SAMPLE · SYNTHETIC DATA · NOT A REAL COHORT

AI Psychometrics Inc.

Titan AI™

Cohort Insight Report

Adaptive conversational assessment · Cohort

Where this campaign's candidates are strong and where they wobble, whether the evidence is enough, and what to raise first in interviews and onboarding.

Sample campaign · Customer Success Manager · 42 candidates

68 pages · Sample v3.0

Free-text + follow-up probes | Descriptive score per competency | No ranking · no composite | Thin evidence stays visible

01 Executive summary
02 Summary
03 Competency distributions
04 Competency deep dive
05 Answer traits
06 Scenario results
07 Difficulty · separation
08 Probe analysis
09 Evidence quality
10 Consistency
11 All candidates
12 How competencies relate
13 Interviews · onboarding · note
14 Interview kit · by profile
15 Onboarding 12 weeks

Verify this report
TV-XXXX-XXXX-C

This report is evidence, not a verdict. People make the hiring decision.

© 2026 AI Psychometrics Inc. · ai-psychometrics.com

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

AI Psychometrics Inc.

Titan AI™ · Cohort report

Adaptive scenarios · synthetic 40-person source, 8 to 12 of 14 scenarios each

Synthetic cohort source

Synthetic template responses; not real candidate data or calibrated Titan output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

Synthetic session population

Completed candidates	40
Started	42

First read: a median can hide a different tail

Medians of the four eligible competencies sit between 48.66–50.73, yet scores at or above 75 occur for 4 people on Customer problem solving versus 2 on Prioritizing under pressure. This within-sample difference does not establish job performance. Data-informed judgment has one observation each and is excluded from comparison.

Source: synthetic adaptive 40-person cohort (8 to 12 of 14 scenarios per person)

Reading path

01 Summary and campaign coverage p. 4

02 Competency distributions p. 9

03 Scenario source and comparisons p. 26

04 Evidence flow and consistency p. 40

05 Linked candidate profiles p. 49

06 Interview, onboarding and limits p. 60

Evidence-based · not a verdict

EXECUTIVE SUMMARY OBSERVED DESCRIPTIVE

This campaign on one page: where it's strong, where it's weak, and who to look at first.

Customer problem solving	Stakeholder communication	Prioritizing under pressure	Data-informed judgment	Ownership & follow-through
50.00	50.30	50.73	51.69	48.66
median · middle 50% 35.51–58.44	median · middle 50% 36.08–56.85	median · middle 50% 36.03–62.23	median · middle 50% 39.96–64.17	median · middle 50% 36.47–61.11

Candidates	Completed as-is	Check first	Scenarios per person	Median final SE
42	37	5	10	0.29
40 completed	no QC selection	QC-selected or timed out	8–12 · 1.6 probes each	0.30 met by 36 of 40

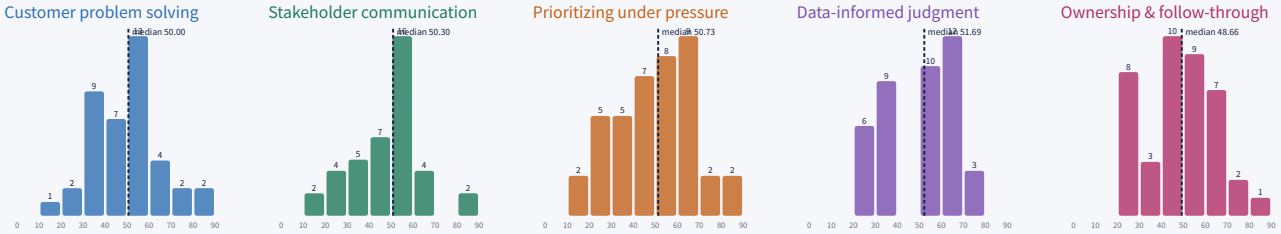
Four things to know

- Data-informed judgment has the highest median (51.69, reference only); prioritizing under pressure and ownership & follow-through bracket the eligible medians (50.73 / 48.66).
- Risk awareness is the lowest trait mean (2.89 of 5); traits differ by 0.04.
- Lowest scenario means (n≥30): 'Handover from a departing colleague' 2.83 and 'Customer demands an unsupported feature' 2.85; thin S03, S05 not ranked.
- 3 completed through QC selection and 2 timed out; check these first.

Next steps

1. Review transcripts for the QC-selected and timed-out group
2. Interview on ownership & follow-through first (lowest eligible median; differences are small)
3. Onboarding practice on risk awareness (lowest trait mean, small gap)
4. Review the lowest-rated scenarios before the next campaign

Distribution by competency



40 completers · dashed line = median

Completion · 42 candidates



QC-selected or timed out = check first.

Not a verdict · No composite · no rank · Thin evidence stays visible · No personality or sentiment inference

Four traits · mean over all scenarios



416 answers · 1–5 scale.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Executive summary / 1

Synthetic template responses; not real candidate data or calibrated Titan output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

What this generated campaign can show

Of four comparison-eligible competencies, Prioritizing under pressure has the highest descriptive median (50.73/100) and Ownership & follow-through the lowest (48.66/100). The spread is small and this is not a validated hiring ranking.

Data-informed judgment has one observation per person and is reference-only, even though its descriptive median is 51.69/100.

Started / completed / timed out	42 / 40 / 2
Evidence status	37 completers as-is; three sampled for QC within completed records

Next steps

Use independent structured interviews and a versioned, human-rated calibration study before making applicant comparisons or inferring workplace performance.

Interpretation	Read distributions and individual evidence counts, not just mean scores.
Access	Keep generated answer dialogue masked in the employer report.

Descriptive medians and middle-half ranges

Customer problem solving median	50.00
Customer problem solving IQR lower	35.51
Customer problem solving IQR upper	58.44
Stakeholder communication median	50.30
Stakeholder communication IQR lower	36.08
Stakeholder communication IQR upper	56.85
Prioritizing under pressure median	50.73
Prioritizing under pressure IQR lower	36.03
Prioritizing under pressure IQR upper	62.23
Data-informed judgment median	51.69
Data-informed judgment IQR lower	39.96
Data-informed judgment IQR upper	64.17

Evidence-based · not a verdict

SAMPLE · SYNTHETIC DATA · NOT REAL COHORT DATA

TITAN AI™ · COHORT

Executive summary / 2

Read the five distributions once

The source-backed five competency histograms, including Data-informed judgment (one observation per person, reference only), appear once in page 14. This summary keeps the medians and IQRs. Its cohort comparison remains descriptive, not a hiring rank.

Ownership median and session totals

Ownership & follow-through median	48.66
Ownership & follow-through IQR lower	36.47
Ownership & follow-through IQR upper	61.11
Started	42
Completed	40
Timed out	2
Completed as-is	37
Total probes	682
Median theta SE	0.29
Completed · QC-selected	3

Four traits across 416 generated answers

Means on the separate behavioral 1-5 scale, not transformed into a 0-100 competency score. Risk awareness is lowest descriptively, but the four means differ by only 0.04; this does not establish an onboarding priority or predict job performance.

Evidence	Communication	Risk awareness	Execution
2.92 / 5	2.91 / 5	2.89 / 5	2.94 / 5

Started, completed and timed out

Recorded status counts: 42 started = 40 completed + 2 timed out; 40 completed = 37 as-is + 3 preselected QC cases. No evidence grades or automatic exclusion decision.



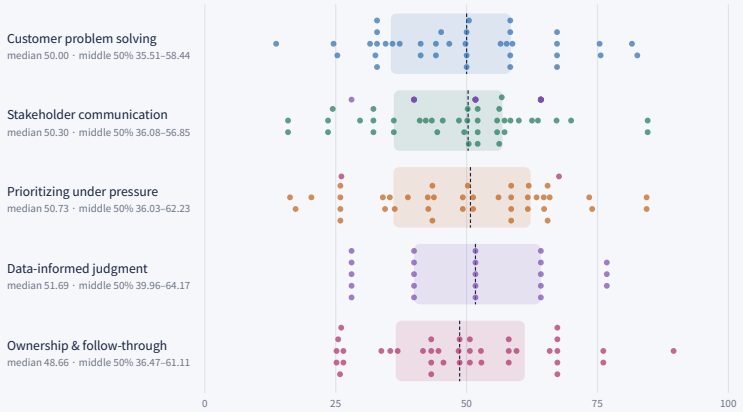
Evidence-based · not a verdict

SUMMARY · THE CAMPAIGN AT A GLANCE

Competency medians sit close together (48.66–50.73) with wide spread around them; no competency stands out.

Invited / completed	Median scenarios	Median precision (SE)	Completed as-is	QC-selected	Probes per scenario
42 / 40	10	0.29	37	3	1.6
2 hit the time limit	8 to 12 per completer	0.30 met by 36 of 40	no QC selection	completed through QC selection	682 in total

Distribution by competency (one dot = one candidate)



Line = median · band = middle 50% (IQR) · 40 completers · no composite, no ranking

Key findings

1. Prioritizing under pressure and Ownership & follow-through bracket the four eligible medians (50.73 / 48.66); Data-informed judgment (51.69) is reference only. Differences are small and not a ranking.
2. Of the four answer traits, Risk awareness is the lowest (2.89 of 5) and Execution the highest (2.94); the gap is 0.04.
3. Lowest scenario means (n≥30): 'Handover from a departing colleague' 2.83 and 'Customer demands an unsupported feature' 2.85; thin S03, S05 not ranked.
4. 37 of 40 completers finished as-is and 3 completed through QC selection. 2 candidates timed out and have no result.
5. 10 of 40 completers have 30 or more points between their highest and lowest competency (competencies with 2+ observations). Read results by competency, not by average.

Look at first in interviews

Ownership & follow-through

Median 48.66 (lowest eligible); 21 of 40 completers score below 50.

Cover in onboarding

Risk awareness

Lowest trait mean by a small margin.

Check before using results

5

QC-selected or timed out. The list is on page 5.

No composite score · No ranking · QC selection ≠ misconduct · People make the decision

What to do with this report

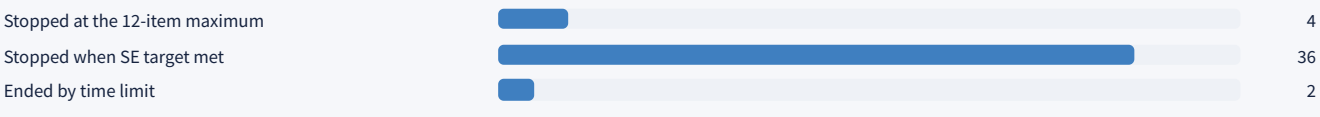
1 · Pick what matters
Choose the 1–2 competencies that matter most for the role and read only those columns on the candidate pages.

2 · Check first
Before using results, read page 5 for the 3 QC-selected cases and 2 time-outs.

3 · Prepare interviews
The page 8 questions come from this campaign's shared gaps. Use them with the questions in each individual report.

4 · Carry into onboarding
Put risk awareness practice into the first 30 days for everyone hired.

Why sessions ended



42 candidates.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Campaign at a glance

Synthetic template responses; not real candidate data or calibrated Titan AI™ output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

Five-competency descriptive medians

Customer problem solving median	50.00	Stakeholder communication median	50.30
Prioritizing under pressure median	50.73	Data-informed judgment median	51.69
Ownership & follow-through median	48.66		

Started **42** → Completed **40** + Timed out **2**
Completed as-is **37** + Completed · QC-selected **3**
Total probes **682** · Median theta SE **0.29**

Read these patterns, then verify

Risk awareness is the lowest of four generated-answer trait means (2.89/5; spread 0.04), not the lowest within every competency. Among scenarios with 30 or more answers, S09, Handover from a departing colleague, has the lowest mean (2.831/5). The 3 review cases were declared QC samples; 2 other sessions timed out. 36 of 40 sessions stopped when the 0.30 SE target was met and 4 at the 12-item maximum; no evidence grade is inferred.

40 person scores with medians and middle 50%



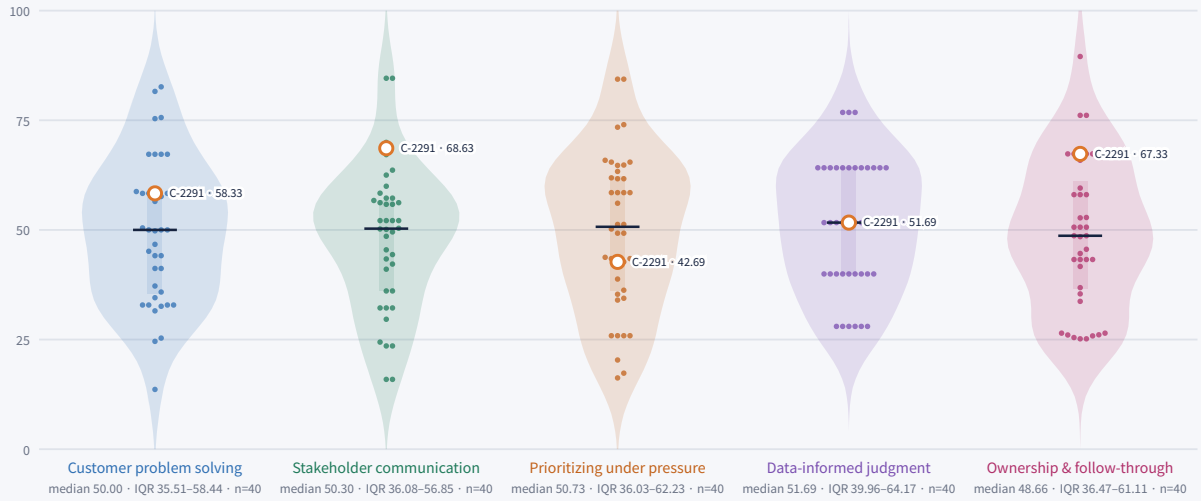
One dot per generated person, 40 per row. Repeated scores stack vertically; dots retain person ID in the source. Gray horizontal segments show p25–p75 (linear interpolation), vertical marks show medians. Descriptive 0–100 scores, not calibrated confidence intervals. Data-informed judgment: one answer/person, reference only.

Evidence-based · not a verdict

COMPETENCY DISTRIBUTIONS · V3 DESCRIPTIVE

40 completers. Medians sit between 48.66 and 50.73, and scores spread widely around them.

Violin + beeswarm



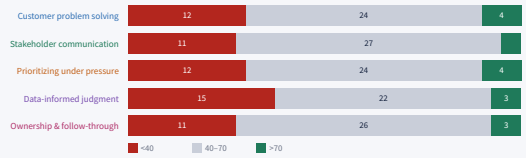
One dot = one person. White ring marks the sample individual (C-2291), a separate run that is not one of the 40. Black line = cohort median · pale bar = middle 50%.

Ridgeline



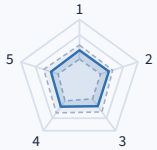
White line = median.

People per score band



Cells = number of the 40 completers per band (score <40, 40–70, >70).

Medians and spread on one radar



1 Customer problem solving · median 50.0 · IQR 35.5–58.4
2 Stakeholder communication · median 50.3 · IQR 36.1–56.8
3 Prioritizing under pressure · median 50.7 · IQR 36.0–62.2
4 Data-informed judgment · median 51.7 · IQR 40.0–64.2
5 Ownership & follow-through · median 48.7 · IQR 36.5–61.1

How to read. Solid = cohort median (40 completers); dashed = 25th and 75th percentile; rings 25/50/75/100.

Competency distributions / 1

Synthetic template responses; not real candidate data or calibrated Titan AI™ output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

Descriptive medians and middle-half ranges

Competency	Person n	Median	Middle 50%
Customer problem solving	40	50.00	35.51 to 58.44
Stakeholder communication	40	50.30	36.08 to 56.85
Prioritizing under pressure	40	50.73	36.03 to 62.23
Data-informed judgment (one answer/person; ref)	40	51.69	39.96 to 64.17
Ownership & follow-through	40	48.66	36.47 to 61.11

Every person score with 5-point-bin silhouettes



One dot per person, 40 per row. Pale shapes show counts per 5-point score bin (thickness 0.8 SVG units per person on each side), not a smoothed or validated density. Gray horizontal segment: p25–p75 (linear); navy tick: median; orange ring: first generated person (C-0001). Descriptive 0–100. Data-informed judgment is reference-only; its comparison markers are withheld.

Competency distributions / 2

Source score frequencies · 10-point bins



Horizontal: descriptive score 0–100; 10-point bins

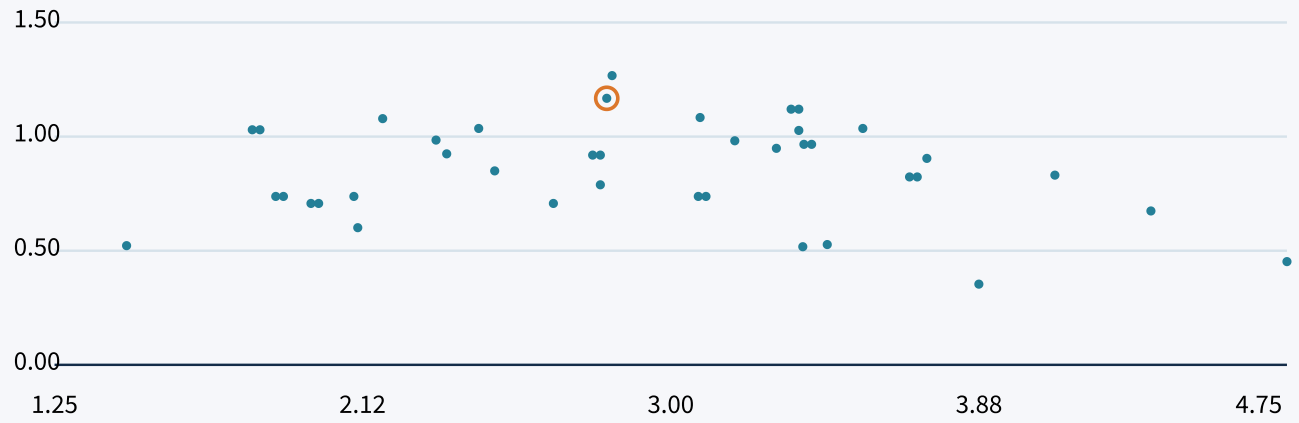
Vertical: people 0–40; orange: median; gray dashed: reference median

Every row uses the same zero-based count scale. Zero-count bins have zero height.

> Counts sum to 40 generated completers per row; orange lines show eligible row medians; gray dashed line shows the reference-only Data median. Bins are lower-inclusive and upper-exclusive, except the last bin includes 100. Data-informed judgment* has one observation/person and is gray reference-only. Scores are descriptive, not calibrated job performance.

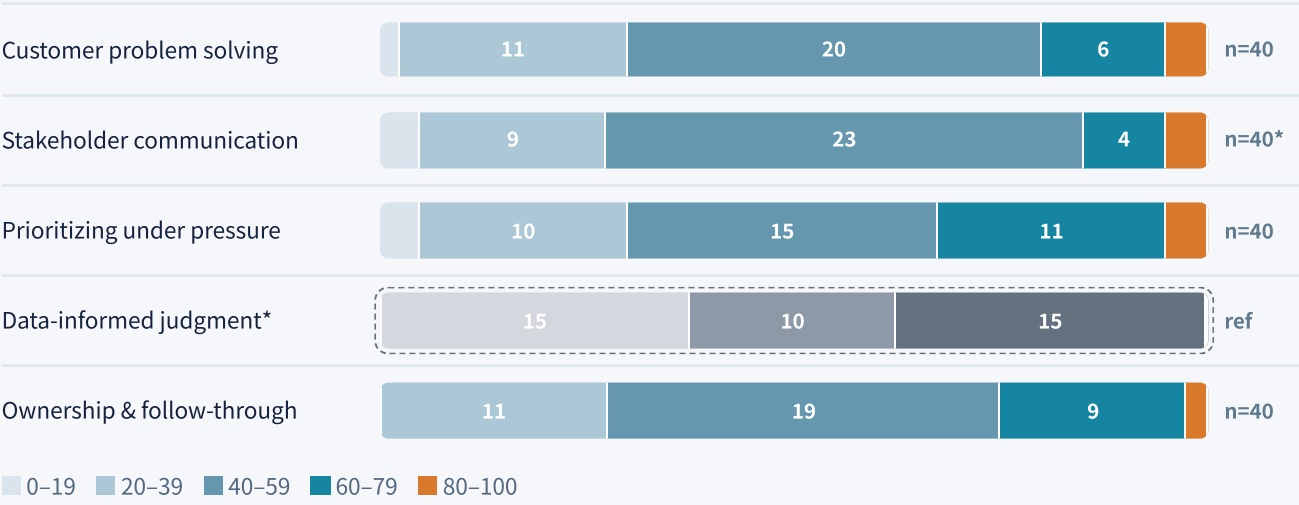
Competency distributions / 3

Forty matched person means and within-person variation



40 dots, one per person (C-0001 has the orange ring), source IDs retained in each mark. Horizontal: mean generated effectiveness over that person's administered answers; vertical: sample SD over the same answers (8 to 12 per person). Dots that would overlap are nudged horizontally; descriptive, no smooth density or workplace inference.

Five score bands · exact counts /40



Narrow segments (fewer than 3 people) carry no printed count; the ledger below lists every band count, including zeros.

Customer problem solving: 1 / 11 / 20 / 6 / 2

Stakeholder communication: 2 / 9 / 23 / 4 / 2

Prioritizing under pressure: 2 / 10 / 15 / 11 / 2

Data-informed judgment: 0 / 15 / 10 / 15 / 0

Ownership & follow-through: 0 / 11 / 19 / 9 / 1

Segments and five-number ledger count people in 0–19 / 20–39 / 40–59 / 60–79 / 80–100 descriptive score bands (40 completed synthetic people). Data-informed judgment* is one generated answer per person: show its counts for reference only, not as a peer comparison or hiring rank. No validated norm or competency coverage.

Cohort comparison evidence / 1 of 9

Additional descriptive views from the same synthetic 40-person adaptive cohort. Not a validated hiring norm or issued assessment.

Score spread of the 40 people



Data-informed judgment has one observation/person and stays reference-only, without a comparison mark.

Points are generated descriptive scores; the median tick uses the same 40 values. No inferred density or external norm.

Source: sorted generated scores and medians, 40 people per competency

Reading guide: each row is one competency and each dot is one person, so every row has 40 dots. Dots that share a score stack vertically; the gray band is the middle 50% and the navy tick the median.

