

Candidate: **David Krebs**  
Assessment: Manager - Human Resources  
Completed: May 16, 2021  
Prepared for: Mike Russiello



# Candidate Feedback Report


This report is provided to give you helpful feedback based on your scores in the assessment you recently completed. The employer who requested that you complete this assessment will receive a copy of this report as well as other reports - depending on their purpose for administering the assessment. We hope you find this feedback useful as you pursue a happy and productive career!

## Introduction

Assessment Information	
Participant:	<b>David Krebs</b>
Assessment:	Manager - Human Resources
Completed:	May 16, 2021
Sponsoring Employer:	HR Avatar Content Development Account

## Cognitive Abilities Detail



This section contains a list of job-related cognitive abilities that have been evaluated in a job-like context using HR Avatar's 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.

Ability	Summary
<p><b>Analytical Thinking and Attention to Detail</b></p>  <p>Seek guidance in categorizing and organizing the information you wish to analyze. Allow for extra time to review your work and use resource materials to check for accuracy.</p>	<p>Your score indicates that while you are often able to think in a discerning way, you may require significant assistance in certain circumstances. You are capable of solving moderately difficult problems, planning moderately-featured tasks and projects, organizing resources, and analyzing moderately complex data. Sometimes you recall and use information when needed or appropriate but may need prompting. Your score also indicates that you are sometimes able to achieve thoroughness and accuracy in a work task, but occasionally overlook important or meaningful information that can impact quality. A moderate amount of oversight and may be required to ensure quality and consistency.</p>

**General tips for improvement:** Seek guidance in categorizing and organizing the information you wish to analyze. Allow for extra time to review your work and use resource materials to check for accuracy.

## 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.

Knowledge or Skill	Summary
<p><b>Human Resources Fundamentals</b></p>  <p>Evaluates the candidate's knowledge of Human Resources Fundamentals with an aim to determine the degree of training that will be required before the candidate can be expected to become productive.</p> <ul style="list-style-type: none"> <li>• Correct Count: 4 of 7 Correct (2 Partially Correct)</li> </ul>	<p>You exhibit strong knowledge/skill in this area.</p>
<p><b>Writing</b></p>  <p>The ability to concisely and succinctly convey ideas and information via written text.</p>	<p>You exhibit a strong proficiency for expressing yourself in writing.</p>


**General tips for improvement:** Re-read all memos, emails, and correspondence before sending. Individuals who lack strong knowledge of the rules of grammar or spelling ability can be assisted with additional training or reference materials such as writing guides and dictionaries.

## Attitudes, Interests, and Motivations 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 fit with the general needs of the job and the organizational culture.

Attitudes, Interests, and Motivations Detail	Summary
<p><b>Adaptability</b></p>  <p>Reflects how accepting you may be of frequent or substantial changes in job requirements. Changing work requirements usually cause stress and put pressure on people to adapt.</p>	<p>You prefer a dynamic work environment. You are able to remain focused and positive in times of significant workplace change.</p>

**General tips for improvement:** When confronted with change in the workplace strive to understand the purpose of the change and what steps you might take to adapt or manage the change effectively.


Attitudes, Interests, and Motivations Detail	Summary
<p><b>Drive</b></p>  <p>Indicates the degree to which a person will persevere to obtain a desired goal or objective. In business, drive reflects vigilance and resilience in pursuing a task or assignment. To a lesser degree, drive also reflects an ability to approach difficult challenges in an organized and systematic fashion.</p>	<p>Your scores indicate that you approach most projects, assignments, and other challenges with a moderate or 'average' degree of energy, persistence, and organization. While your efforts may be perfectly acceptable to coworkers and others, they are unlikely to distinguish you in the eyes of managers and superiors.</p>

**General tips for improvement:** First, take care of yourself. Are you getting enough sleep? Are you eating well. Do you exercise regularly? Next, consider your attitude. Do you laugh each day? Do you have goals that you truly care about? Are you progressing towards your goals? Do you need to mix up your routine by volunteering for something new? Finally, be sure you are not over committed and aren't in danger of becoming burnt out.

