - Essential Service Worker (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.
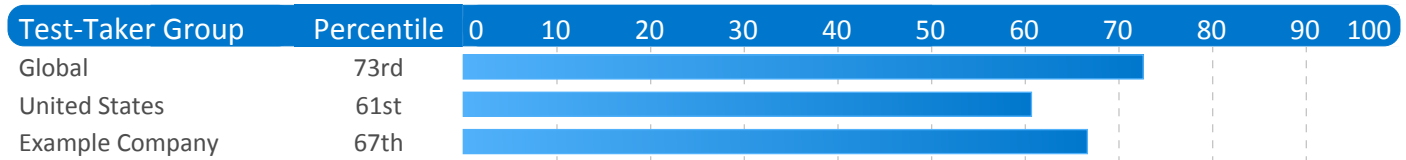
Overall

Candidate	Score	Interpretation
Richard Wantsajob	73	

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

Summary: Moderate to 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.)		
Memory / Attention to Detail / Logic & Reasoning	73	

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	61st											
Example Company	67th											

Detail

|	
Candidate:	**Richard Wantsajob,** rich.wantsajob@gmail.com
Assessment:	Workplace Simulation - Essential Service Worker (Portuguese)
Authorized:	February 22, 2025, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	February 22, 2025, 8:36:23AM EST
Completed:	February 22, 2025, 8:36:23AM EST
Overall Score:	73

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

Memory / Attention to Detail / Logic & Reasoning
Score: 73
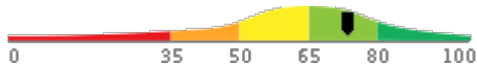
Description:

This scale reflects how successful a person is at making sense of facts through logical reasoning. High scorers understand causes and consequences by interpreting a given situation and predicting its outcomes. They are able to remember details and take action accordingly. Low scorers may burn out or become paralyzed. In more stable circumstances, high scorers may become bored, while low scorers would remain satisfied. This scale also represents thoroughness, accuracy, and being concerned for all areas involved no matter how insignificant. Individuals who demonstrate high Attention to Detail produce work that is consistently accurate and require little checking. They rarely forget schedule commitments or overlook even the smallest details.

Interpretation:

Strong scores in this area correlate with above average performance for many jobs.

Above-average scores in memory, attention to detail and logic indicate the candidate has the ability to learn quickly, recall information promptly, solve problems, and adapt to changing conditions. This usually means the candidate is likely to respond appropriately to challenging situations with little or no supervision.

What do you think are the most important characteristics for a detail-oriented person to have?

☆ 1   ☆ 2   ☆ 3   ☆ 4   ☆ 5

1	3	5
Very limited answer, doesn't explain much. OR Answer doesn't match org definition.	Characteristics: (1) organized, (2) notices mistakes or productive. Doesn't relate those characteristics to themself.	Characteristics: (1) organized, (2) notices mistakes, and (3) productive. Relates those characteristics to themself.

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

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

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: 17332-1, Key: 0-0, Rpt: 13, Prd: 7845, Created: 2025-02-22 13:36 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 (%)
Memory / Attention to Detail / Logic & Reasoning	73.7396	Z-Statistic	0.5826	100.0000
Weighted Average of Competency Z-Scores:				0.5826
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				0.5826
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				73.7396

Notes

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