Evidence-based · not a verdict

TITAN AI™ · COHORT

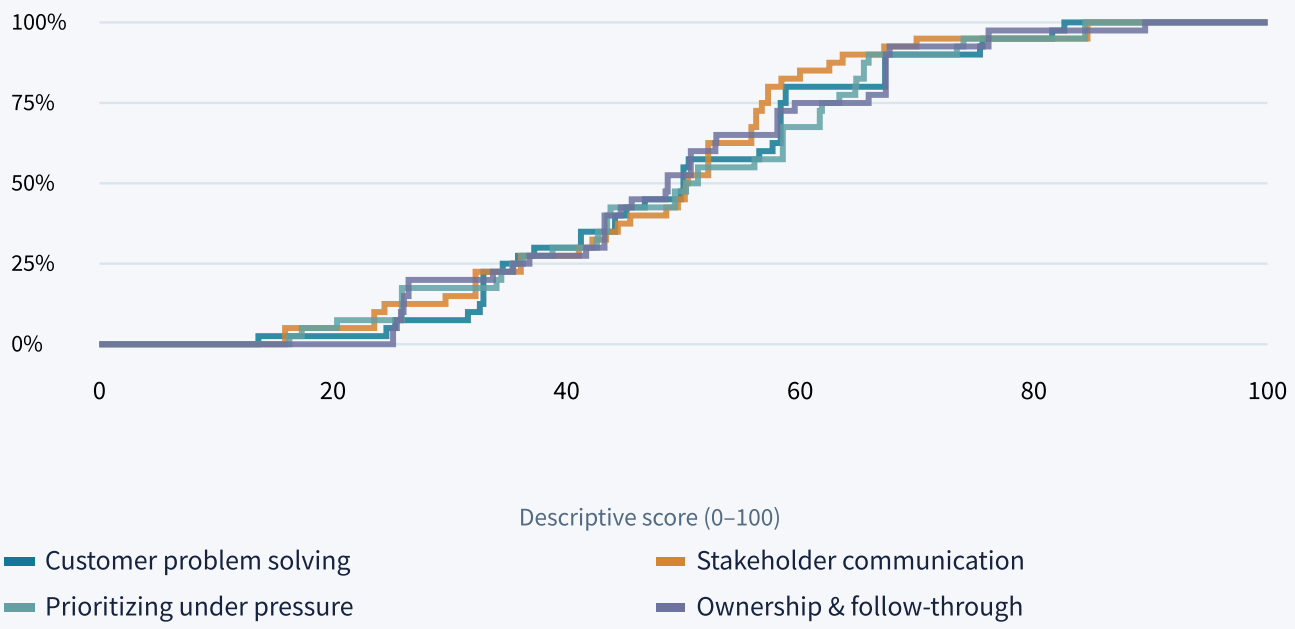
EN · SYNTHETIC-ADAPTIVE-V350

Cohort comparison evidence / 2 of 9

Additional descriptive views from the same synthetic 40-person adaptive cohort. Not a validated hiring norm or issued assessment.

Where do the same 40 scores accumulate and cluster?

Empirical cumulative score curves



Share at or below a score, within the 40 generated people for that competency. Ties cause steps. No external percentile.

Source: sorted generated scores, 40 people per competency

Ten-point score frequency grid by competency

	0–9	10–19	20–29	30–39	40–49	50–59	60–69	70–79	80–89	90–99
Customer problem solving	0	1	2	9	7	13	4	2	2	0
Stakeholder communication	0	2	4	5	7	16	4	0	2	0
Prioritizing under pressure	0	2	5	5	7	8	9	2	2	0
Ownership & follow-through	0	0	8	3	10	9	7	2	1	0

Each number is the exact number of people in its ten-point score bin. Tile fill intensity rises with count (0–16); each row totals 40. The one-answer Data-informed judgment row is excluded. These scores are not hiring norms or evidence grades.

Source: generated scores in 10-point bins, 40 people per competency

Reading guide: each curve shows, for one competency, the share of the 40 generated people at or below a score on the 0-100 descriptive scale. Ties cause steps, and there is no external percentile.

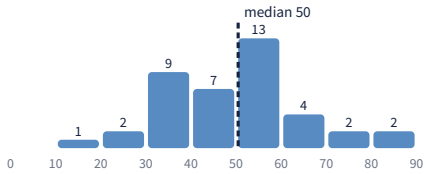
Evidence-based · not a verdict

COMPETENCY DEEP DIVE OBSERVED DESCRIPTIVE

Each competency differs in shape, amount of evidence and lowest trait mean, though the gaps are small. Even at the same score, the interview question should differ.

Customer problem solving

50.00 median
middle 50% 35.51–58.44
below 50: 19 · above 70: 4
obs per person 2–3

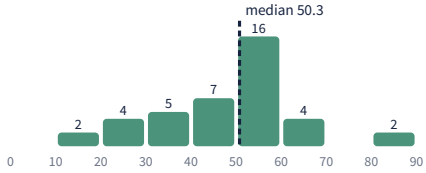


Evidence	2.95
Communication	3.00
Risk awareness	2.91
Execution	3.00

Weakest trait: risk awareness

Stakeholder communication

50.30 median
middle 50% 36.08–56.85
below 50: 18 · above 70: 2
obs per person 2–3

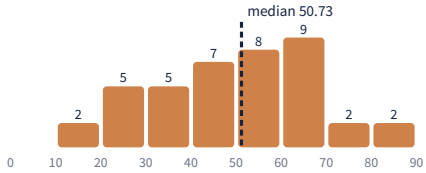


Evidence	2.92
Communication	2.85
Risk awareness	2.98
Execution	2.95

Weakest trait: communication

Prioritizing under pressure

50.73 median
middle 50% 36.03–62.23
below 50: 19 · above 70: 4
obs per person 1–3

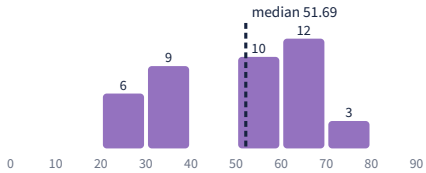


Evidence	2.98
Communication	2.86
Risk awareness	2.90
Execution	2.89

Weakest trait: communication

Data-informed judgment

51.69 median
middle 50% 39.96–64.17
below 50: 15 · above 70: 3
obs per person 1 · reference only

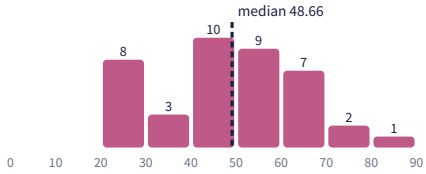


Evidence	2.98
Communication	2.83
Risk awareness	2.85
Execution	2.93

Weakest trait: communication

Ownership & follow-through

48.66 median
middle 50% 36.47–61.11
below 50: 21 · above 70: 3
obs per person 2–3



Evidence	2.82
Communication	2.95
Risk awareness	2.78
Execution	2.89

Weakest trait: risk awareness

Histogram = each completer's competency score (0–100). Trait bars = mean of the four traits over every administered scenario for that competency (1–5). Thin = fewer than 2 observations (reference only).

Observations per competency (people)

Competency	1 (ref. only)	2	3	4+
Customer problem solving	0	26	14	0
Stakeholder communication	0	10	30	0
Prioritizing under pressure	3	33	4	0
Data-informed judgment	40	0	0	0
Ownership & follow-through	0	29	11	0

40 completers.

Competency deep dive / 1

Synthetic template responses; not real candidate data or calibrated Titan output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

The five-competency median and IQR source tables remain on pages 4–5. Below is observation coverage for the same completed-person set.

Observation coverage per competency

The 40 generated completers each answered 8 to 12 of the 14 scenarios, chosen adaptively, so observation counts vary by person. The Data-informed judgment lens has one observation per person and is not eligible for a relative rank.

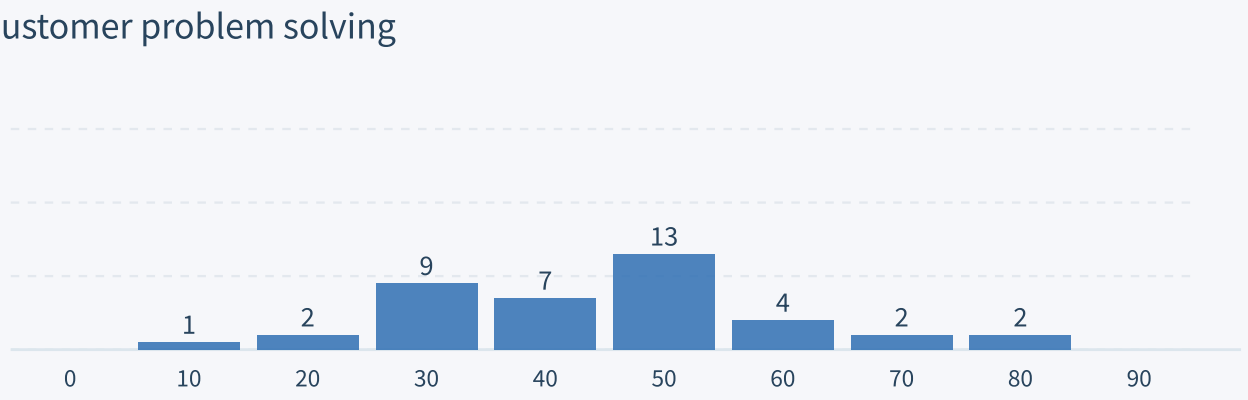
Competency	Observations / person	People	Use
Customer problem solving	2.35 (2–3)	40	descriptive comparison
Stakeholder communication	2.75 (2–3)	40	descriptive comparison
Prioritizing under pressure	2.02 (1–3)	40	descriptive comparison
Data-informed judgment	1.00 (1–1)	40	reference only
Ownership & follow-through	2.27 (2–3)	40	descriptive comparison

Competency deep dive / 2

Computed evidence · continued

Ownership & follow-through median	48.66
Ownership & follow-through IQR lower	36.47
Ownership & follow-through IQR upper	61.11

Competency histogram (1 of 2)

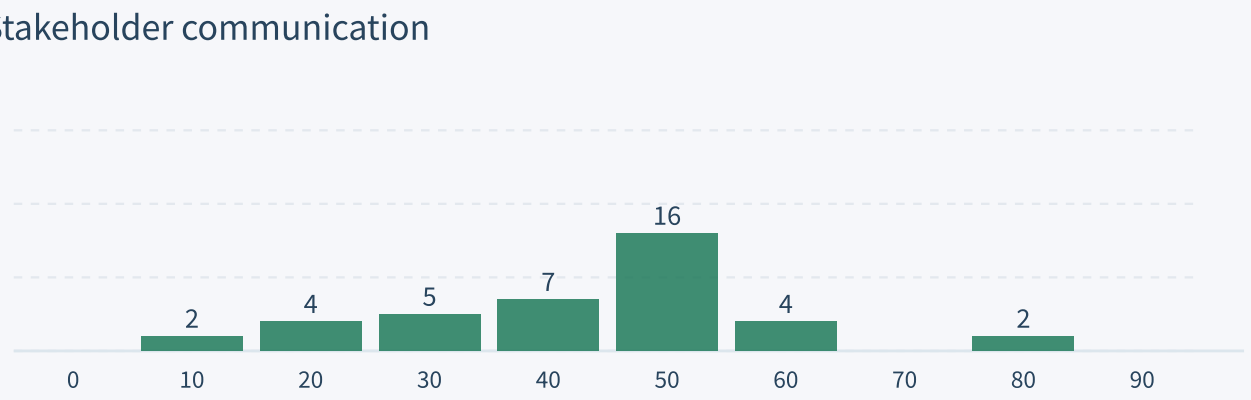


n=40; median 50.00/100; 10-point bins; last bin includes 100

Vertical: people per bin (0-30 scale). Horizontal: bin lower edge, 0-100 descriptive score; final bin includes 100.

Synthetic adaptive source, n=40 completed people. Figure shows competency histogram on its labeled scale; descriptive, not a hiring decision.

Competency histogram (2 of 2)



n=40; median 50.30/100; 10-point bins; last bin includes 100

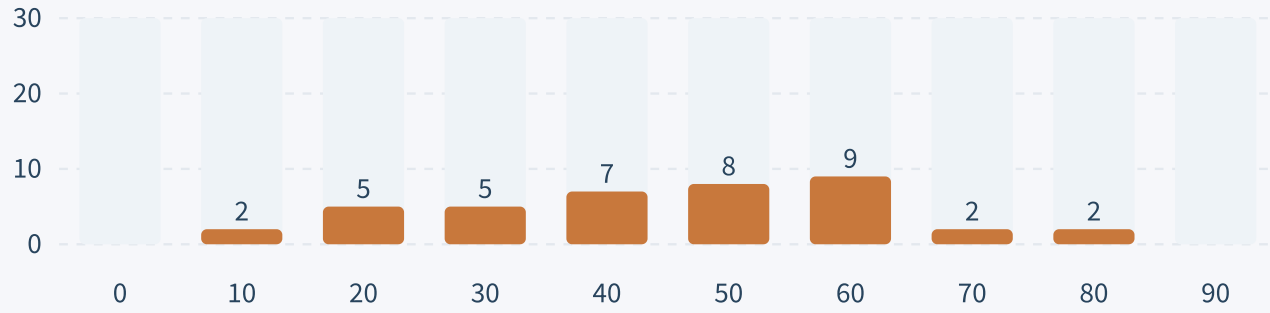
Vertical: people per bin (0-30 scale). Horizontal: bin lower edge, 0-100 descriptive score; final bin includes 100.

Synthetic adaptive source, n=40 completed people. Figure shows competency histogram on its labeled scale; descriptive, not a hiring decision.

Competency deep dive / 3

Competency histogram

Prioritizing under pressure



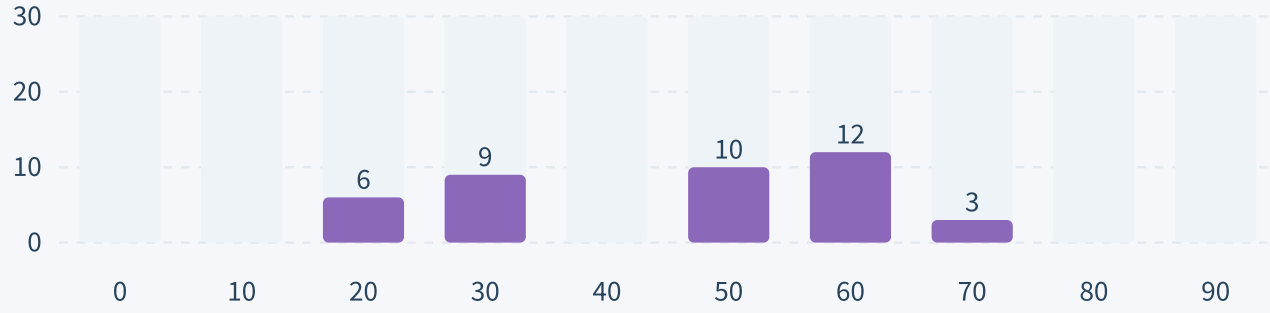
n=40; median 50.73/100; 10-point bins; last bin includes 100

Vertical: people per bin (0-30 scale). Horizontal: bin lower edge, 0-100 descriptive score; final bin includes 100.

Synthetic adaptive source, n=40 completed people. Figure shows competency histogram on its labeled scale; descriptive, not a hiring decision.

Competency histogram · reference only*

Data-informed judgment



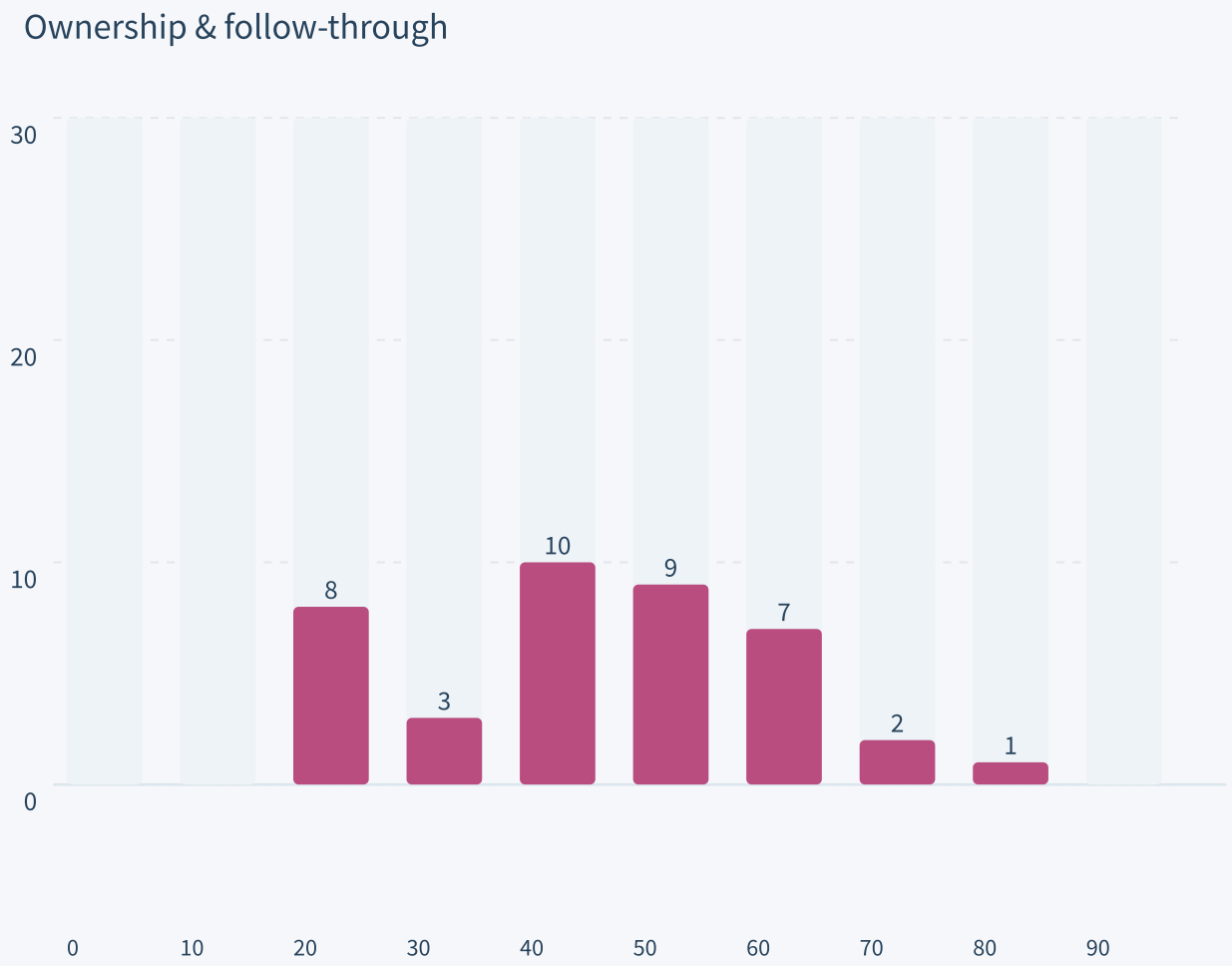
n=40; median 51.69/100; 10-point bins; last bin includes 100

Vertical: people per bin (0-30 scale). Horizontal: bin lower edge, 0-100 descriptive score; final bin includes 100.

One generated observation per person: scores run from 28.0 to 76.8; 15 of 40 below 50 and 3 at 70 or above. This histogram describes the synthetic sample only. * Reference-only lens, not eligible for relative competency comparison, calibrated skill inference, or hiring decisions.

Competency deep dive / 4

Competency histogram



n=40; median 48.66/100; 10-point bins; last bin includes 100

Vertical: people per bin (0-30 scale). Horizontal: bin lower edge, 0-100 descriptive score; final bin includes 100.

Synthetic adaptive source, n=40 completed people. Figure shows competency histogram on its labeled scale; descriptive, not a hiring decision.

Reading guide: each bar counts the people in one 10-point score bin out of the 40 completed people. The horizontal axis is the 0-100 descriptive score and the last bin includes 100. This is descriptive, not a hiring decision.

Evidence-based · not a verdict

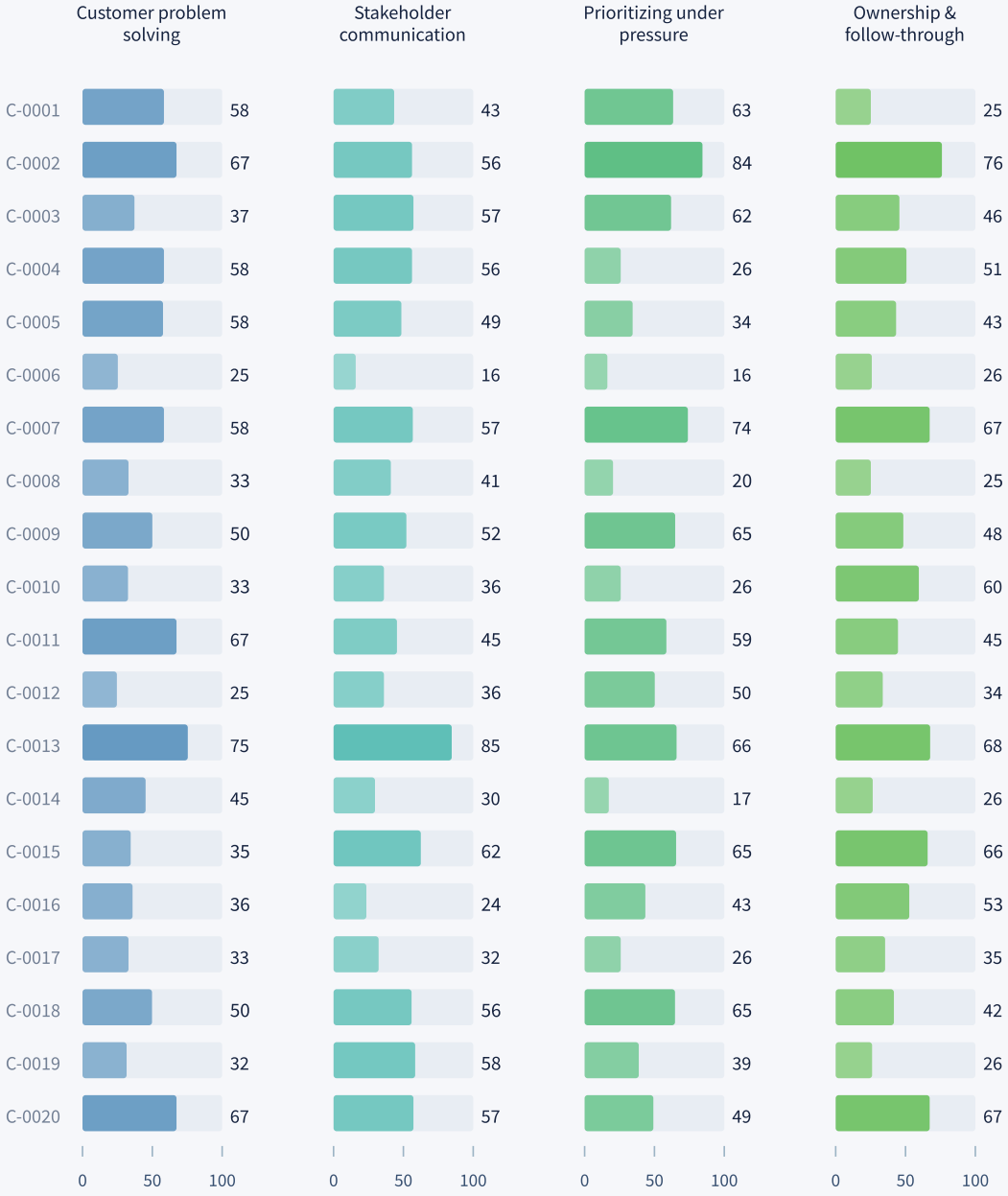
TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Cohort comparison evidence / 3 of 9

Additional descriptive views from the same synthetic 40-person adaptive cohort. Not a validated hiring norm or issued assessment.

Paired cohort rows 1–20, four eligible lenses



The same person across all columns. A bar spans 0–100 and is not independently sorted.