Attitudes, Interests, and Motivations Detail	Summary
<p><b>Integrity</b></p>  <p>The practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values.</p>	<p>Your responses indicate an 'above average' level of personal integrity at work. This means that your coworkers see you as trustworthy and reliable. They will occasionally be willing to share thoughts and concerns with you, and will listen to your opinions and constructive feedback. They will also be willing to work on team projects with you.</p>

**General tips for improvement:** Always be truthful with others, even when it's difficult. Check in with yourself and your feelings or thoughts about what's right. Step back and consider the high road when you're being pulled into stressful situations. Understand your personal values and consider them before you act. Show compassion towards others by considering their perspective and trying to understand how they feel. Help others whenever you can, even when it slows you down.


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Attitudes, Interests, and Motivations Detail	Summary
<p><b>Teamwork</b></p>  <p>The ability to work productively and harmoniously within a group in order to achieve a common goal or objective.</p>	<p>Your responses indicate you see yourself as a productive team player. You usually collaborate rather than merely cooperate with team members, helping the entire team up its game. Additionally, you usually place group objectives in front of individual goals and desires.</p>

**General tips for improvement:** Focus on collaboration, not just cooperation. This means you shouldn't just perform your own tasks, you should actively seek ways to help others perform their tasks. Don't be afraid to let others help you. Be open to suggestion and other perspectives. Stay focused on group interests and goals. Listen well. Volunteer to do the dirty work. Compliment your teammates for tasks well done. Adjust your style to others work styles.

### Emotional Intelligence Detail


This section contains a list of emotional intelligence characteristics that indicate how tuned-in you might be to your emotions, and those of others, as well as your ability to control your behaviors in light of emotions you might be experiencing. These traits can often impact performance in groups or teams.

Characteristic	Summary
<p><b>Empathy and Emotional Self-Control</b></p>  <p>The capacity to understand or feel what another person is experiencing, and to respond to emotionally charged situations in a manner that is non-disruptive to others.</p>	<p>Your responses demonstrate strengths in sensing the emotional needs of others, sympathizing with other people's problems, and seeing things from other people's point of view. You are likely to be effective at demonstrating to customers or coworkers that you understand and care about them, resulting in improved customer loyalty, stronger work relationships, and reduced levels of conflict in the workplace. Your responses also demonstrate strengths in self-control and impulse control. You possess a strong ability to employ a balanced approach to managing risk, maintaining composure during stressful times, and calmly relating to others at work. You are likely to be effective at prioritizing and staying focused on long-term goals, and to interact with others in a way that helps build lasting relationships.</p>

**General tips for improvement:** Take time to get to know your coworkers as people. Ask questions and listen intently and sincerely to the answers. Acknowledge feelings and see things from the other person's point of view. Push for more face-to-face contact with peers and customers. Use one-on-one conversations to make sure the other person has a chance to be heard. Exercise restraint and patience. Breathe and pause before you act or respond to inflammatory situations.


### Behavioral History Detail

This section evaluates answers you gave concerning your work-related history. Studies show that past behavior often indicates future behavior.

Behavioral Category	Summary
<p><b>History Survey - Performance</b></p>  <p>Evaluates elements of your past work and education history for indications of performance potential.</p>	<p>Your work-related habits and preferences are consistent with others who exhibit strong performance.</p>

**General tips for improvement:** Find a mentor, or sit down with your supervisor or manager to formulate a plan for improving your overall effectiveness at work.

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Behavioral Category	Summary
<p><b>History Survey - Tenure</b></p>  <p>Evaluates your past employment history and related factors for indications of potentially low job tenure.</p>	<p>Your work-related habits and preferences indicate average stability and commitment, which usually results in a acceptable tenure with the companies you work for.</p>

**General tips for improvement:** Ask yourself if you are seeking employment opportunities that you truly enjoy, and that you are good at. Seek the kind of work and employer that you can identify with and be proud to be associated with. Job changes are sometimes unavoidable, but use your judgment to select opportunities that you feel have high potential for long-term employment.

## 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.
- Most competency scores are normative-based, which means that they can be interpreted in terms of their distance from the average or mean score. This makes all scales roughly comparable to one another. Dark green indicates your score is more than one standard deviations above the mean, light green indicates above the mean, yellow means less than one standard deviation below the mean, orange indicates between 1 and 2 standard deviations below the mean, and red means your score was 2 or more standard deviations below the mean.
- If you disagree with your scores or feedback, please be aware that assessments are based on statistical data collected from a large pool of test takers (usually 100 or more). Your score reflects how your responses compare with the statistical pool used to determine the mean and standard deviation used in the calculations.
- Sim ID: 8067-2, Key: 1060207-949435, Rpt: 53, Prd: 3119, Created: 2023-01-18 12:56 UTC