The fifth competency remains reference-only for all 40 people. Values are shown rounded to whole points. Row order is candidate ID, not ability order or hiring rank.

Source: generated 0-100 competency scores, people 1-20

Evidence-based · not a verdict

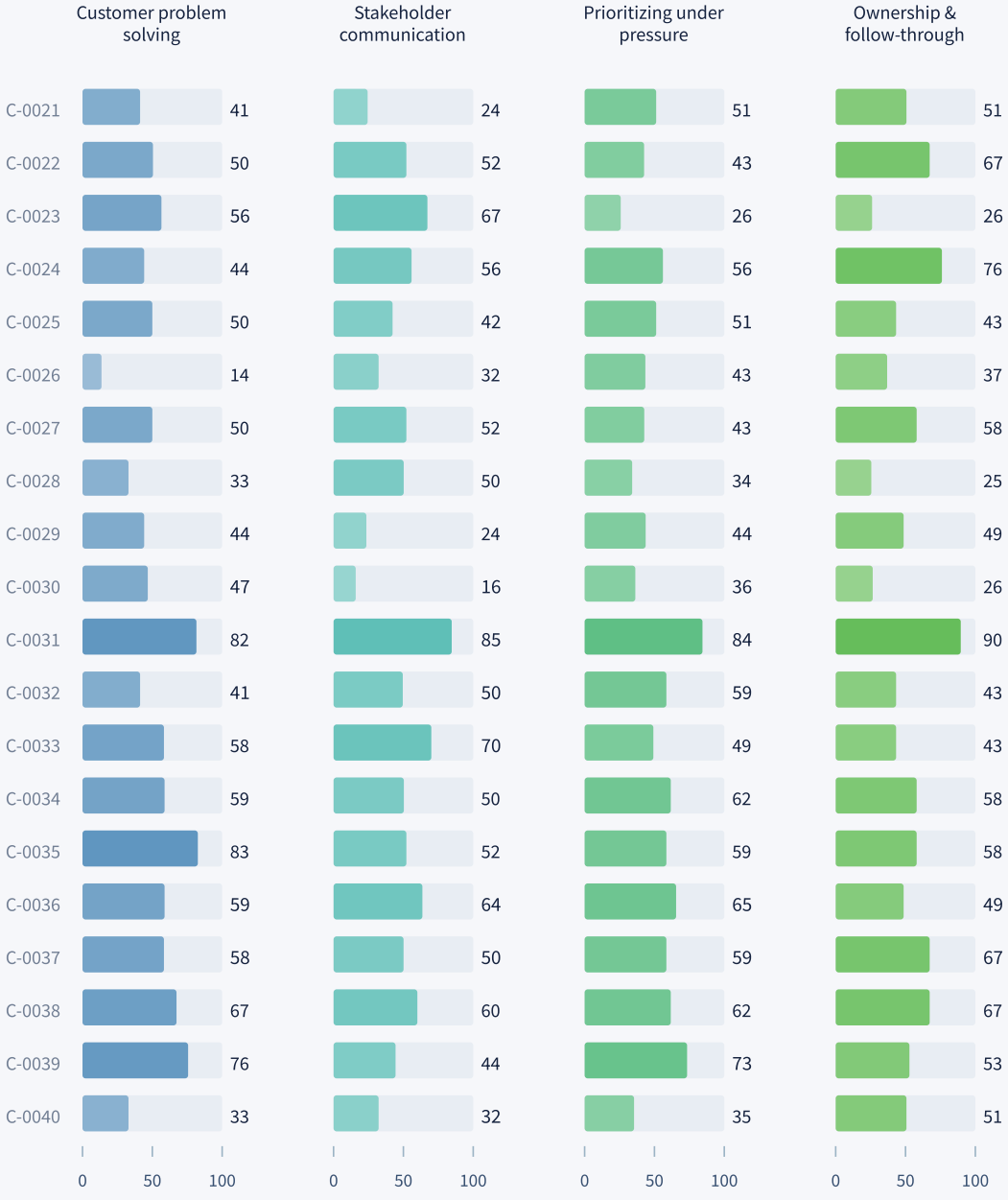
TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Cohort comparison evidence / 4 of 9

Additional descriptive views from the same synthetic 40-person adaptive cohort. Not a validated hiring norm or issued assessment.

Paired cohort rows 21–40, four eligible lenses



The same person across all columns. A bar spans 0–100 and is not independently sorted.

The fifth competency remains reference-only for all 40 people. Values are shown rounded to whole points. Row order is candidate ID, not ability order or hiring rank.

Source: generated 0-100 competency scores, people 21-40

ANSWER TRAITS

Evidence-based · not a verdict

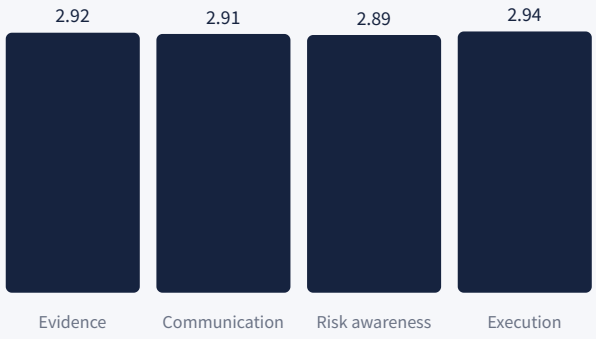
Risk awareness is the lowest trait mean overall, but the four traits differ by only 0.04 points. Treat any onboarding focus as a hypothesis.

Competency × answer trait mean (1–5, all scenario answers)

	Evidence	Communication	Risk awareness	Execution	Mean
Customer problem solving	2.95	3.00	2.91	3.00	2.97
Stakeholder communication	2.92	2.85	2.98	2.95	2.93
Prioritizing under pressure	2.98	2.86	2.90	2.89	2.91
Data-informed judgment	2.98	2.83	2.85	2.92	2.89
Ownership & follow-through	2.82	2.95	2.78	2.89	2.86
All scenarios	2.92	2.91	2.89	2.94	

Based on 416 answers · darker = higher (scale 2.7 to 3.3)

Mean by trait



Execution is highest (2.94) and Risk awareness is lowest (2.89).

Patterns

• Risk awareness is the lowest trait overall (2.89), a gap of only 0.04 from the highest. • The widest gap between traits is in ownership & follow-through (2.95 communication vs 2.78 risk awareness, 0.16 points). • Data-informed judgment rests on one scenario per person, so its row is reference only.

Evidence

2.92

Backs the answer with facts, numbers or examples

Communication

2.91

Clear and pitched to the listener

Risk awareness

2.89

Names risks, fallbacks and how to check

Answer traits / 1

Synthetic template responses; not real candidate data or calibrated Titan AI™ output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

Four answer-quality traits by competency

Competency trait heatmap

	Evidence	Communication	Risk awareness	Execution
Customer problem solving	2.95	3.00	2.91	3.00
Stakeholder communication	2.92	2.85	2.98	2.95
Prioritizing under pressure	2.98	2.86	2.90	2.89
Data-informed judgment*	2.98	2.83	2.85	2.92
Ownership & follow-through	2.82	2.95	2.78	2.89

Generated mean (scale 2.7–3.3) 2.7 2.85 3.0 3.15 3.3

Color intensity scales from 2.7 (lightest) to 3.3 (darkest). Read the numeric means for exact values. Gray marks are reference-only, not this color scale.

Cells are 1–5 generated-answer trait means. * Data-informed judgment has one generated answer per person (40 answers total); its four displayed cohort means are reference-only, not comparable evidence for competency-level skill or hiring decisions. The other rows are descriptive, not calibrated skill measures.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

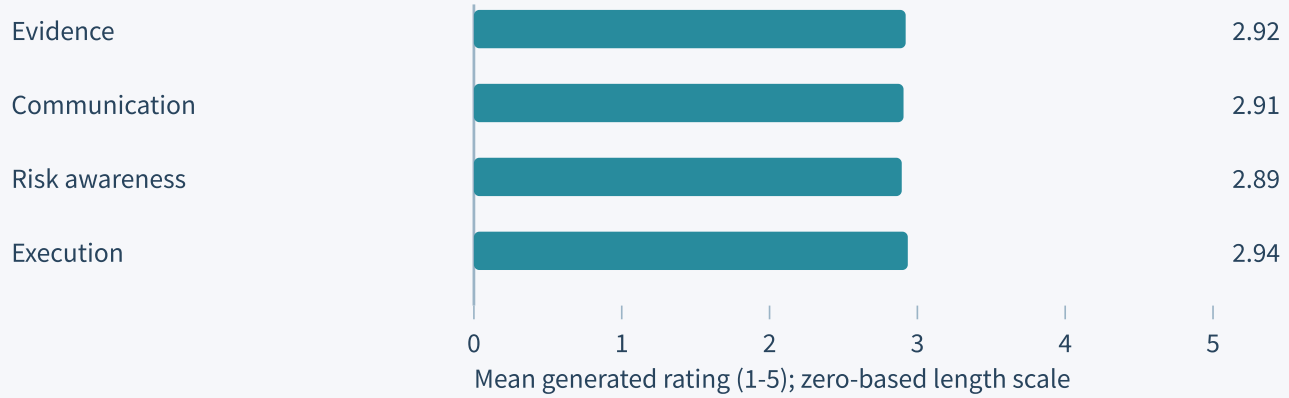
Answer traits / 2

2.94 HIGHEST MEAN · EXECUTION

2.89 LOWEST MEAN · RISK AWARENESS

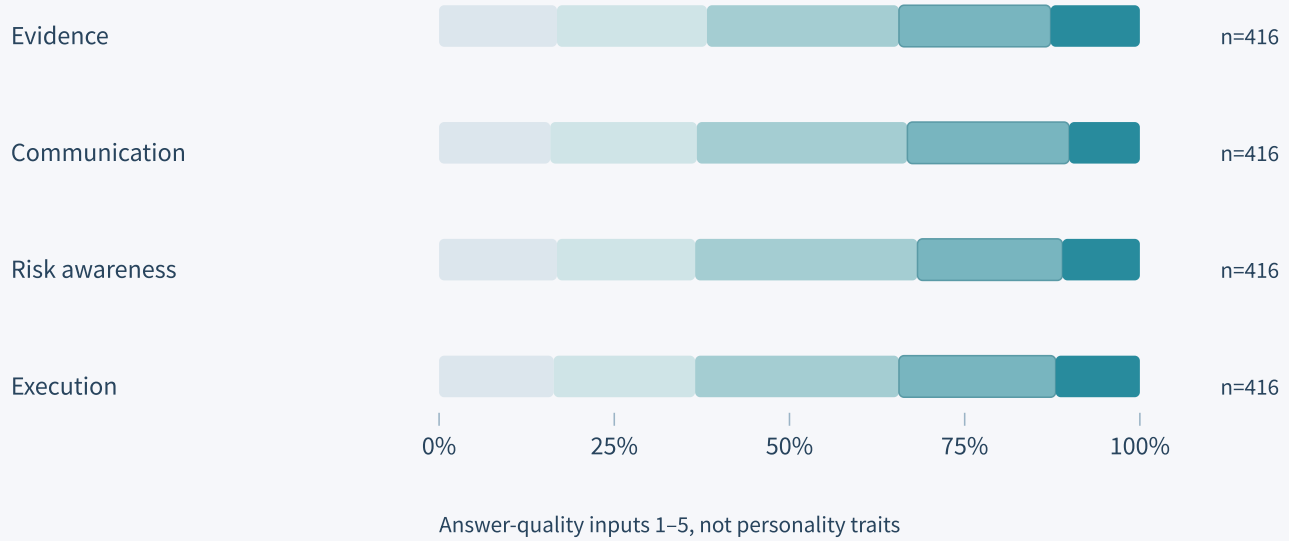
416 RATINGS PER TRAIT

Trait mean bars



Synthetic descriptive chart; verify the underlying data before use.

Trait rating distribution



Share of 416 generated answers per trait (40 people × 8 to 12 administered scenarios). The mean chart above shows numeric means. In this distribution, n=416 is the answer count per trait; colors show rating categories, not evidence grades.

Synthetic adaptive source, n=40 completed people. Figure shows trait rating distribution on its labeled scale; descriptive, not a hiring decision.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Cohort comparison evidence / 5 of 9

Additional descriptive views from the same synthetic 40-person adaptive cohort. Not a validated hiring norm or issued assessment.

Scenario by four answer traits

	Evidence	Communication	Risk	Execution
S01 · n=38	2.97	2.97	2.76	3.08
S02 · n=38	2.87	2.82	3.13	3.03
S03 · n=11	2.82	2.73	2.45	2.64
S04 · n=40	2.98	2.83	2.85	2.92
S05 · n=12	2.67	2.83	2.67	2.58
S06 · n=39	2.85	2.90	2.85	2.82
S07 · n=35	2.94	2.97	3.00	2.86
S08 · n=40	3.02	2.80	2.88	2.88
S09 · n=40	2.65	2.92	2.75	3.00
S10 · n=17	3.12	3.29	3.41	3.24
S11 · n=37	2.95	2.78	2.81	2.97
S12 · n=29	2.93	3.00	3.07	2.97
S13 · n=1	4.00	3.00	4.00	4.00
S14 · n=39	3.05	3.00	2.85	2.87

Generated mean (1-5) 1 2 3 4 5

Each cell is the mean of the generated 1–5 answer-quality ratings for that scenario (n varies by scenario because scenarios were chosen adaptively; S13 has a single answer); not a personality trait.

Source: answer-quality trait ratings, 40 people, 416 administered answers

SCENARIO RESULTS

Evidence-based · not a verdict

With 30+ answers, scenario means sit between 2.85 and 2.97; 'Handover from a departing colleague' is lowest. S05, S03, S13 and S10 have fewer answers.

Results by scenario (lowest mean first)

Situation	Competency	Answers	Mean (1–5)	Rated 1–2	Probes / answer	Rated 4–5
Three urgent tickets, one hour	Prioritizing under pressure	11 †	2.64	5	1.73	2
A follow-up you promised slipped	Ownership & follow-through	12 †	2.75	6	0.83	4
Handover from a departing colleague	Ownership & follow-through	40	2.85	19	1.93	15
Bad news for an executive sponsor	Stakeholder communication	35	2.86	12	1.63	9
Customer demands an unsupported feature	Customer problem solving	39	2.87	14	1.51	11
Team disagreement on an account plan	Stakeholder communication	37	2.89	15	1.73	13
Quarter-end workload spike	Prioritizing under pressure	40	2.90	16	1.77	17
Churn dashboard disagrees with field notes	Data-informed judgment	40	2.92	15	1.68	15
Escalated renewal at risk	Customer problem solving	38	2.95	15	1.76	15
Conflicting asks from sales and product	Stakeholder communication	38	2.95	14	1.18	11
Owning the post-incident review	Ownership & follow-through	39	2.97	12	1.69	12
Deadline vs quality trade-off	Prioritizing under pressure	29 †	3.07	12	2.03	11
Onboarding stalled at a key account	Customer problem solving	17 †	3.23	4	1.06	7
Pricing exception request	Prioritizing under pressure	1 †	4.00	0	3.00	1

† = fewer than 30 answers; scenarios were chosen adaptively, so each was asked of a different subset of the 40 completers. Rated 1–2 and Rated 4–5 are counts of answers. Means are generated answer ratings, descriptive only.

Lowest mean (30+ answers)

Handover from a departing colleague

mean 2.85 · 19 rated 1–2 · 40 answers

Highest mean (30+ answers)

Owning the post-incident review

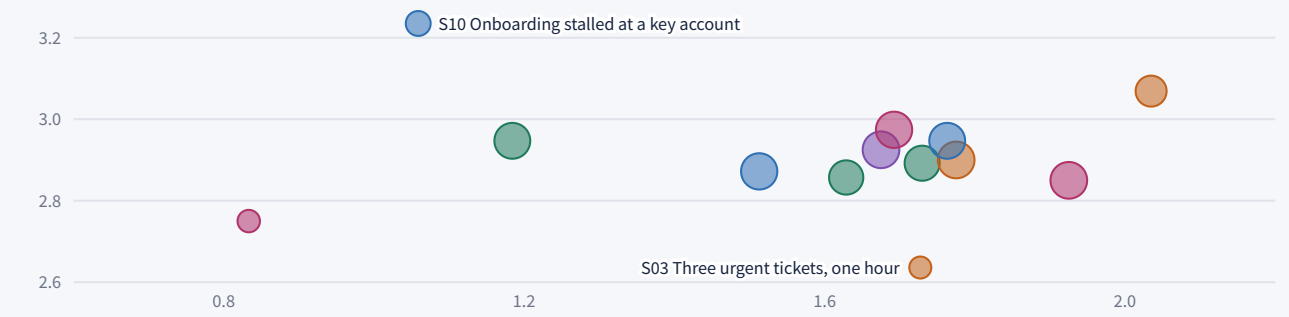
mean 2.97 · 1.69 probes per answer

Most probing

Handover from a departing colleague

1.93 probes per answer · cohort average 1.64

Probes × mean score (circle size = number of answers)



Horizontal = probes per answer · vertical = mean answer rating (1–5) · colour = competency · S13 (1 answer) not plotted

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Scenarios sorted by generated answer mean

Among scenarios with 30+ answers, S09 has the lowest generated answer mean at 2.850/5 (40 answers), followed by S07 at 2.857/5 and S06 at 2.872/5. Of 416 answers, 159 are rated 1–2. Do not call a scenario a real-world weakness. S03, S05, S10, S12 and S13 have fewer than 30 answers († = thin). Probe counts are operational observations, not a causal explanation of score.

ID	Scenario	Competency	Answers	Mean /5	Rated 1–2	Probes /answer	Rated 4–5
S03	Three urgent tickets, one hour	Prioritizing under pressure	11 †	2.636	5/11	1.73	2/11
S05	A follow-up you promised slipped	Ownership & follow-through	12 †	2.750	6/12	0.83	4/12
S09	Handover from a departing colleague	Ownership & follow-through	40	2.850	19/40	1.93	15/40
S07	Bad news for an executive sponsor	Stakeholder communication	35	2.857	12/35	1.63	9/35
S06	Customer demands an unsupported feature	Customer problem solving	39	2.872	14/39	1.51	11/39
S11	Team disagreement on an account plan	Stakeholder communication	37	2.892	15/37	1.73	13/37
S08	Quarter-end workload spike	Prioritizing under pressure	40	2.900	16/40	1.77	17/40
S04	Churn dashboard disagrees with field notes	Data-informed judgment	40	2.925	15/40	1.68	15/40
S01	Escalated renewal at risk	Customer problem solving	38	2.947	15/38	1.76	15/38
S02	Conflicting asks from sales and product	Stakeholder communication	38	2.947	14/38	1.18	11/38
S14	Owning the post-incident review	Ownership & follow-through	39	2.974	12/39	1.69	12/39
S12	Deadline vs quality trade-off	Prioritizing under pressure	29 †	3.069	12/29	2.03	11/29
S10	Onboarding stalled at a key account	Customer problem solving	17 †	3.235	4/17	1.06	7/17
S13	Pricing exception request	Prioritizing under pressure	1 †	4.000	0/1	3.00	1/1

* Data-informed judgment (S04) was asked of all 40 people and is a reference-only competency lens. This table compares each scenario's answers descriptively, not people. Scenarios were chosen adaptively, so each person answered 8–12 of the 14 scenarios.

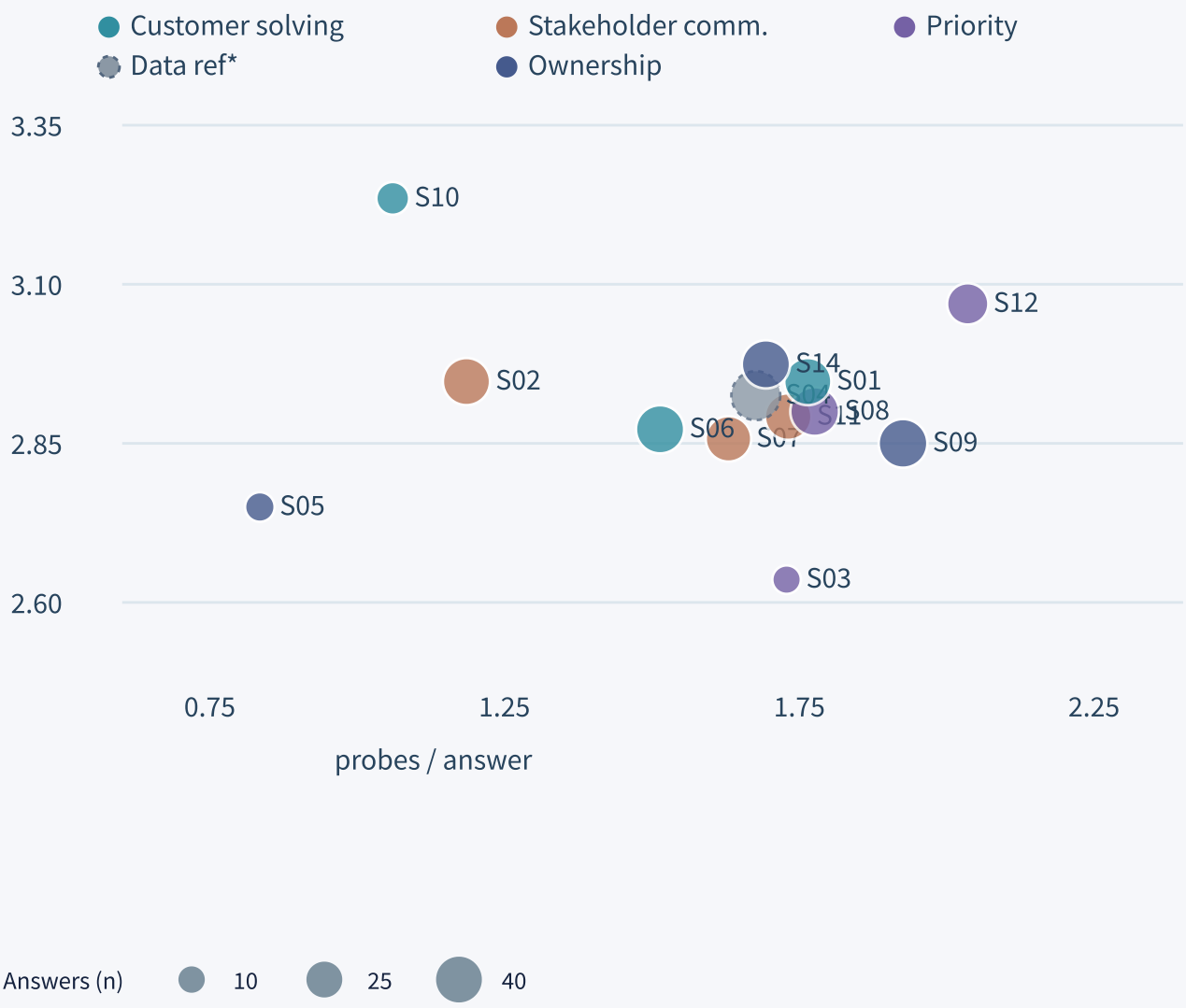
Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Scenario results / 2

Follow-up probes versus answer rating · 6.1



Answers (n) 10 25 40

Marker radius = 4 + 5.2 × (answers/40). Marker area is not proportional to count.

Each point is one scenario with 10 or more answers (S13, n=1, not plotted). Horizontal: mean probes/answer; vertical: generated answer mean. Marker size increases with the number of answers; colors group competencies. Descriptive association is not evidence that probing caused a score.

Gray dashed S04 is the Data-informed judgment reference scenario (all 40 people). Other colors identify competencies, not performance levels.

Evidence-based · not a verdict

SCENARIO OVERVIEW DESCRIPTIVE

All 14 scenarios at a glance: means span 2.64 to 4.00; S13 has one answer.

14 scenarios · metric heatmap

	Mean (1–5)	Rated 1–2	Probes / answer	Rated 4–5
Three urgent tickets, one hour †	2.64	5	1.73	2
A follow-up you promised slipped †	2.75	6	0.83	4
Handover from a departing colleague	2.85	19	1.93	15
Bad news for an executive sponsor	2.86	12	1.63	9
Customer demands an unsupported feature	2.87	14	1.51	11
Team disagreement on an account plan	2.89	15	1.73	13
Quarter-end workload spike	2.90	16	1.77	17
Churn dashboard disagrees with field notes	2.92	15	1.68	15
Escalated renewal at risk	2.95	15	1.76	15
Conflicting asks from sales and product	2.95	14	1.18	11
Owning the post-incident review	2.97	12	1.69	12
Deadline vs quality trade-off †	3.07	12	2.03	11
Onboarding stalled at a key account †	3.23	4	1.06	7
Pricing exception request †	4.00	0	3.00	1

Colour depth is relative within each column. Sorted by mean, lowest first. † = fewer than 30 answers. Scenarios were chosen adaptively; n per scenario is on pages 25–26.

Scenario mean by competency

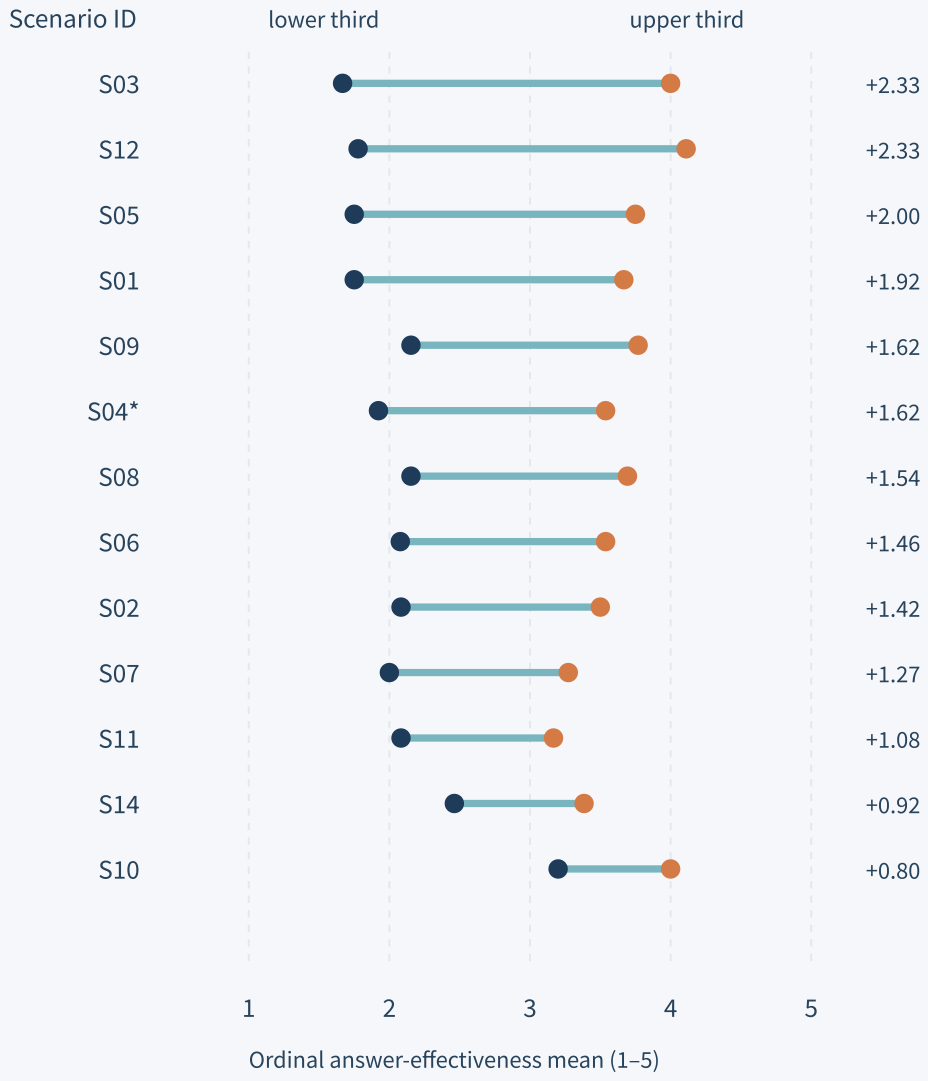


One dot per scenario with 10+ answers (S13 not plotted); black tick = average of that competency's plotted scenarios. Data-informed judgment has one scenario.

Difficulty and separation / 1

Pages 25–26 list the 14 scenarios with mean answer rating, answer count, count rated 1–2, mean follow-up probes and count rated 4–5. Other-scenario thirds are examined here. S13 (1 answer) is not shown; scenarios with fewer than 30 answers use smaller thirds (n/3 people each).

Other-scenario thirds: focal answer difference · 7.1



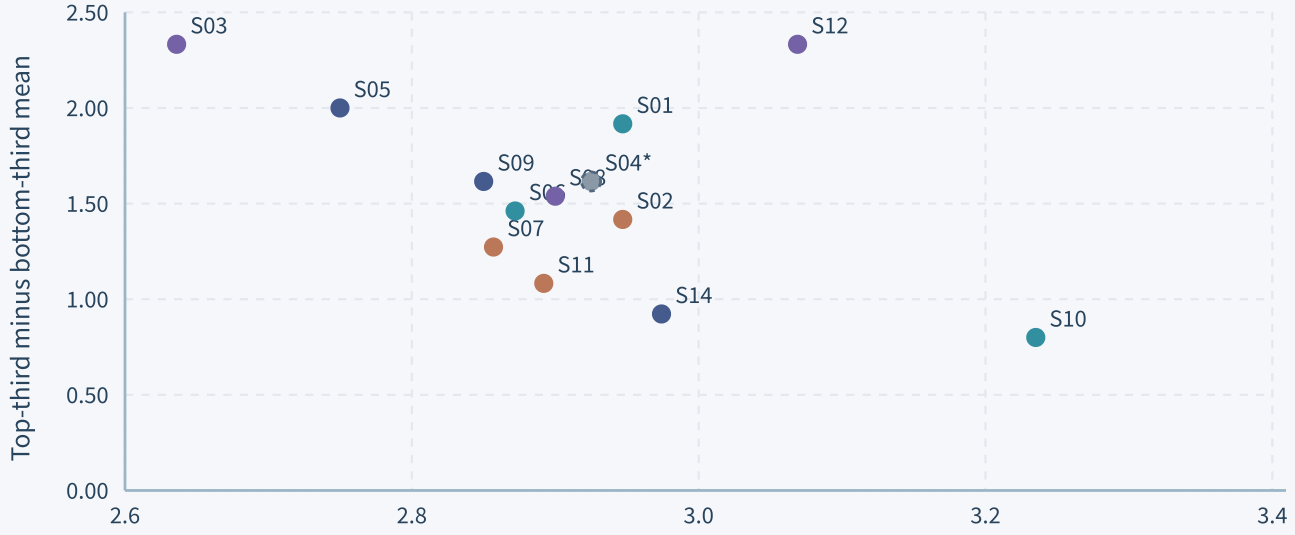
Scenario key: S02 Conflicting asks from sales and product · S04 Churn dashboard disagrees with field notes · S10 Onboarding stalled at a key account · S05 A follow-up you promised slipped · S06 Customer demands an unsupported feature · S09 Handover from a departing colleague · S13 Pricing exception request · S14 Owning the post-incident review · S01 Escalated renewal at risk · S03 Three urgent tickets, one hour · S08 Quarter-end workload spike · S07 Bad news for an executive sponsor · S12 Deadline vs quality trade-off · S11 Team disagreement on an account plan

For each scenario, people who answered it are ranked on their mean across their other answered scenarios (ties by synthetic ID); the focal answer mean of the lower and upper third (n/3 people each) is compared. Adaptive item sets differ per person, so this is item review, not candidate grading.

* S04 Data-informed judgment is a one-answer-per-person competency lens. Its thirds are a reference-only focal-scenario comparison, not eligible competency-level skill separation.

Difficulty and separation / 2

Difficulty and separation scatter · 7.2



Scenario mean answer rating (1–5)

Marker size is constant. Colors: teal customer solving; orange stakeholder communication; purple priority; navy ownership; gray dashed S04* Data reference. Colors are not performance levels.

Each equal-size dot is one scenario with 10+ answers (S13 not plotted). Differences are rating points, not a validity score; thirds are n/3 people each, so thin scenarios (S03, S05, S10, S12) are noisy.

ID	Scenario	Mean 1–5	Other-scenario thirds gap
S01	Escalated renewal at risk	2.95	+1.92
S02	Conflicting asks from sales and product	2.95	+1.42
S03	Three urgent tickets, one hour	2.64	+2.33
S04	Churn dashboard disagrees with field notes	2.92	+1.62
S05	A follow-up you promised slipped	2.75	+2.00
S06	Customer demands an unsupported feature	2.87	+1.46
S07	Bad news for an executive sponsor	2.86	+1.27
S08	Quarter-end workload spike	2.90	+1.54
S09	Handover from a departing colleague	2.85	+1.62
S10	Onboarding stalled at a key account	3.23	+0.80
S11	Team disagreement on an account plan	2.89	+1.08
S12	Deadline vs quality trade-off	3.07	+2.33
S13	Pricing exception request	4.00	— (1 answer)
S14	Owning the post-incident review	2.97	+0.92

Synthetic descriptive chart; verify the underlying data before use.

Difficulty and separation / 3

Scenario metric matrix · 7.3

Scenario	Mean rating 1-5	Corrected r -1 to +1	Mean probes per answer	Rated 4–5 share 0-1 fraction
S01	2.95	0.66	1.76	0.39
S02	2.95	0.71	1.18	0.29
S03 †	2.64	0.67	1.73	0.18
S04	2.92	0.61	1.68	0.38
S05 †	2.75	0.69	0.83	0.33
S06	2.87	0.59	1.51	0.28
S07	2.86	0.54	1.63	0.26
S08	2.90	0.49	1.77	0.42
S09	2.85	0.62	1.93	0.38
S10 †	3.23	0.46	1.06	0.41
S11	2.89	0.47	1.73	0.35
S12 †	3.07	0.79	2.03	0.38
S13 †	4.00	—	3.00	1.00
S14	2.97	0.51	1.69	0.31

Cells: generated answer mean (1-5); corrected item-versus-other-answers correlation r (-1 to +1, only where 10+ answers); mean follow-up probes per answer; share of answers rated 4–5 (0-1). † = fewer than 30 answers. Shade encoding was removed because these metrics use different units.

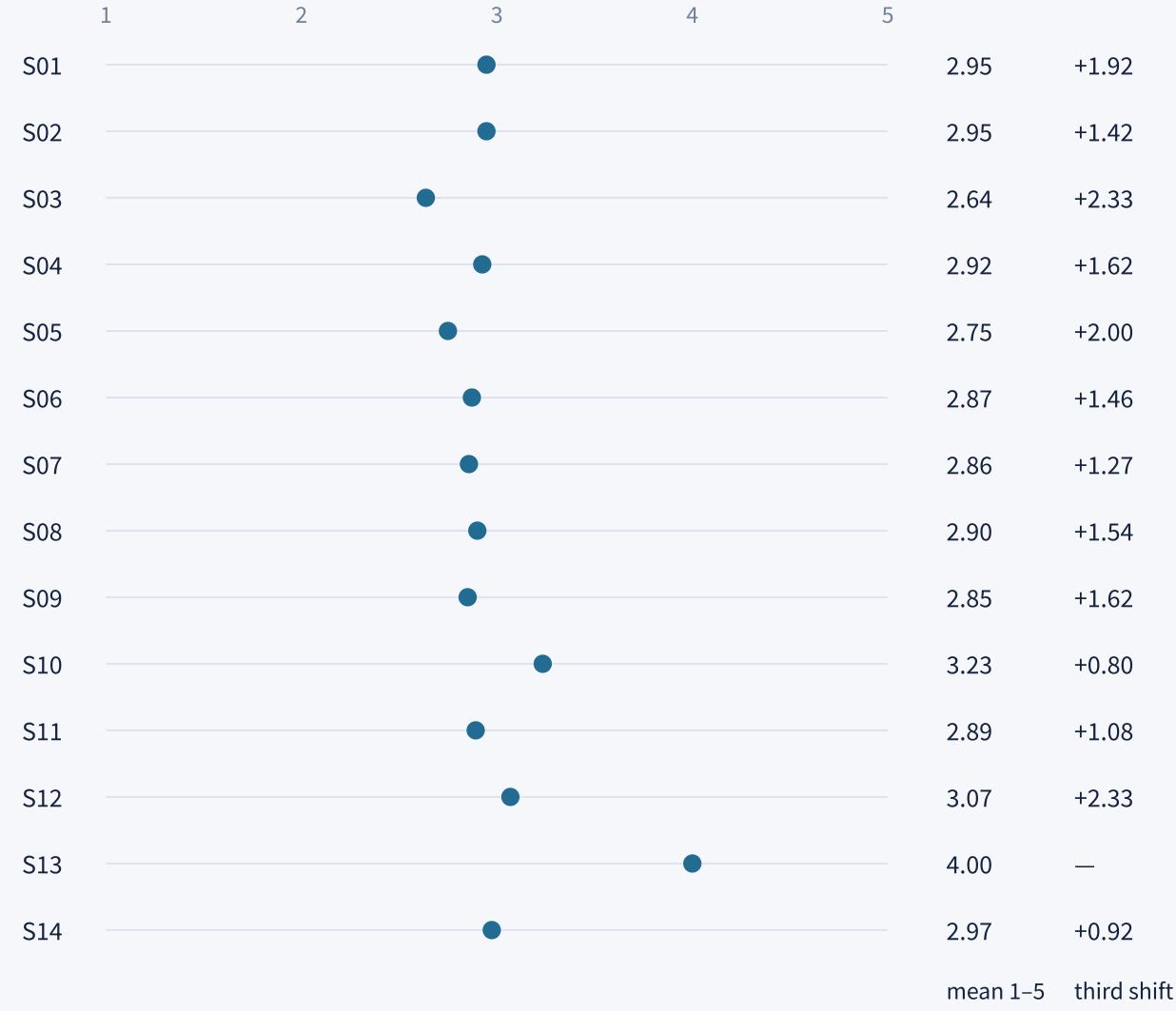
Source-derived scenario metric matrix; synthetic adaptive 40-person cohort. Descriptive, not a hiring rank or calibrated competency interval.

Reading guide: each column is one metric on its own scale. Read each column separately. r is computed against each person's other answered scenarios, so it is unstable where few people answered.

Cohort comparison evidence / 6 of 9

Additional descriptive views from the same synthetic 40-person adaptive cohort. Not a validated hiring norm or issued assessment.

Fourteen scenario means and corrected third shifts



Rows remain in scenario order S01–S14, not ranked. All dots use the same color and show the mean answer rating of the people who answered. Third shift is the upper-third minus lower-third mean on this scenario, ordered by each person's other answered scenarios (n/3 each); S13 has one answer, so no shift.

Thirds form on each person's other answered scenarios. This is item review, not candidate grading.

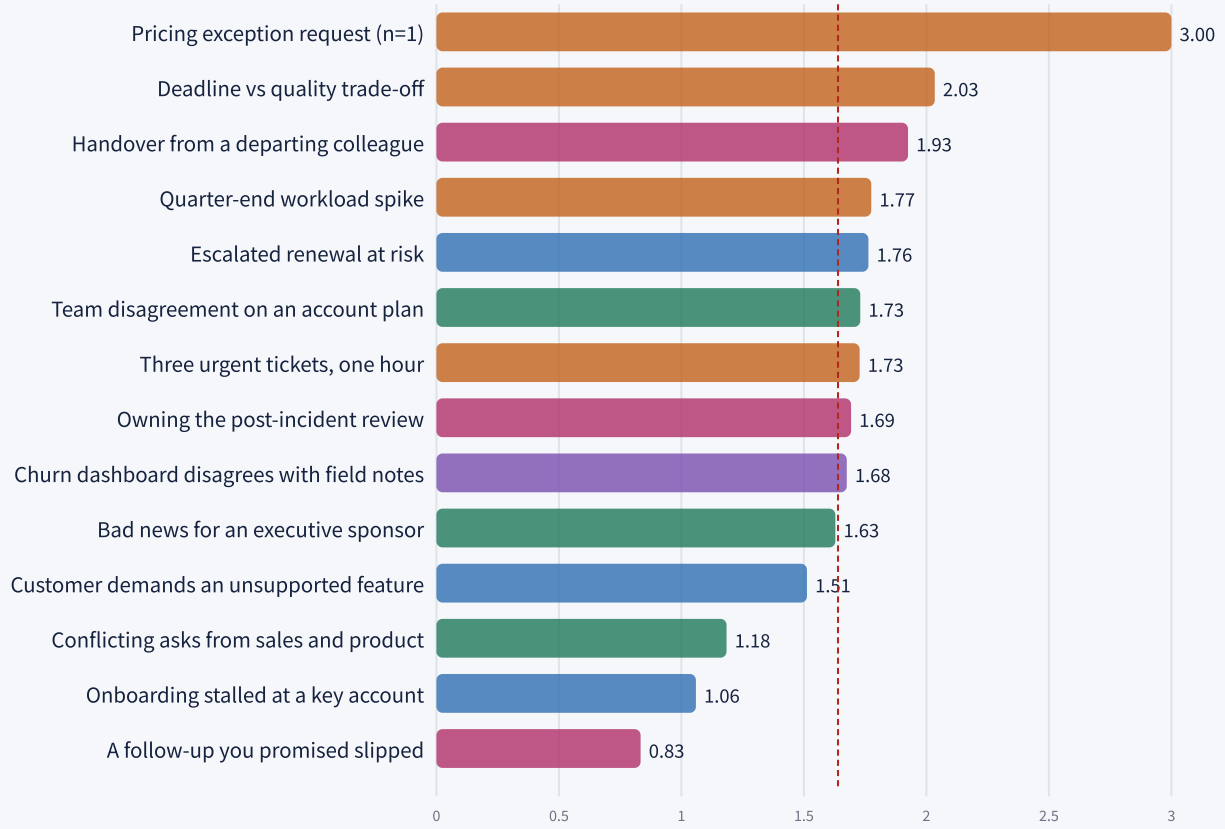
Source: scenario means, S01-S14, 416 answers from 40 people

Evidence-based · not a verdict

PROBES DESCRIPTIVE

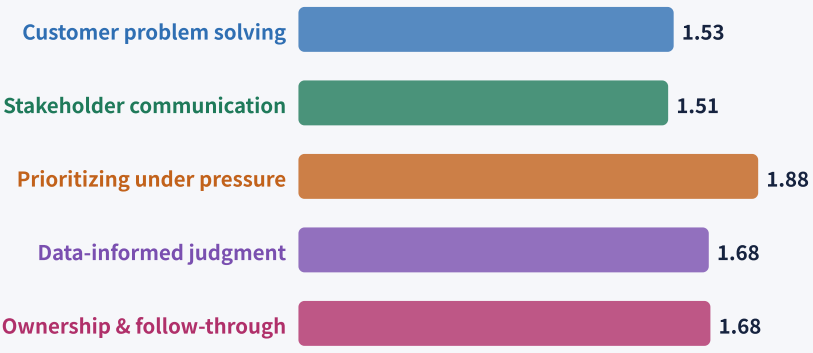
Probes: 682 follow-up probes across 40 completers, 17.1 per person and 1.64 per answer.

Probes per answer by scenario



Bar colour = competency. Dashed red line = cohort average (1.64 per answer). S13 has a single answer.

Probes per answer by competency



Mean over all answers to that competency's scenarios. Descriptive only.

Follow-up probes per answer at a glance



682 probes over 416 answers

Mean 1.639 per answer across all positions.

How to read. Arc = 0 to 3 follow-up probes per answer; filled part = cohort mean. Describes follow-up volume, not answer quality.

Probe analysis / 1

Pages 25–26 list mean follow-up probes for each scenario. This section examines probe patterns by answer position and competency. Positions 11–12 have fewer than 30 answers. The engine can ask 0–3 follow-up probes per answer.

1.90 HIGHEST · POS. 4

1.27 LOWEST · POS. 6

1.64 AVERAGE · ANSWERS

Probe position interval



Answer position (1–12); observed mean probes, descriptive normal 95% interval; faded = n under 30

Vertical: mean follow-up probes per answer (0-3 scale). Horizontal: position of the answer in the person's own adaptive sequence (1-12). Highest and lowest use positions with 30+ answers.

Synthetic adaptive source, n=40 completed people. Figure shows probe position interval on its labeled scale; descriptive, not a hiring decision.

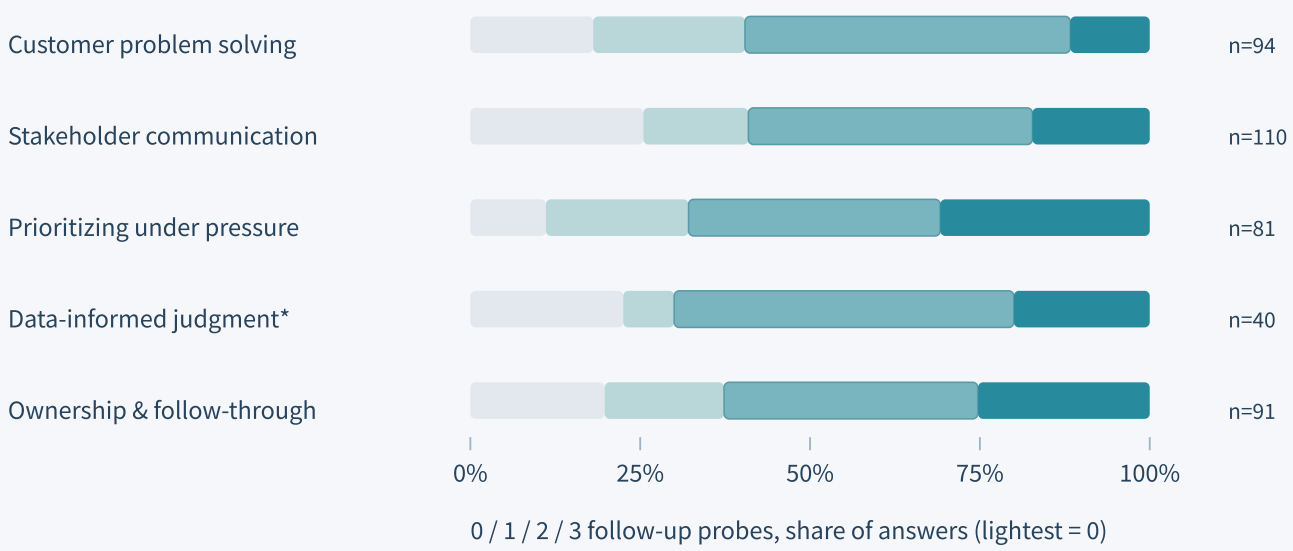
Figures · mean follow-up probes by answer position

Position	1	2	3	4	5	6	7	8	9	10	11	12
Answers	40	40	40	40	40	40	40	40	38	33	19	6
Mean probes	1.70	1.55	1.73	1.90	1.57	1.27	1.68	1.70	1.76	1.46	2.05	0.67

How to read. Mean = follow-up probes per answer (0–3 scale) at that position in each person's own adaptive sequence. Grey columns (positions 11–12, fewer than 30 answers) are reference only.

Probe analysis / 2

Competency probe bars



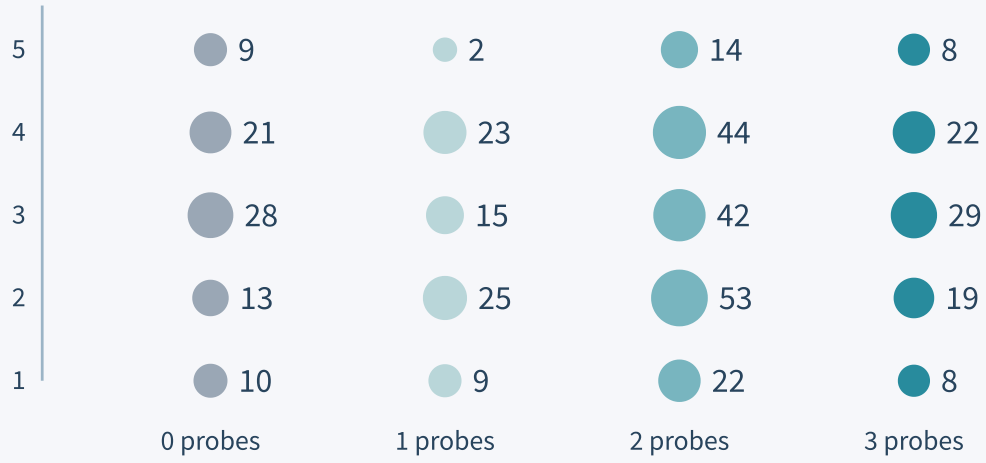
Follow-up count 0 probes 1 probe 2 probes 3 probes

Shares use each row's answer count, not 40 people. * Data-informed judgment has one answer per person and is reference-only. Colors identify follow-up counts, not skill or evidence grades.

Synthetic adaptive source, n=40 completed people. Figure shows competency probe bars on its labeled scale; descriptive, not a hiring decision.

Probe effectiveness bubble

Vertical: answer rating 1–5; circles count answers



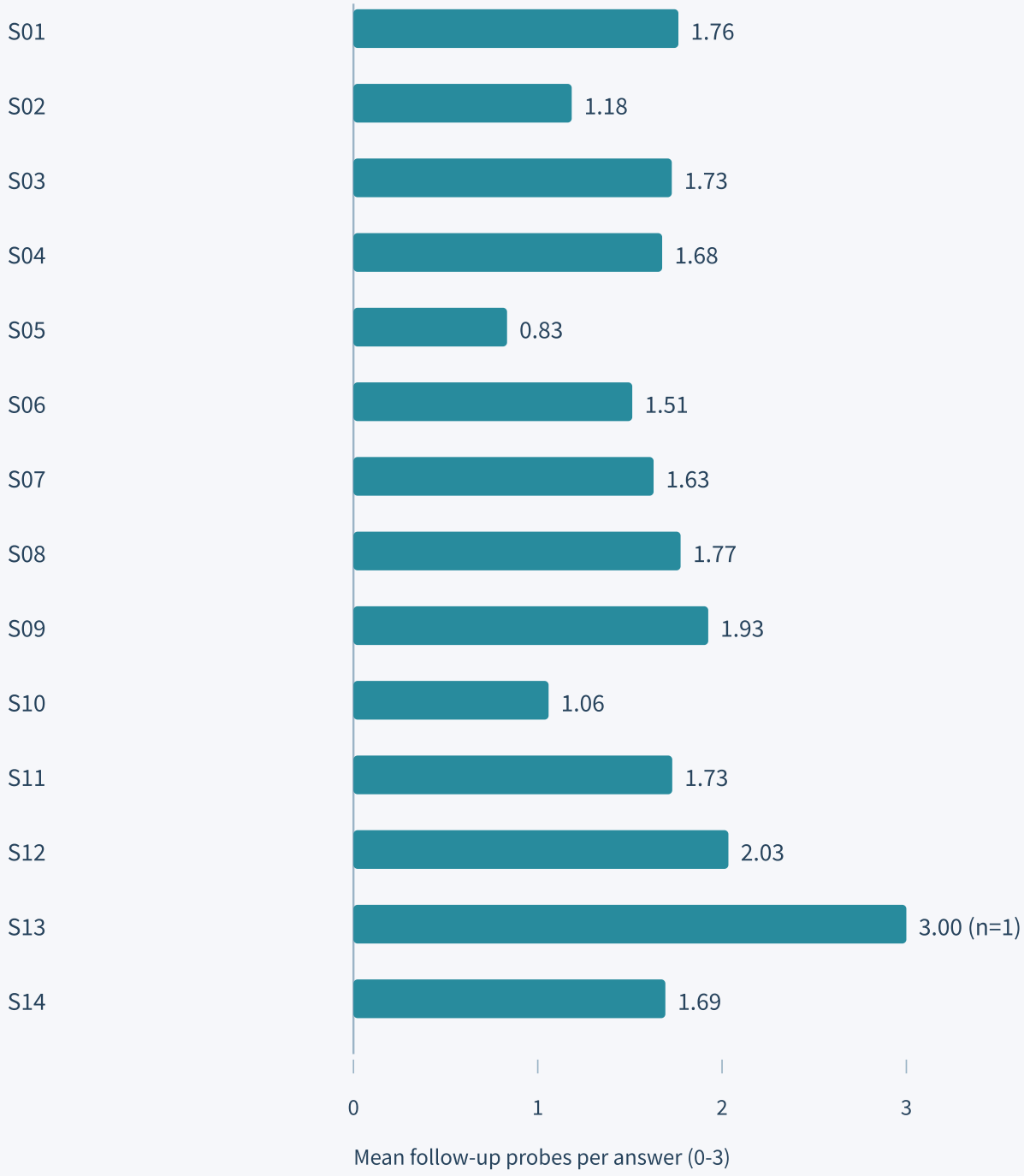
Printed counts sit beside circles. Total: 416 generated answers. Empty cells mean zero answers. Circle radius follows 3 + √count SVG units; circle area is not proportional to count. Read the numerals for exact frequency.

Synthetic adaptive source, n=40 completed people. Figure shows probe effectiveness bubble on its labeled scale; descriptive, not a hiring decision.

Evidence-based · not a verdict

Probe analysis / 3

Scenario probe bars



Answer counts differ by scenario (see pages 25–26); S13 has one answer. The same scenario IDs and titles appear in the scenario table and difficulty/separation section.

Synthetic descriptive chart; verify the underlying data before use.

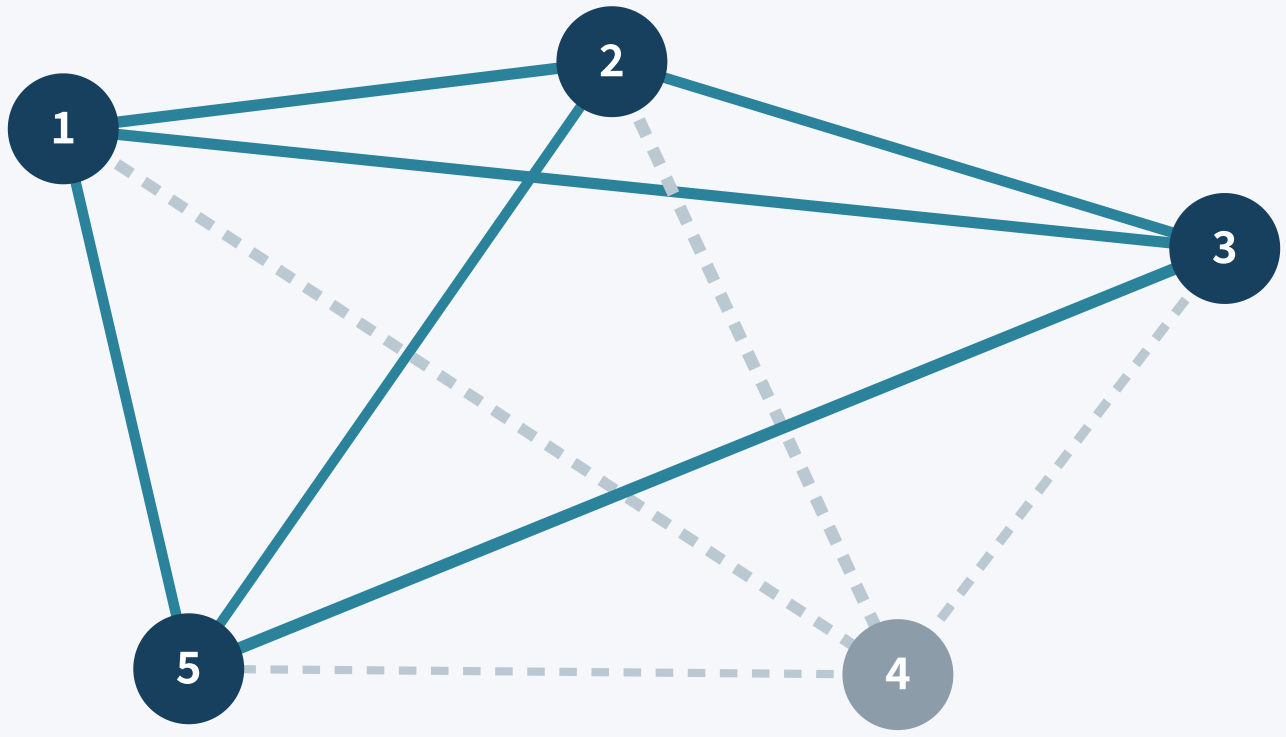
Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Probe analysis / 4

Competency correlation network



Edge width: Pearson r — 0.4 — 0.6 — 0.8

Width uses 1 + 5 × |r| in chart units, so it has a nonzero minimum. Gray dashed edges touch the reference-only Data-informed judgment node. Read the pair table for exact signed correlations; widths alone do not show sign.

Nodes 1–5 follow report competency order. Edge width = Pearson r; association only.

1 Customer problem solving

2 Stakeholder communication

3 Prioritizing under pressure

4 Data-informed judgment*

5 Ownership & follow-through

Pairwise Pearson r · synthetic n=40

1 / 2	**0.58**	1 / 3	**0.56**	1 / 4	**0.56**	1 / 5	**0.53**	2 / 3	**0.53**
2 / 4	**0.65**	2 / 5	**0.49**	3 / 4	**0.45**	3 / 5	**0.63**	4 / 5	**0.36**

Largest descriptive correlation in this adaptive sample: Stakeholder communication · Data-informed judgment (Pearson r=0.65). Data-informed judgment comes mostly from a single generated answer per person (S04), so edges touching it are reference-only. Synthetic adaptive source, n=40 completed people. Descriptive association, not evidence for relative skill, causation, job performance or hiring.

Evidence-based · not a verdict

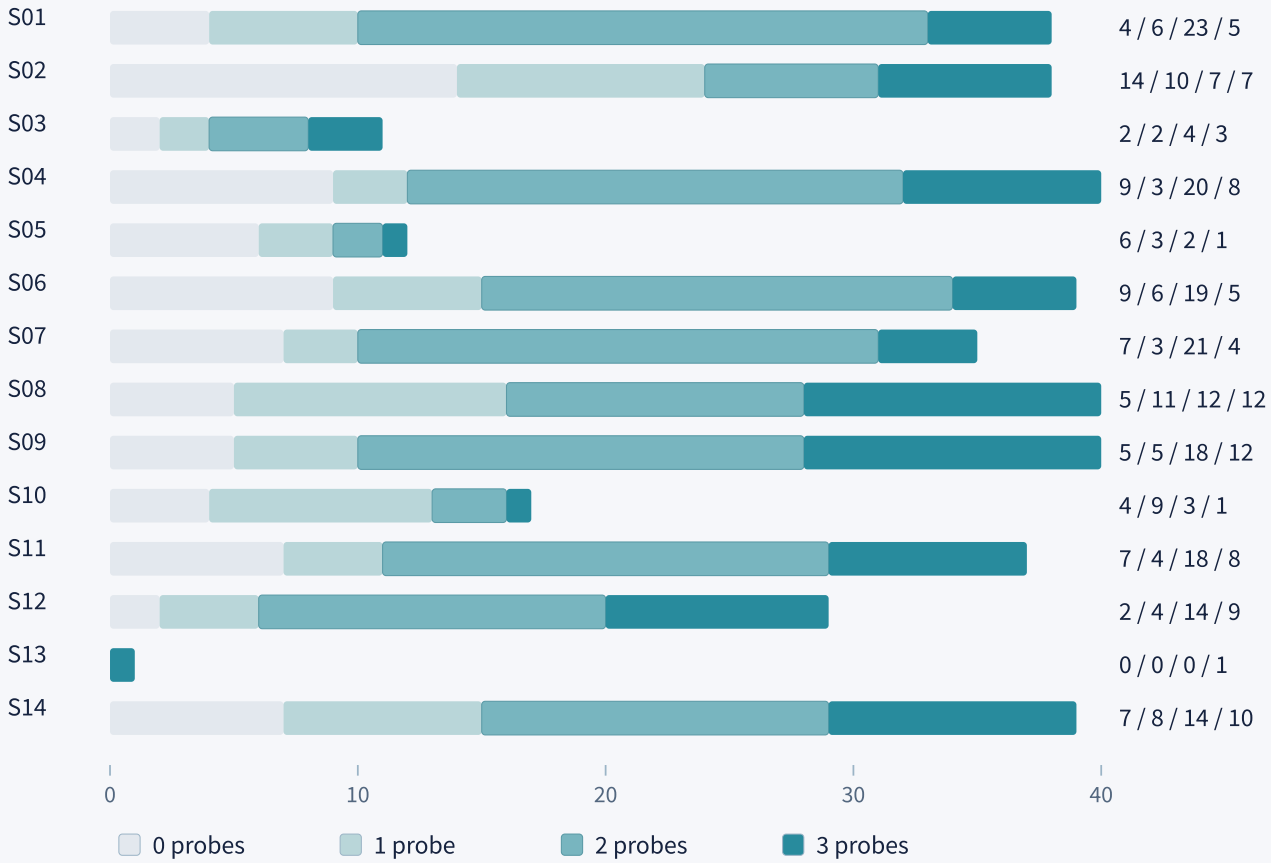
TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Cohort comparison evidence / 7 of 9

Additional descriptive views from the same synthetic 40-person adaptive cohort. Not a validated hiring norm or issued assessment.

Follow-up count in each of the fourteen scenarios



Horizontal: answer count 0–40, same scale for every scenario (scenarios were asked of different numbers of people, so bars have different lengths). Segments: 0 / 1 / 2 / 3 follow-up probes; printed quadruplets use that order. More follow-ups are not a higher skill grade.

Each stacked bar totals the answers given to that scenario. Counts are not question difficulty or score.

Source: follow-up probe counts, 416 answers from 40 people

Reading guide: each row is one scenario; its stacked bar splits the answers to that scenario by 0, 1, 2 or 3 follow-up probes.

Evidence-based · not a verdict

COMPLETION · EVIDENCE BASE OBSERVED

Of 42 who started, 40 completed and 2 timed out. 37 finished as-is and 3 through QC selection.

Completion flow

Started · 42



Completed 40 · timed out 2



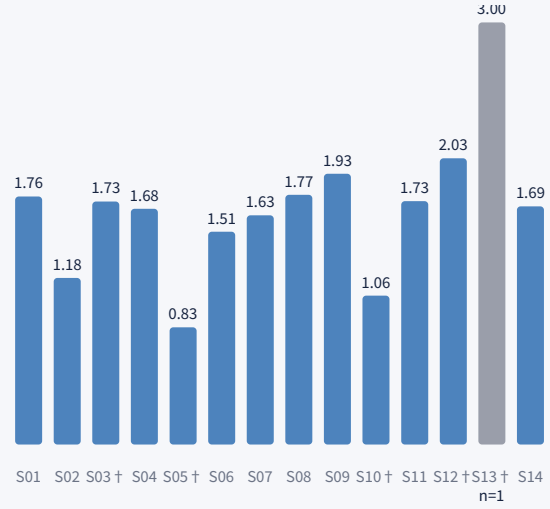
Each completer answered 8 to 12 of the 14 bank scenarios (adaptive).

Waterfall · 42 → 40



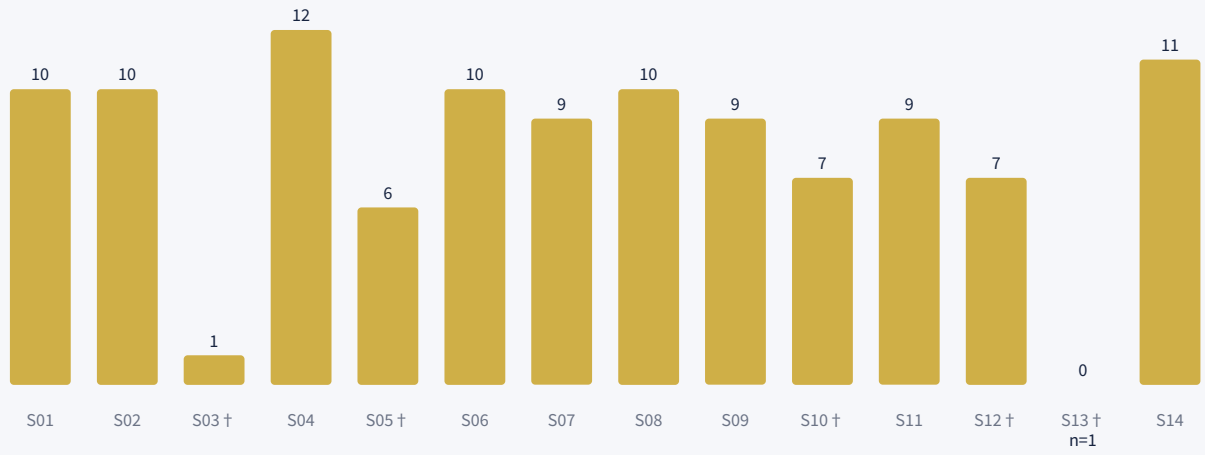
Timed-out sessions have no result.

Probes · mean per answer, by scenario



0–3 follow-up probes per answer · overall mean 1.64
n per scenario 1–40; † = under 30 answers; S13 reference only

Anchor checks · by scenario



Count of answers per scenario that used an anchor check (n per scenario varies)
n per scenario 1–40; † = under 30 answers; S13 reference only

Evidence-based · not a verdict

Evidence flow / 1

Synthetic template responses; not real candidate data or calibrated Titan output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

Session completion and protocol totals

Started	42
Completed	40
Timed out	2
Completed as-is	37
Completed · QC-selected	3
Total probes	682
Median theta SE	0.29

Median theta SE: median of the final recorded SE across 40 synthetic completers (0.2925, shown as 0.29). 36 stopped with the SE target met; 4 stopped at the 12-scenario maximum. These values come from the declared local illustrative posterior, not a calibrated Titan model or evidence grade. Total probes counts the 416 completed-person answers; timed-out answers are outside this total.

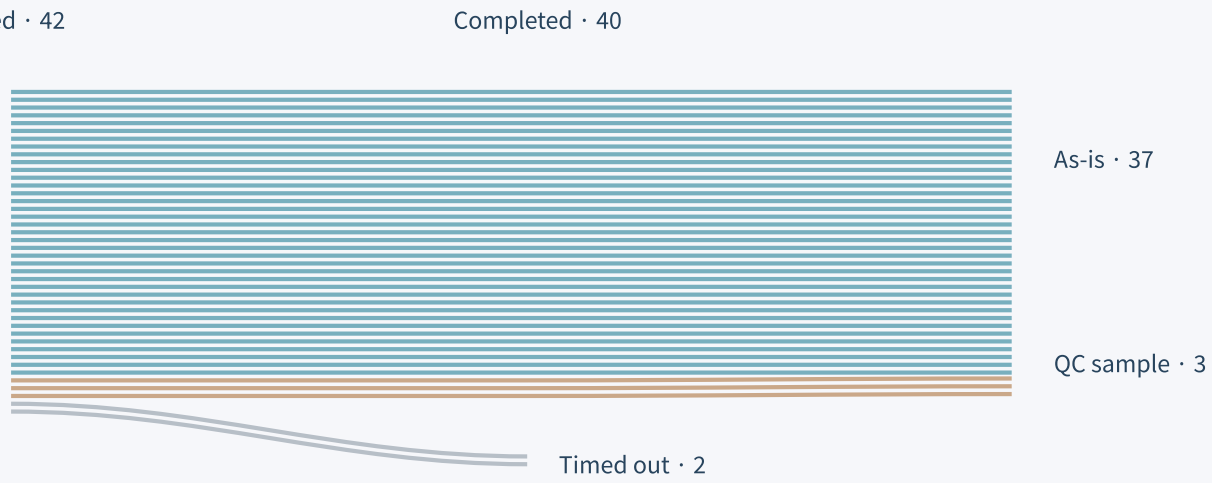
Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Evidence flow / 2

42 linked sessions · completion and declared review

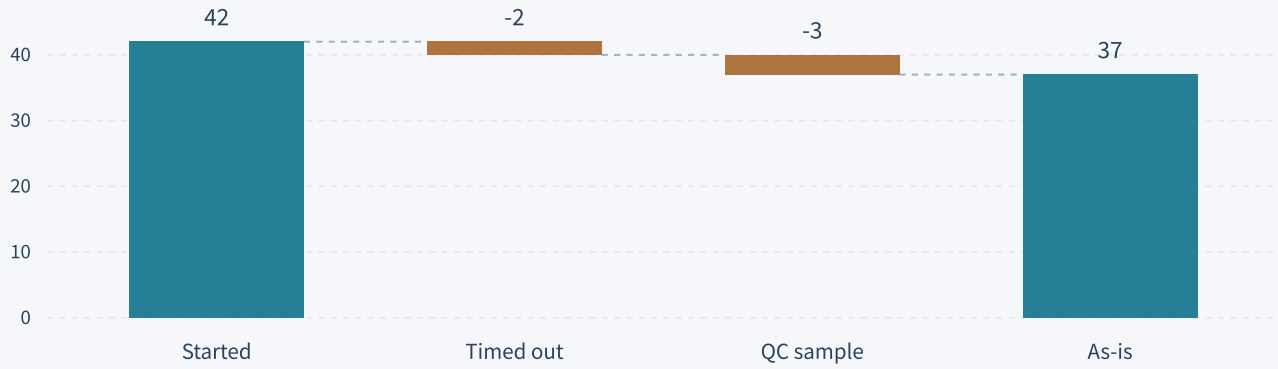


One equal-width strand = one synthetic session

Every equal-width strand represents one session. QC sample is a declared review selection, not an evidence grade. No target-count or early-stop categories are inferred.

Synthetic session log: 42 started = 40 completed + 2 timed out; 40 completed = 37 as-is + 3 declared QC review. The chart displays statuses across starters and completers, not a 40-person-only denominator or inferred grade.

Session disposition waterfall · 42 → 37



Session count · removals float from the previous subtotal

42 started − 2 timed out = 40 completed; 40 completed − 3 declared QC sample = 37 completed as-is. QC-selected completers remain in descriptive statistics.

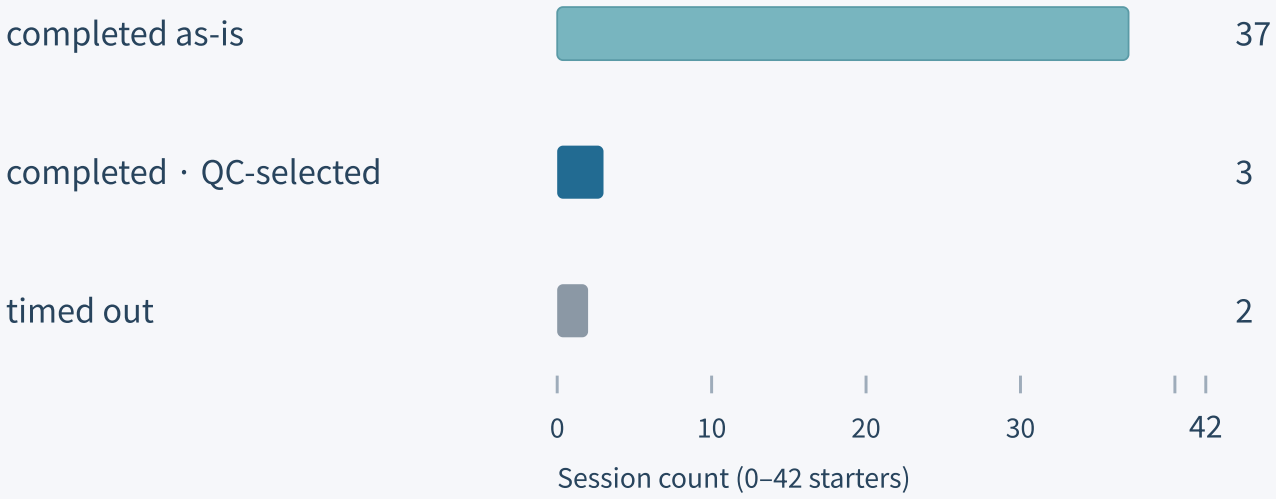
Synthetic session log: 42 started = 40 completed + 2 timed out; 40 completed = 37 as-is + 3 declared QC review. The chart displays statuses across starters and completers, not a 40-person-only denominator or inferred grade.

Reading guide: the first chart follows 42 started sessions, 40 completed and 2 timed out; the second shows 37 completed as-is and 3 declared QC review.

Evidence flow / 3

Competency follow-up distribution: p. 35. This page separates started, completed and declared review status.

Session completion and review status · 9.4



Status and declared QC sample, not inferred evidence grades.

Synthetic session log: 42 started = 40 completed + 2 timed out; 40 completed = 37 as-is + 3 declared QC review. The chart displays statuses across starters and completers, not a 40-person-only denominator or inferred grade.

Review scope and denominators

Started sessions	42	Includes completed and timed-out sessions
Completed sessions	40	Scope for individual and cohort descriptive values
Declared QC review	3	Included among completers, not additional people
Timed-out sessions	2	Outside the 40 completed-person statistics

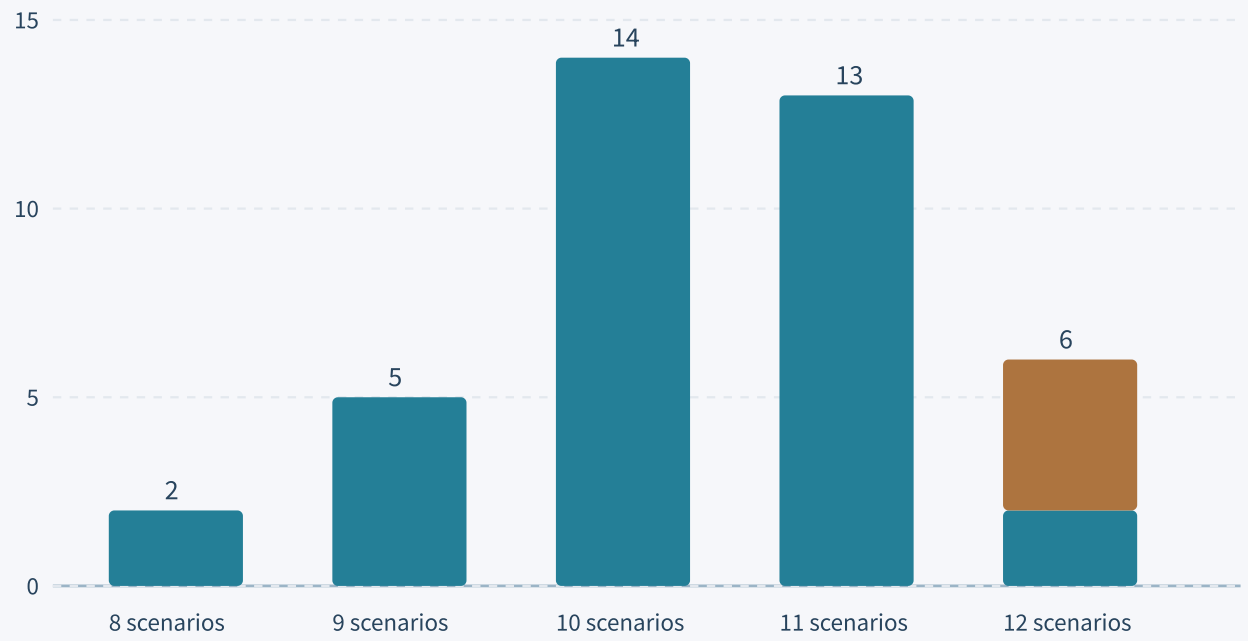
These are synthetic session-log states, not evidence grades or real applicant status.

Reading guide: the table separates started (42), completed (40), declared QC review (3) and timed-out (2) sessions; QC completers remain among the 40.

Evidence-based · not a verdict

Evidence flow / 4

Scenarios answered × stop reason · 40 completed



Vertical: number of completed people. Teal = stopped with the SE target met; brown = stopped at the 12-scenario maximum. Stacked bars start at zero; denominator = 40 completers. The 2 timed-out sessions have no recorded length and are not shown.

40 completed people: 36 stopped with the SE target met, 4 reached the 12-scenario maximum. Colors describe stop reasons, not evidence grades.

Scenarios answered and stop reason

Scenarios answered	SE target met	12-scenario maximum	People	Share
8	2	0	2	5%
9	5	0	5	12%
10	14	0	14	35%
11	13	0	13	32%
12	2	4	6	15%

These are engine stop reasons (the engine SE target and 12-scenario cap), not evidence grades. They describe why the adaptive sequence ended, not how well a person did.

Reading guide: each bar is one number of scenarios answered (8 to 12), stacked by stop reason; the table repeats the same counts.

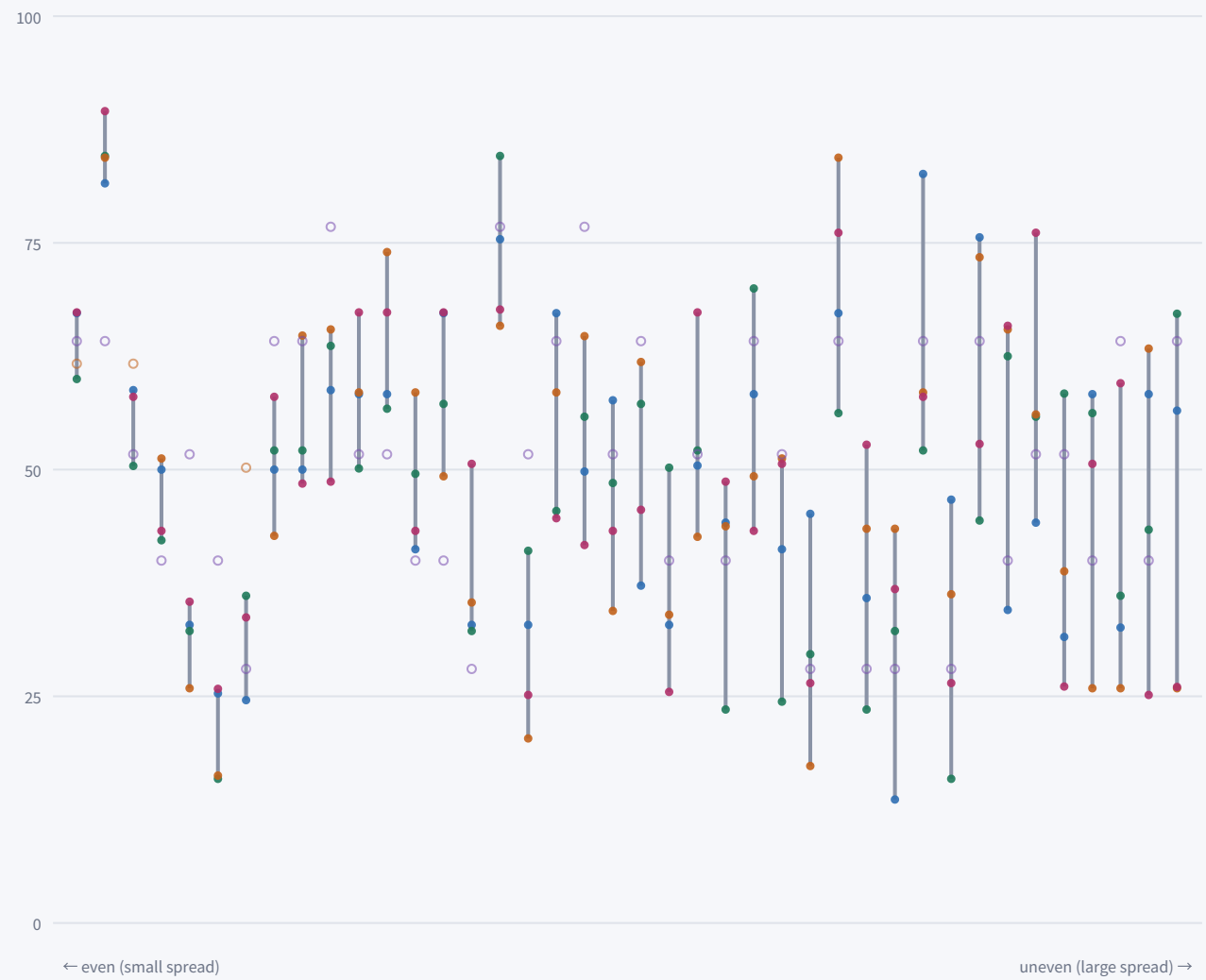
Evidence-based · not a verdict

ANSWER CONSISTENCY OBSERVED DESCRIPTIVE

People with similar scores can differ in how even their profile is. Read uneven profiles by competency.

Median spread	Spread ≤ 16.7	Spread ≥ 30	Largest spread
23.93	9	10	41.29
highest – lowest competency score	of 40	check by competency in the interview	one completer

Per-person range strip · sorted by spread



One column = one completer (8–12 scenarios each, chosen adaptively). Line = lowest to highest competency score among competencies with 2+ observations; dots = the five competency scores (hollow = 1 observation, reference only). Customer problem solving · Stakeholder communication · Prioritizing under pressure · Data-informed judgment · Ownership & follow-through. No composite · ordered by spread, not a rank.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Answer consistency / 1

Synthetic template responses; not real candidate data or calibrated Titan AI™ output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

Answer-rating SD by person

Sample SD across each person's 8–12 scenario effectiveness ratings (1–5). It describes variation, not uncertainty or job fit.

Bar width: sample SD from 0 to 1.4 rating points, identical in both columns. The 1.00 split below is an illustrative descriptive cut, not a validated threshold or an automatic review trigger.

C-0001 SD	1.17		C-0002 SD	0.83	
C-0003 SD	1.08		C-0004 SD	0.92	
C-0005 SD	0.92		C-0006 SD	0.52	
C-0007 SD	0.82		C-0008 SD	0.74	
C-0009 SD	0.95		C-0010 SD	1.04	
C-0011 SD	0.98		C-0012 SD	0.71	
C-0013 SD	0.67		C-0014 SD	1.03	
C-0015 SD	1.12		C-0016 SD	1.08	
C-0017 SD	0.71		C-0018 SD	1.03	
C-0019 SD	0.98		C-0020 SD	0.97	
C-0021 SD	0.85		C-0022 SD	0.74	
C-0023 SD	1.27		C-0024 SD	1.12	
C-0025 SD	0.71		C-0026 SD	0.74	
C-0027 SD	0.74		C-0028 SD	0.74	
C-0029 SD	0.92		C-0030 SD	1.03	
C-0031 SD	0.45		C-0032 SD	0.79	
C-0033 SD	0.97		C-0034 SD	0.52	
C-0035 SD	0.90		C-0036 SD	0.82	
C-0037 SD	0.53		C-0038 SD	0.35	
C-0039 SD	1.04		C-0040 SD	0.60	

Descriptive readout · synthetic adaptive 40-person sample

Median person-level sample SD of 8–12 answer ratings: 0.88 on the 1–5 input scale.

Under 1.00 SD: 29/40; at or above: 11/40. This is a descriptive split, not a reliability grade.

Median of each person's mean within-scenario trait ranges: 1.00 rating points.

Neither answer variation nor trait range predicts job fit or supports an automatic review rule.

Evidence-based · not a verdict

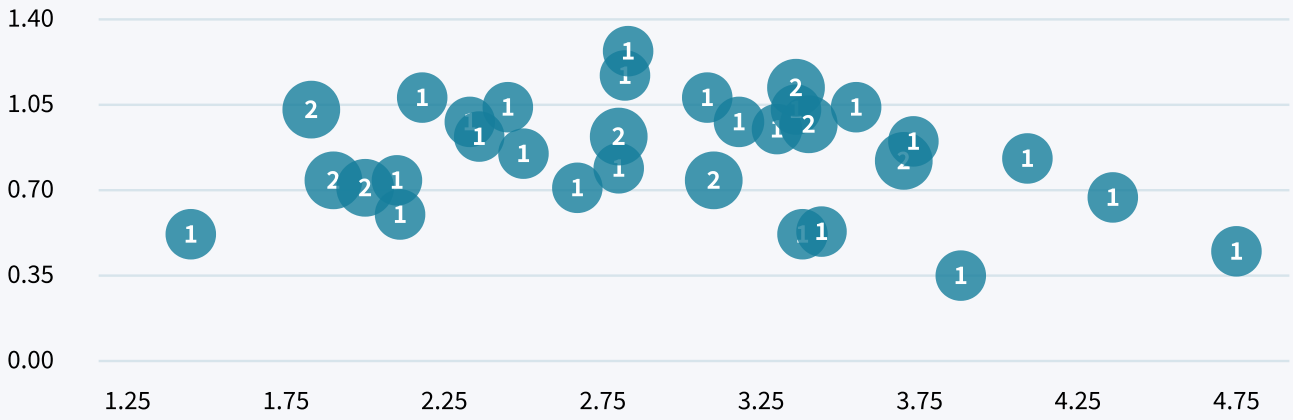
TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Answer consistency / 2

Same mean, different spread: C-0004 and C-0032 both average 2.80/5; their sample SDs are 0.92 and 0.79 (over 10 and 10 answers). That is variation across answers, not evidence that either person is more reliable.

Mean rating × answer-rating SD · 40 people, 32 distinct points



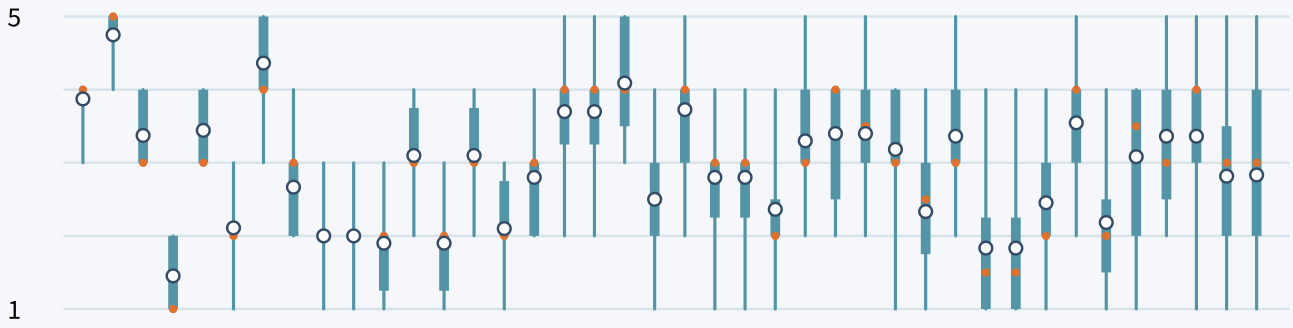
Sample SD across 8–12 answers (1–5)

Mean answer rating (1–5)

Each circle is one distinct mean/SD coordinate; its numeral is the number of people sharing it. Coincident points are counted, not silently hidden. Synthetic descriptive chart, not a hiring decision.

Per-person answer-rating range, middle half, mean and median

40 completed people, ordered by answer-rating SD



Vertical: generated answer rating 1–5. Horizontal: columns 1–40 by ascending sample SD then source ID, not quality ranks. Thin teal min–max; thick teal p25–p75; hollow navy mean; orange median.

1: C-0038	2: C-0031	3: C-0034	4: C-0006	5: C-0037	6: C-0040	7: C-0013	8: C-0025
9: C-0012	10: C-0017	11: C-0008	12: C-0022	13: C-0026	14: C-0027	15: C-0028	16: C-0032
17: C-0007	18: C-0036	19: C-0002	20: C-0021	21: C-0035	22: C-0004	23: C-0005	24: C-0029
25: C-0009	26: C-0020	27: C-0033	28: C-0011	29: C-0019	30: C-0018	31: C-0014	32: C-0030
33: C-0010	34: C-0039	35: C-0016	36: C-0003	37: C-0024	38: C-0015	39: C-0001	40: C-0023

Lower answer-rating SD

Higher answer-rating SD

One column per person, in ascending sample SD then source ID (column numbers are not quality ranks). Thin teal line: min–max of that person's 8–12 generated answer ratings. Thick teal bar: p25–p75 with linear interpolation. Hollow navy circle: mean; small orange dot: median. All use rating 1–5, not competency intervals, evidence grades or workplace reliability.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Cohort comparison evidence / 8 of 9

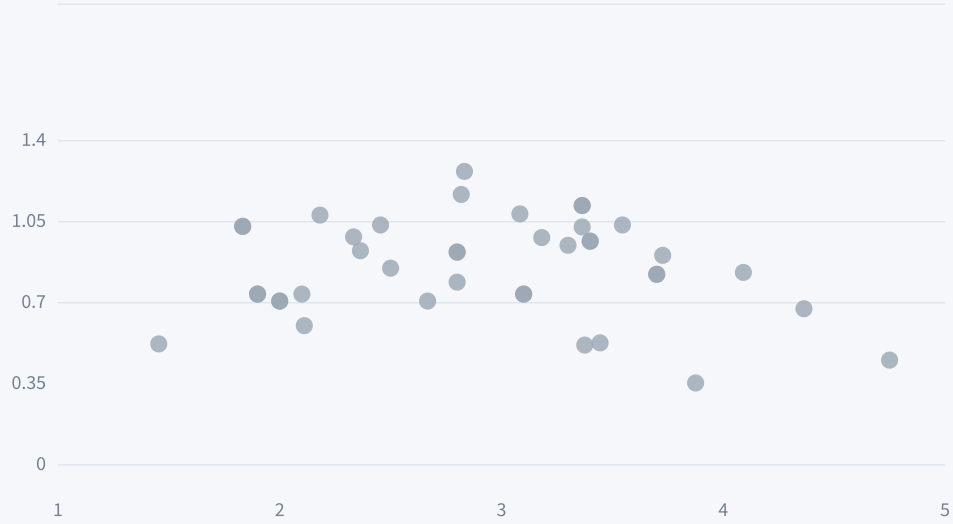
Additional descriptive views from the same synthetic 40-person adaptive cohort. Not a validated hiring norm or issued assessment.

40 PEOPLE IN LEDGER

32 DISTINCT MEAN–SD POSITIONS

1.27 HIGHEST SD · N=1

Matched person mean versus response variation



Mean	SD	n
1.83	1.03	2
1.90	0.74	2
2.00	0.71	2
2.80	0.92	2
3.10	0.74	2
3.36	1.12	2
3.40	0.97	2
3.70	0.82	2

Each point is one completed person from the same 8–12 scenario answers, not separately reconstructed marginals.

Source: generated scores and spread, 40 people

Gray marks are source people, not group classes. The right ledger lists the 8 positions shared by 2 people; the other 24 positions are single people, totaling 40. Same-position points overlap. No jitter or invented coordinates. SD describes 8–12-answer variation, not measurement uncertainty or reliability.

Seven-point interpretation scorecard

Completed people
40

Comparable lenses
4 / 5

Data-informed observation per person
1

Observed scenarios per completer
8–12

Issued evidence grades
Not assigned

External percentile / hiring verdict
Unavailable

Relative source
Synthetic adaptive 40-person set

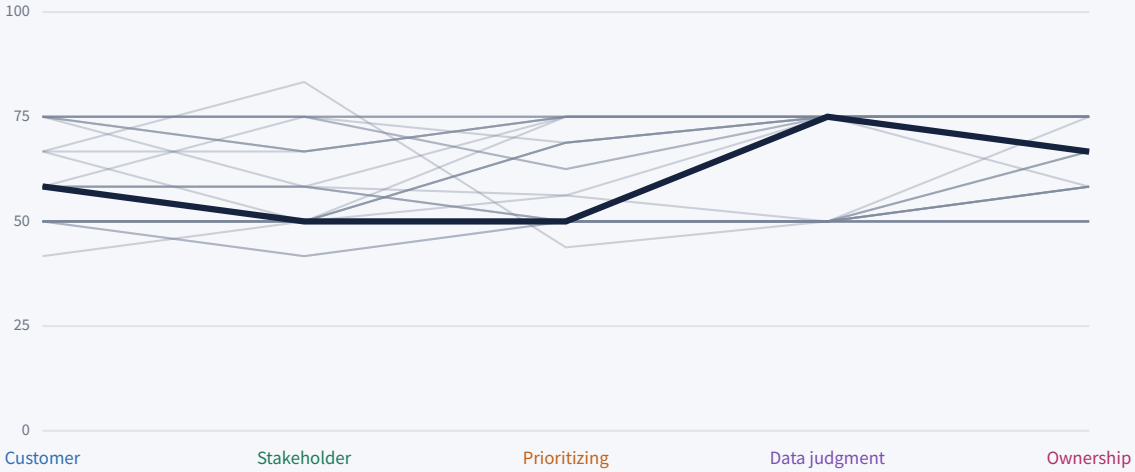
Descriptive sample only. None of these fields is a hiring decision or live product output.

Evidence-based · not a verdict

ALL CANDIDATES DESCRIPTIVE SMALL SAMPLE

40 completers across five competencies. Order and labels carry no ranking.

Parallel coordinates · all 40 completers



Thin grey = one person · thick dark = cohort median.

Score grid · all 40 completers

	Cust.	Stake.	Prior.	Data	Own.
C-0001	66.7	83.3	43.8	50	75
C-0002	50	50	50	50	50
C-0003	58.3	50	50	50	58.3
C-0004	58.3	58.3	50	50	66.7
C-0005	58.3	50	68.8	75	75
C-0006	75	75	75	75	75
C-0007	75	58.3	75	75	75
C-0008	50	41.7	50	50	50
C-0009	50	50	50	50	58.3
C-0010	50	50	50	50	58.3
C-0011	58.3	50	50	75	66.7
C-0012	66.7	50	68.8	75	75
C-0013	75	66.7	75	75	75
C-0014	75	66.7	75	75	75
C-0015	50	50	50	50	50
C-0016	50	50	56.2	50	50
C-0017	58.3	58.3	50	50	58.3
C-0018	50	50	50	75	75
C-0019	58.3	50	75	75	66.7
C-0020	75	75	62.5	75	75
C-0021	75	75	68.8	75	75
C-0022	41.7	50	50	50	50
C-0023	50	50	50	50	50
C-0024	58.3	50	50	50	66.7
C-0025	58.3	50	50	75	75
C-0026	66.7	66.7	75	75	75
C-0027	75	75	62.5	75	75
C-0028	75	66.7	75	75	75
C-0029	50	41.7	50	50	58.3
C-0030	50	50	50	50	58.3
C-0031	58.3	50	50	50	66.7
C-0032	50	50	50	75	75
C-0033	58.3	50	68.8	75	66.7
C-0034	58.3	75	75	75	75
C-0035	75	75	75	75	75
C-0036	50	50	50	50	50
C-0037	50	50	50	50	50
C-0038	58.3	58.3	56.2	75	66.7
C-0039	58.3	58.3	50	75	75
C-0040	58.3	50	68.8	75	58.3

Rows follow candidate ID, not score. Colour depth = score (0–100).

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Candidate matrix / 1 of 2

Forty-person matrix · rows 1–20

	Customer	Stakeholder	Priority	Data*	Ownership
C-0001	58.3	43.4	63.3	40.0	25.2
C-0002	67.3	56.2	84.4	64.2	76.1
C-0003	37.2	57.2	61.9	64.2	45.6
C-0004	58.3	56.2	25.9	40.0	50.6
C-0005	57.6	48.5	34.4	51.7	43.3
C-0006	25.3	15.9	16.3	40.0	25.8
C-0007	58.3	56.7	74.0	51.7	67.3
C-0008	32.9	41.0	20.4	51.7	25.2
C-0009	50.0	52.1	64.8	64.2	48.5
C-0010	32.6	36.1	25.9	64.2	59.5
C-0011	67.3	45.4	58.5	64.2	44.6
C-0012	24.6	36.1	50.2	28.0	33.7
C-0013	75.4	84.6	65.9	76.8	67.6
C-0014	45.1	29.6	17.3	28.0	26.5
C-0015	34.5	62.5	65.5	40.0	65.9
C-0016	35.8	23.5	43.5	28.0	52.7
C-0017	32.9	32.2	25.9	51.7	35.4
C-0018	49.8	55.8	64.7	76.8	41.7
C-0019	31.6	58.4	38.8	51.7	26.1
C-0020	67.3	57.2	49.3	40.0	67.3

Source ID order · no Ward clustering · data judgment* is one observation/person

0–<45 45–<60 60–<75 75–100 Data*: reference only

Shade bands are display bins on descriptive 0–100 scores, not calibrated performance levels. Gray dashed cells (all of Data*, and any cell with only 1 observation) are reference-only and neutral. Printed values are retained for every cell.

Five descriptive 0–100 summaries, 20 source-ID rows on this sheet. Two sheets contain all 40 people and 200 cells. Assigned groups are not discovered clusters; reference-only cells (1 observation) are neutral.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Candidate matrix / 2 of 2

Forty-person matrix · rows 21–40

	Customer	Stakeholder	Priority	Data*	Ownership
C-0021	41.2	24.4	51.2	51.7	50.6
C-0022	50.4	52.1	42.6	51.7	67.3
C-0023	56.5	67.2	25.9	64.2	26.0
C-0024	44.1	55.8	56.1	51.7	76.1
C-0025	50.0	42.2	51.2	40.0	43.3
C-0026	13.6	32.2	43.5	28.0	36.8
C-0027	50.0	52.1	42.7	64.2	58.0
C-0028	32.9	50.2	34.0	40.0	25.5
C-0029	44.1	23.5	43.8	40.0	48.7
C-0030	46.7	15.9	36.3	28.0	26.5
C-0031	81.6	84.6	84.4	64.2	89.5
C-0032	41.2	49.5	58.5	40.0	43.3
C-0033	58.3	70.0	49.3	64.2	43.3
C-0034	58.8	50.4	61.7	51.7	58.0
C-0035	82.6	52.1	58.5	64.2	58.0
C-0036	58.8	63.6	65.5	76.8	48.7
C-0037	58.3	50.1	58.5	51.7	67.3
C-0038	67.3	60.0	61.7	64.2	67.3
C-0039	75.6	44.4	73.4	64.2	52.8
C-0040	32.9	32.2	35.3	28.0	50.6

Source ID order · no Ward clustering · data judgment* is one observation/person

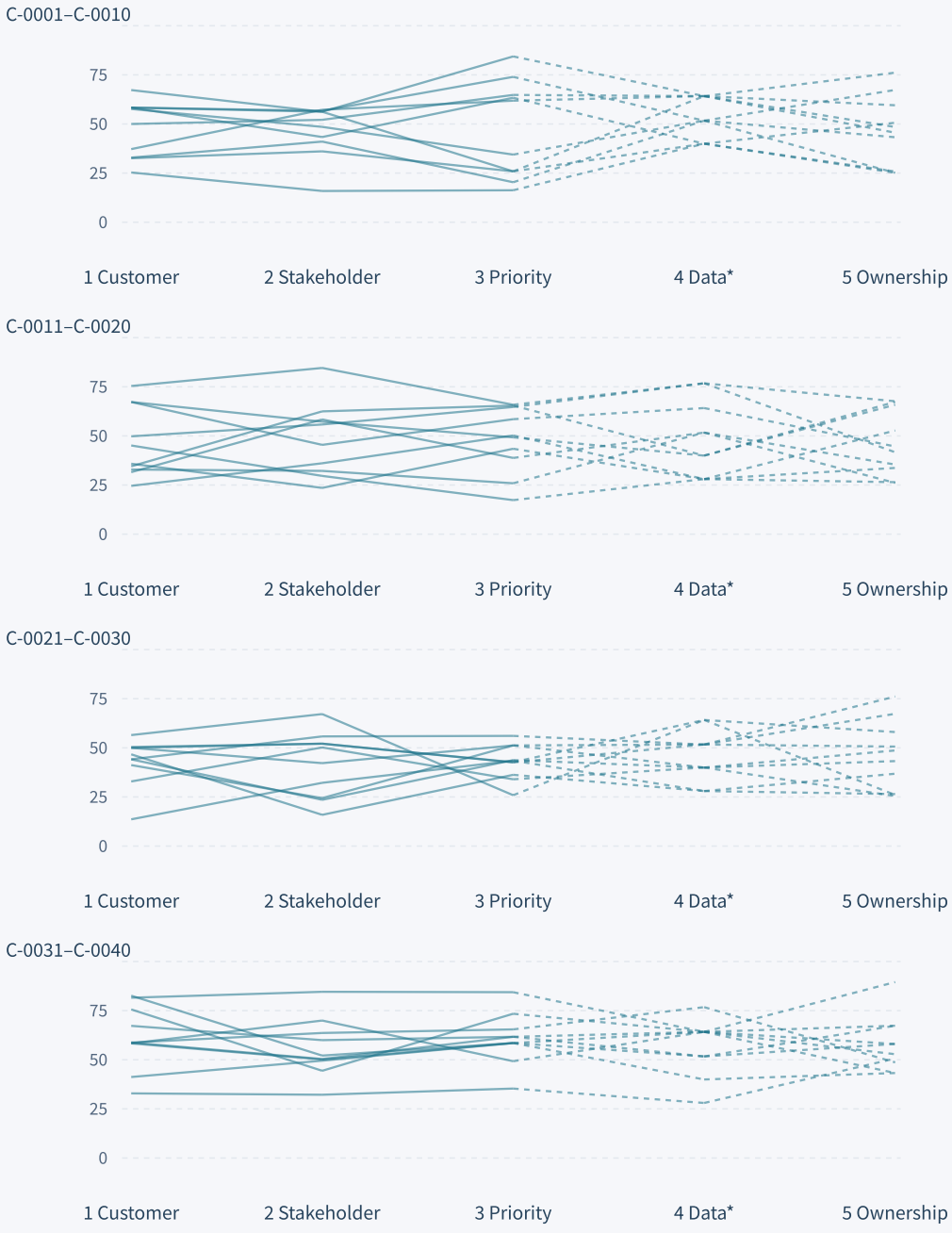
0–<45 45–<60 60–<75 75–100 Data*: reference only

Shade bands are display bins on descriptive 0–100 scores, not calibrated performance levels. Gray dashed cells (all of Data*, and any cell with only 1 observation) are reference-only and neutral. Printed values are retained for every cell.

Five descriptive 0–100 summaries, 20 source-ID rows on this sheet. Two sheets contain all 40 people and 200 cells. Assigned groups are not discovered clusters; reference-only cells (1 observation) are neutral.

Individual score paths

40 person-level paths · score shapes, not clusters



Vertical score scale: the full descriptive 0–100 range, equal in all four panels. Lines are not zero-based bars. Dashed segments touch Data*, the one-item reference axis. A connected path is a visual guide, not a calibrated competency profile.

Vertical axis 0–100. Axes 1–5: customer / stakeholder / priority / data* / ownership. Each thin path is one completed respondent on five descriptive 0–100 summaries, in source-ID batches to reduce overlap. Assigned groups are not clustering results. Data-informed judgment* is reference-only; dashed segments touch it.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Forty linked descriptive profiles

All five score columns are descriptive 0–100 generated-answer summaries, not validated ranking. Gray cells are reference-only (Data-informed judgment, and any cell with 1 observation). Each row is linked to the synthetic cohort candidate ID; the individual report's C-2291 is a separate run and not one of the 40.

ID	Customer	Stakeholder	Priority	Data ref*	Ownership
C-0001	58.3	43.4	63.3	40.0	25.2
C-0002	67.3	56.2	84.4	64.2	76.1
C-0003	37.2	57.2	61.9	64.2	45.6
C-0004	58.3	56.2	25.9	40.0	50.6
C-0005	57.6	48.5	34.4	51.7	43.3
C-0006	25.3	15.9	16.3	40.0	25.8
C-0007	58.3	56.7	74.0	51.7	67.3
C-0008	32.9	41.0	20.4	51.7	25.2
C-0009	50.0	52.1	64.8	64.2	48.5
C-0010	32.6	36.1	25.9	64.2	59.5
C-0011	67.3	45.4	58.5	64.2	44.6
C-0012	24.6	36.1	50.2	28.0	33.7
C-0013	75.4	84.6	65.9	76.8	67.6
C-0014	45.1	29.6	17.3	28.0	26.5
C-0015	34.5	62.5	65.5	40.0	65.9
C-0016	35.8	23.5	43.5	28.0	52.7
C-0017	32.9	32.2	25.9	51.7	35.4
C-0018	49.8	55.8	64.7	76.8	41.7
C-0019	31.6	58.4	38.8	51.7	26.1
C-0020	67.3	57.2	49.3	40.0	67.3

Columns are generated-answer scores on the same 0–100 descriptive scale: Customer problem solving, Stakeholder communication, Prioritizing under pressure, Data-informed judgment*, Ownership & follow-through. Gray cells are reference-only (1 observation), retained for traceability only, not a comparison or ranking.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Linked profiles / 21–40

ID	Customer	Stakeholder	Priority	Data ref*	Ownership
C-0021	41.2	24.4	51.2	51.7	50.6
C-0022	50.4	52.1	42.6	51.7	67.3
C-0023	56.5	67.2	25.9	64.2	26.0
C-0024	44.1	55.8	56.1	51.7	76.1
C-0025	50.0	42.2	51.2	40.0	43.3
C-0026	13.6	32.2	43.5	28.0	36.8
C-0027	50.0	52.1	42.7	64.2	58.0
C-0028	32.9	50.2	34.0	40.0	25.5
C-0029	44.1	23.5	43.8	40.0	48.7
C-0030	46.7	15.9	36.3	28.0	26.5
C-0031	81.6	84.6	84.4	64.2	89.5
C-0032	41.2	49.5	58.5	40.0	43.3
C-0033	58.3	70.0	49.3	64.2	43.3
C-0034	58.8	50.4	61.7	51.7	58.0
C-0035	82.6	52.1	58.5	64.2	58.0
C-0036	58.8	63.6	65.5	76.8	48.7
C-0037	58.3	50.1	58.5	51.7	67.3
C-0038	67.3	60.0	61.7	64.2	67.3
C-0039	75.6	44.4	73.4	64.2	52.8
C-0040	32.9	32.2	35.3	28.0	50.6

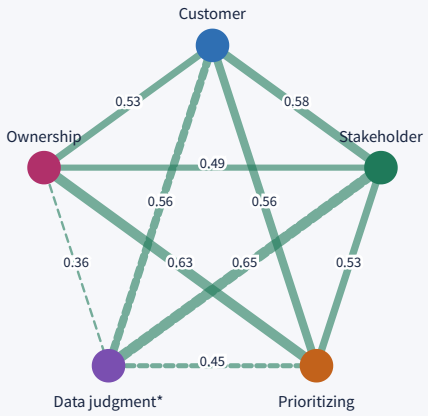
Columns are generated-answer scores on the same 0–100 descriptive scale: Customer problem solving, Stakeholder communication, Prioritizing under pressure, Data-informed judgment*, Ownership & follow-through. Gray cells are reference-only (1 observation), retained for traceability only, not a comparison or ranking.

Evidence-based · not a verdict

HOW COMPETENCIES RELATE · NETWORK ASSOCIATION · NOT CAUSAL SMALL SAMPLE

Among the six pairs not involving Data-informed judgment, correlations range r 0.49–0.63. With n=40, don't read much into the order.

Competency network



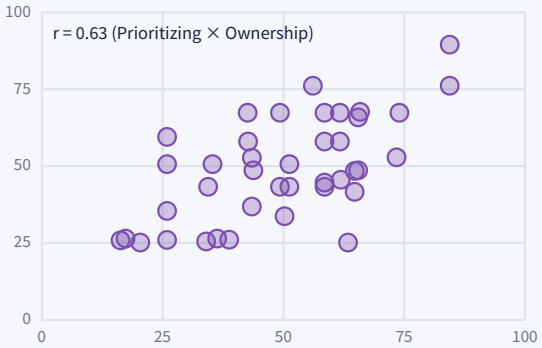
Line width = correlation r (40 completers). Dashed = reference only (pairs with Data-informed judgment). Association, not cause.

Correlation matrix

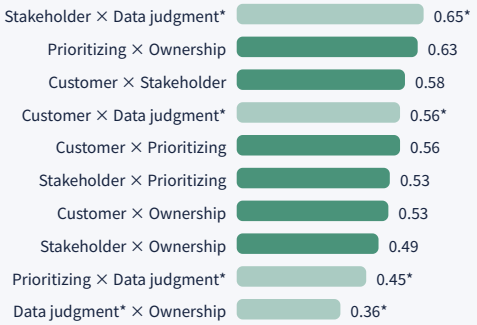
	Cust.	Stake.	Prior.	Data*	Own.
Customer	—	0.58	0.56	0.56*	0.53
Stakeholder	0.58	—	0.53	0.65*	0.49
Prioritizing	0.56	0.53	—	0.45*	0.63
Data judgment*	0.56*	0.65*	0.45*	—	0.36*
Ownership	0.53	0.49	0.63	0.36*	—

* pair includes Data-informed judgment (one observation): reference only

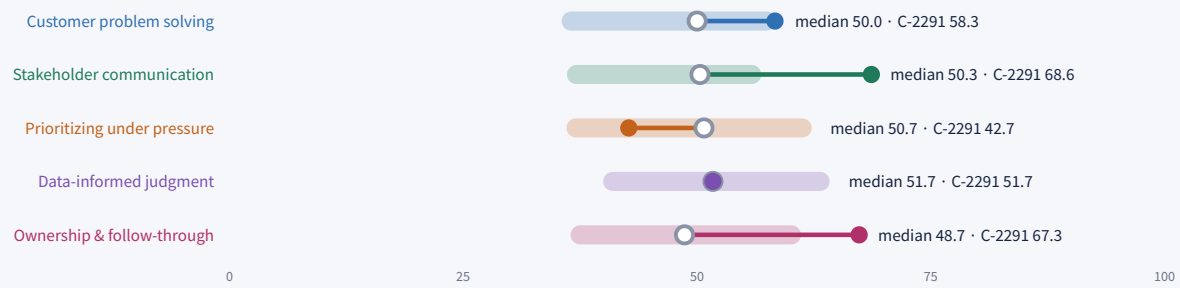
Strongest pair · scatter



All pairs · r



Dumbbell · C-2291 (separate run) vs cohort median



Pale bar = cohort middle 50%; hollow dot = cohort median; filled dot = C-2291, a separate adaptive run that is not one of the 40. Shown here only for orientation; a live cohort report does not single anyone out.

Competency relationships / 1

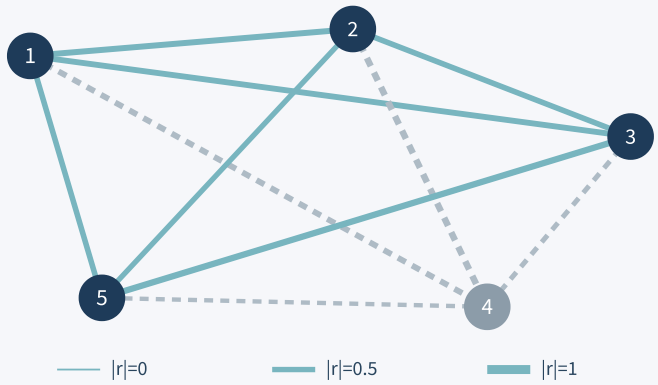
Synthetic template responses; not real candidate data or calibrated Titan output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

Source medians, separate from correlations

Customer problem solving median	50.00
Stakeholder communication median	50.30
Prioritizing under pressure median	50.73
Data-informed judgment median	51.69
Ownership & follow-through median	48.66

Competency correlation network



Width = 1 + 4|r|; gray dashed Data edges: reference only

1 Customer problem solving
2 Stakeholder communication
3 Prioritizing under pressure
4 Data-informed judgment
5 Ownership & follow-through

Pair	Pearson r	Pair	Pearson r
1 / 2	0.582	2 / 4*	0.647
1 / 3	0.565	2 / 5	0.491
1 / 4*	0.565	3 / 4*	0.448
1 / 5	0.525	3 / 5	0.626
2 / 3	0.530	4 / 5*	0.359

* Includes one-item Data lens. Gray dashed edges are not comparison-eligible.

Among the four comparison-eligible lenses, the strongest descriptive pair is Prioritizing under pressure × Ownership & follow-through (r=0.63). The thicker Data-informed judgment × Customer problem solving/Stakeholder edges include a lens with mostly one item per person and are reference-only, not eligible comparisons or recommendations.

Synthetic adaptive source, n=40 completed people. Figure shows competency correlation network on its labeled scale; descriptive, not a hiring decision.

Data-informed judgment has mostly one observation per person. Correlations using it are descriptive artifacts of this generation, not a usable relative-comparison lens or hiring evidence.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Strongest eligible relationship · r=0.63

Prioritizing under pressure × Ownership & follow-through: r=0.63 among four multi-observation lenses. Relationships with the mostly one-item Data-informed judgment are reference-only.

Five-lens correlation matrix · row/column 4 is reference-only

	1	2	3	4	5
1	1	0.58	0.56	0.56	0.53
2	0.58	1	0.53	0.65	0.49
3	0.56	0.53	1	0.45	0.63
4	0.56	0.65	0.45	1	0.36
5	0.53	0.49	0.63	0.36	1

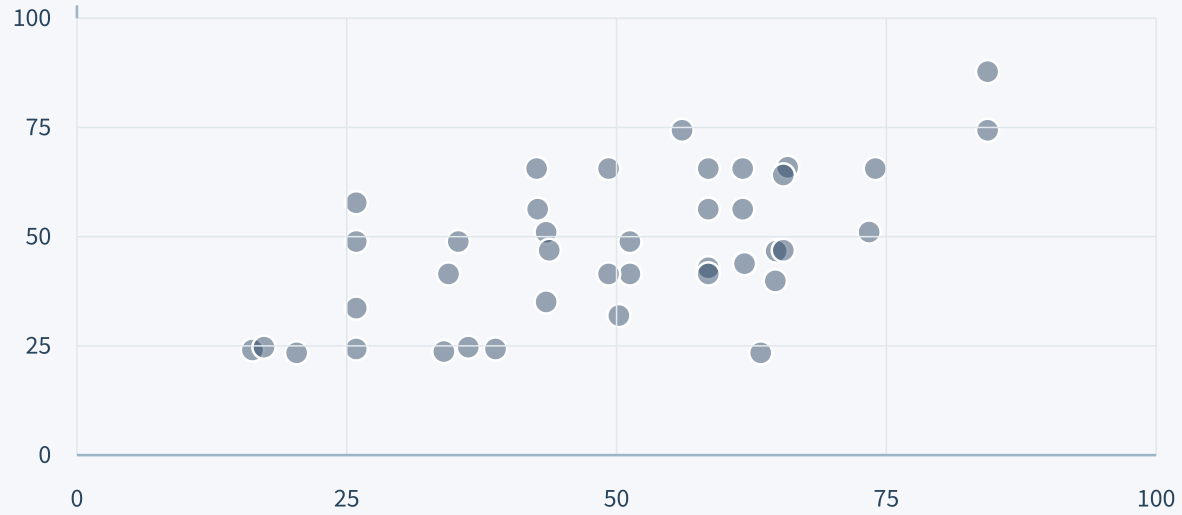
r=0 r=0.25 r=0.5 r=0.75 r=1 Gray dashed: row/column 4, reference only

1 Customer problem solving
2 Stakeholder communication
3 Prioritizing under pressure
4 Data-informed judgment · reference only
5 Ownership & follow-through

Synthetic descriptive chart; verify the underlying data before use.

Rows and columns 1–5 follow the named legend above. These are generated-score associations only.

Strongest eligible pair · each dot is one person



Prioritizing under pressure (horizontal) vs Ownership & follow-through (vertical), descriptive 0–100 synthetic scores. Forty completed people, one dot each. Pearson r=0.63. Scores come from 2–3 observations per person. This describes generated answers, not a validated hiring signal.

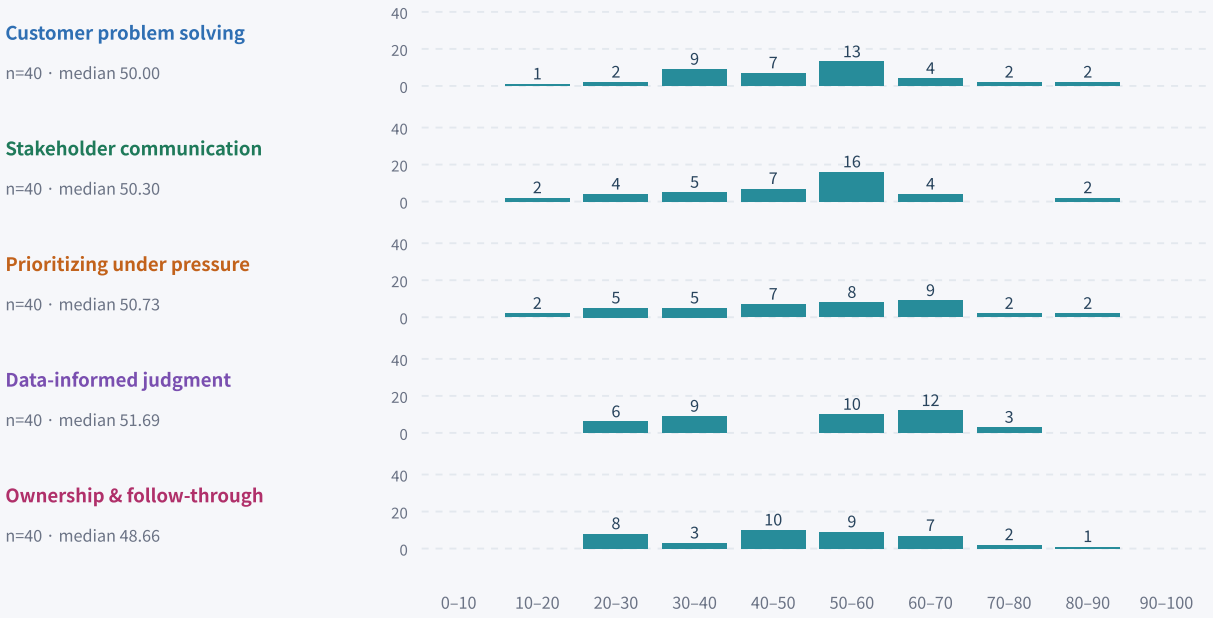
Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Competency relationships / 3

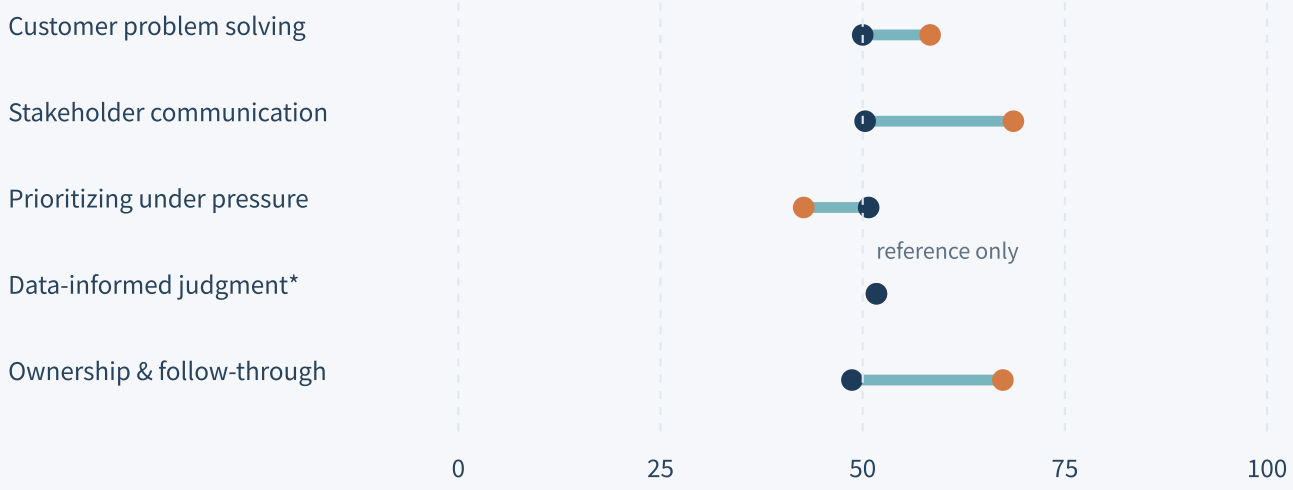
Generated-score distributions · 40 people per competency



Count: people per bin · same 0–40 scale · zero bins have zero height

Descriptive 0–100 ten-point bins; each row totals 40. The one-item data-judgment lens is reference-only, not a ranking. Navy dashed line is the exact median of the unbinned source scores, not the middle of a histogram bin. Data-informed judgment has one answer/person and no comparison median mark. The figure is a frequency histogram, not a smoothed density or calibrated interval.

Generated case vs cohort median · descriptive 0–100 scores



Orange: C-2291 (separate run, not one of the 40); navy: synthetic cohort median; 0–100 illustrative display

Four candidate-versus-median connections use the four comparison-eligible generated-answer lenses. * Data-informed judgment: candidate 50/100, cohort median 75/100, one observation/person. These values remain descriptive in the table, but no comparative mark is drawn; reference only, not a hiring rank.

The data-informed judgment row has mostly one observation per person and is reference-only, not an eligible relative-comparison lens. Orange is C-2291, a separate adaptive run that is not one of the 40; navy is the 40-person cohort median. These are illustrative scores, not calibrated job performance.

Evidence-based · not a verdict

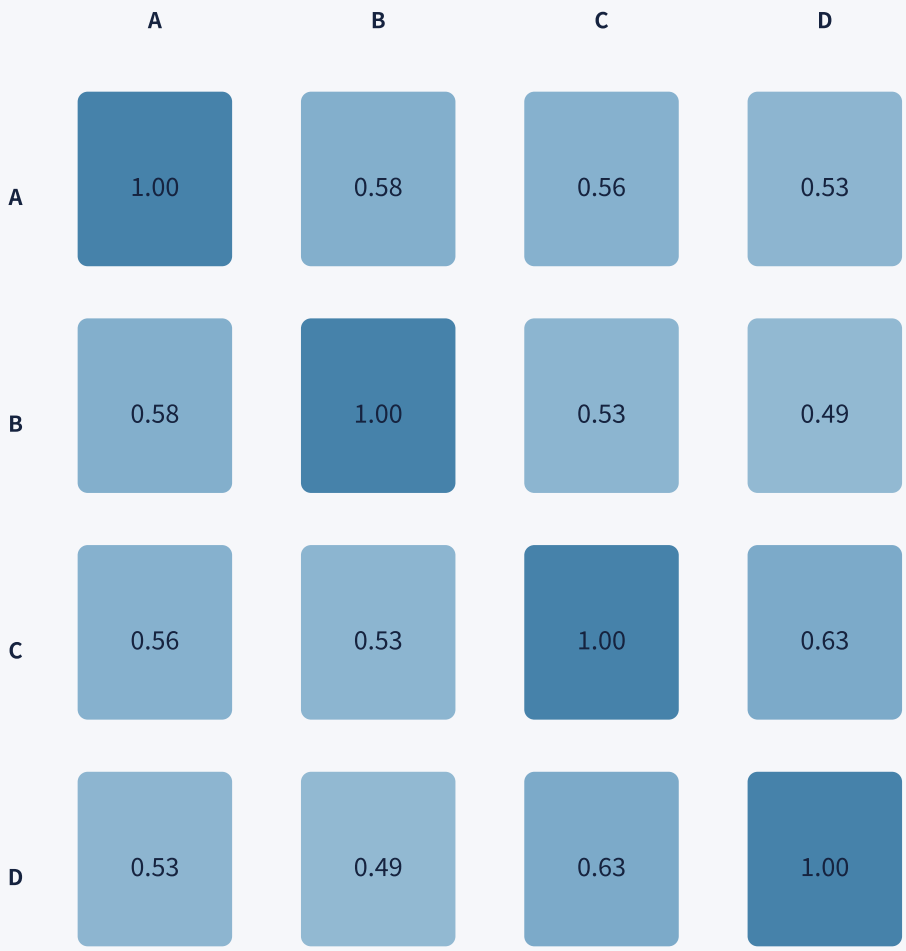
TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Cohort comparison evidence / 9 of 9

Additional descriptive views from the same synthetic 40-person adaptive cohort. Not a validated hiring norm or issued assessment.

Paired, same-person competency associations



|r| 0 |r| 0.25 |r| 0.5 |r| 0.75 |r| 1

Shade encodes absolute Pearson r, 0–1. Printed signed values give direction; all associations in this synthetic matrix are positive. Diagonal 1.00 is self-correlation, not independent evidence.

A Customer problem solving; B Stakeholder communication; C Prioritizing under pressure; D Ownership & follow-through. Pearson r across 40 matched rows; descriptive, not causal or a hiring signal.

Source: generated 0-100 competency scores, all 40 people

Evidence-based · not a verdict

INTERVIEWS · ONBOARDING · MEASUREMENT NOTE

Interview on prioritizing under pressure and data-informed judgment; start onboarding with risk awareness.

Interview questions (from the campaign's shared gaps)

Prioritizing under pressure · median 51

"Tell me about a time work piled up. What did you decide to push back, and how did you tell people?"

Signs of a strong answer	Signs to probe further	Follow-up
Decides what to defer and explains why	Takes it all on, or ends with 'I worked hard'	What would you change if it happened again?

Data-informed judgment · median 52 (reference only)

"When data and what people told you disagreed, what did you check first?"

Signs of a strong answer	Signs to probe further	Follow-up
Checks sample, time window, definitions first	Picks one side straight away	What would you change if it happened again?

Stakeholder communication · median 50

"Tell me about delivering bad news to someone senior."

Signs of a strong answer	Signs to probe further	Follow-up
Impact, options and the ask, briefly	Long background, no ask	What would you change if it happened again?

Risk awareness · across competencies

"What was most likely to go wrong with that plan, and what was your fallback?"

Signs of a strong answer	Signs to probe further	When to use
A specific risk and when to check it	'I expected it to go fine'	Add after any answer

90-day onboarding suggestions

Days 1–30 · add one line on 'what could go wrong' to every plan (risk awareness)
Days 31–60 · in heavy weeks, decide what to defer together with the manager (prioritizing under pressure)
Days 61–90 · review one case where the dashboard and field notes disagree (data-informed judgment)

Measurement note

- Candidates answer in their own words, and the engine asks follow-ups based on the answer.
- Each answer is scored on four traits (1–5): evidence, communication, risk awareness, execution. When free text isn't enough, a multiple-choice anchor confirms it.
- Each competency gets its own descriptive 0–100 score, with no interval; they are never added up.
- The evidence base is shown as observation counts and the final SE; there is no evidence grade.
- Every number in this sample is synthetic.

Evidence trail

Campaign	Sample · CSM
Invited / completed	42 / 40
Scored answers	416
Scenario bank	14 · 5 competencies
Stop rule	SE 0.30 or 12 items
Version	synthetic-adaptive-v350

Scenario bank check before the next campaign

Competency	Scenarios in bank	Avg. obs. per person	Median	Hardest scenario mean
Customer problem solving	3	2.4	50.00	2.85
Stakeholder communication	3	2.8	50.30	2.88
Prioritizing under pressure	4	2.0	50.73	2.89
Data-informed judgment	1	1	51.69	2.89
Ownership & follow-through	3	2.3	48.66	2.83

Data-informed judgment has a single scenario, so its score stays reference-only. Competencies with 3 scenarios may repeat situations on a retake. We suggest at least 4 per competency. † Hardest scenario mean uses scenarios with at least 30 answers.

Measurement settings

Target scenarios	14
Min. observations for a score	2
Target SE	0.30
Scenario bank	14 · 5 competencies
Score scale	0–100 · descriptive

Before the next campaign

· Review the wording of the lowest-rated scenario, 'Handover from a departing colleague' (2.83 of 5)
· Competency with a single scenario (reference only): data-informed judgment
· 2 timed out: check the time-limit notice

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Interview, onboarding and measurement / 1

Synthetic template responses; not real candidate data or calibrated Titan output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

Median source table: p. 55. The questions and work checks below are separate drafts, not selection or staffing decisions based on generated scores.

Question bank and measurement conditions

Use these as prompts for a separate structured interview, not as a hiring recommendation. Each completed synthetic record has 8 to 12 scenario answers. Data-informed judgment has one observation per person, so its descriptive score is not an eligible relative lens.

Priority trade-off	Ask about a real deadline decision; the generated prioritization median is 50.7/100 from about 2 items per person.
Data versus field	Ask for a real example and independent evidence; one synthetic item per person is too thin for a comparison.
Bank check	Version the scenario bank, item counts, scoring rule, tenant scope and human-rated calibration before use with real applicants.

Interview questions · source-limited prompts

Customer problem solving	About 2.4 items/person, median 50.0/100. Ask how the person would restore customer trust after a failure; seek ownership, timing and evidence.
Stakeholder communication	About 2.8 items/person, median 50.3/100. Ask for a real example of delivering a difficult update; check audience, options and a clear ask.
Prioritizing under pressure	About 2.0 items/person, median 50.7/100. Ask what was deferred when deadlines collided, why, and what changed.
Data-informed judgment	1 item/person, median 51.7/100. This is reference-only; use independent job-related evidence, not a relative comparison.
Risk awareness (answer-quality input)	Ask about a concrete risk and fallback. This is a generated answer-quality input, not a validated person trait.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Interview, onboarding and measurement / 2

416 COMPLETED ANSWERS

682 PROBE FOLLOW-UPS

36 STOPPED AT SE TARGET

Synthetic, descriptive only. Do not use as a hiring decision.

Optional onboarding exercises

Days 1–30	If the role calls for it, practice a written customer-risk check and manager review. This is a possible development exercise, not a finding that these applicants need training.
Days 31–60	Use a priority tradeoff drill for the role, with a manager deciding what can be deferred.
Days 61–90	Review one real case where an operational dashboard and field notes disagree; document what evidence settles it.

Evidence trail · adaptive synthetic protocol

Source	synthetic-adaptive-v350 seeded run; not a real applicant cohort
Starts/completions	42 / 40, plus 2 timed out after 3 and 4 scenarios
Completed answers	416 answers = 40 people × 8 to 12 scenarios (adaptive)
Probe follow-ups (0–3 per answer)	682
Stop reasons	36 reached SE 0.30; 4 reached the 12-item maximum
Review sample	3 of 40 completions are declared QC samples, not evidence grades
Stop rule	median final theta SE 0.2925; 36 of 40 met the 0.30 target, 4 stopped at the 12-item maximum
Version	synthetic-adaptive-v350; separate from the v349 fixed-sample reports

Scenario-bank coverage

Customer problem solving	3 scenarios in bank · about 2.4 items/person · 40 completers · median 50.0/100 · lowest scenario mean 2.85/5 (S06)
Stakeholder communication	3 scenarios in bank · about 2.8 items/person · 40 completers · median 50.3/100 · lowest scenario mean 2.88/5 (S11)
Prioritizing under pressure	4 scenarios in bank · about 2.0 items/person · 40 completers · median 50.7/100 · lowest scenario mean 2.89/5 (S08)
Data-informed judgment	1 scenarios in bank · about 1.0 items/person · 40 completers · median 51.7/100 · lowest scenario mean 2.89/5 (S04)
Ownership & follow-through	3 scenarios in bank · about 2.3 items/person · 40 completers · median 48.7/100 · lowest scenario mean 2.83/5 (S09)

Interview, onboarding and measurement / 3

Synthetic, descriptive only. Do not use as a hiring decision.

Measurement settings and validity limits

Scenario protocol	Adaptive: 8 to 12 of a 14-scenario bank across five competencies (3/3/4/1/3 in the bank)
Score interpretation	Generated 1–5 effectiveness and four 1–5 answer-quality inputs; descriptive competency summary 0–100 is a separate scale
Competency intervals	Illustrative local bands only; valid 90% coverage requires independent human-rated calibration
Overall theta precision	Median final theta SE 0.2925 across 40 completers; 36 met the 0.30 target; no separate competency coverage claim
Dialogue access	Employer report masks free-text answers; restricted tenant-bound access is a separate permissioned workflow

Before another campaign

Scenario bank	Current bank has 14 scenarios; Data-informed judgment has one/person. Do not claim it has three. Consider new validated items before using that lens comparatively.
Lowest separation	Review the scenario with the lowest corrected item–total r first (see p. 44-47); synthetic descriptive screening, not a real item-quality verdict.
Timed out	Two declared timeout records reached three and four scenarios; check real-world time limits and notices separately.
Validation	Version fixed engine, tenant access, report model and human-rated calibration before any real-candidate use.

Reading guide: this page lists the measurement settings and limits for this synthetic run, followed by items to review before another campaign.

Evidence-based · not a verdict

INTERVIEW KIT · BY PROFILE GUIDANCE · NOT A SCORE

All five medians sit near 50; use the same questions for every competency.

Stakeholder communication · median 50.3

at or below 50: 18 of 40

Q. Tell me about delivering bad news to someone senior.

Follow-up	Strong-answer signs	Weak-answer signs
What was your first sentence?	Bottom line first, then cause and next steps	Long lead-in; the bottom line comes late

Prioritizing under pressure · median 50.7

at or below 50: 19 of 40

Q. Tell me about a time several things were urgent and you deliberately let one slip.

Follow-up	Strong-answer signs	Weak-answer signs
Who did you agree the slip with, and when?	Chooses what to defer and flags it early	Tries to do it all by working longer; escalates late

Customer problem solving · median 50.0

at or below 50: 19 of 40

Q. Tell me about a time what a customer wanted and what you could give were different.

Follow-up	Strong-answer signs	Weak-answer signs
What was the first thing you said to the customer?	Checks cause first and avoids promises that can't be kept	Jumps to fixes or credits without checking cause

Ownership & follow-through · median 48.7

at or below 50: 21 of 40

Q. Tell me what you did when something you promised slipped.

Follow-up	Strong-answer signs	Weak-answer signs
Did you tell them before they noticed?	Flags first, gives a new date and a checkpoint	Tells them late or spreads the blame

Data-informed judgment · median 51.7

at or below 50: 15 of 40

Q. Tell me about a time the data and what people on the ground said disagreed.

Follow-up	Strong-answer signs	Weak-answer signs
How did you decide which to trust?	Checks source, sample size and timing	Trusts one side as-is or decides on gut

Interviewer sheet

Competency	1	2	3	4	5	Notes
Stakeholder communication	☐	☐	☐	☐	☐	
Prioritizing under pressure	☐	☐	☐	☐	☐	
Customer problem solving	☐	☐	☐	☐	☐	

Record interview ratings separately; don't merge them with report scores.

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Shared interview questions / 1

Synthetic template responses; not real candidate data or calibrated Titan output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

Median source table: p. 55. The questions and work checks below are separate drafts, not selection or staffing decisions based on generated scores.

Five job-evidence prompts

Ask the same core questions and use a shared job-based rubric. These are draft prompts, not validated scoring keys. Data-informed judgment has one synthetic item per person and is not a relative-comparison lens.

Customer problem solving	Q: Tell me about a customer request you could not meet. What did you check before offering a fix? Follow-up: How did you agree on the next step and verify it happened?
Stakeholder communication	Q: Tell me about giving a senior stakeholder a difficult update. What was your first sentence? Follow-up: What decision or help did you ask for?
Prioritizing under pressure	Q: Tell me about several urgent tasks colliding. What did you defer, and why? Follow-up: Who did you tell, and when?
Data-informed judgment	Q: Tell me about data conflicting with what you heard from the field. What did you check? Follow-up: How did you test the source, time window and definitions?
Ownership & follow-through	Q: Tell me about a commitment that slipped. What did you do first? Follow-up: How did the other person confirm the new date or outcome?

Evidence-based · not a verdict

ONBOARDING PLAN · 12 WEEKS GUIDANCE · NOT A SCORE DESCRIPTIVE

Trait means are close (2.89–2.94); risk awareness is lowest by a small margin. The plan below is a discussion draft that starts there.

12-week plan

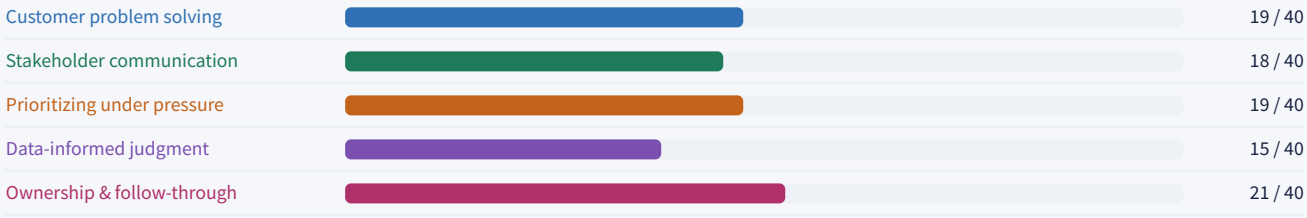
Weeks 1–2	Risk awareness basics: write one line on 'what could go wrong' before each decision
Weeks 3–4	Prioritizing under pressure case workshop, replaying a low-rated scenario ('Quarter-end workload spike')
Weeks 5–8	Data-informed judgment pair coaching on two live cases
Weeks 9–12	Re-measure with new scenarios for the same competencies; no change threshold is defined

Cohort trait means



Mean over 416 answers (40 completers × 8 to 12 scenarios), 1–5.

Onboarding focus by competency



People at or below 50 (scores shown to one decimal). 50 is the scale midpoint, not a pass mark.

Onboarding material by competency

Competency	Median	At or below 50	Weakest trait	Lowest-rated scenario
Prioritizing under pressure	50.7	19	Communication (2.86)	Quarter-end workload spike (2.89)
Data-informed judgment	51.7	15	Communication (2.83)	Churn dashboard disagrees with field notes (2.89, reference only)
Stakeholder communication	50.3	18	Communication (2.85)	Team disagreement on an account plan (2.88)
Customer problem solving	50.0	19	Risk awareness (2.91)	Customer demands an unsupported feature (2.85)
Ownership & follow-through	48.7	21	Risk awareness (2.78)	Handover from a departing colleague (2.83)

Lowest-rated scenario = the lowest cohort mean among that competency's scenarios. Use it as the workshop case.

What managers do

· In weekly 1:1s, replay one decision through 'risk awareness'
· Share escalation rules in month one

Use the strengths

· Ask strong ownership & follow-through people to present cases
· Let them coach in pairs

How to check progress

· Re-measure the same competencies at 12 weeks
· No change threshold is defined
· Individual results go only to the person and their manager

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Onboarding evidence / 1

Synthetic template responses; not real candidate data or calibrated Titan output.

These are descriptive synthetic answer metrics, not calibrated competency intervals or evidence grades. Each completed person answered 8 to 12 of the 14 scenarios, chosen adaptively.

Median source table: p. 55. The questions and work checks below are separate drafts, not selection or staffing decisions based on generated scores.

Generated scores do not assign peer coaches

The synthetic cohort median for Ownership & follow-through is 48.66/100. If managers want to use an example as a discussion case, first verify the person's real work and ask permission. Generated answer ratings do not identify capable coaches, prove strengths at work, or justify assigning anyone to mentor peers.

Onboarding and progress checks

Risk awareness is the lowest generated input-axis mean in this dataset, not an observed workplace deficit. A 12-week plan requires manager agreement and actual work observations. Never use synthetic scores as the baseline for improvement.

Generated input	Risk-awareness mean 2.89/5; uniquely lowest for 9 of 40 completers (ties excluded).
Weeks 1–4	Record real decisions, context and risks in a manager-agreed work log.
Weeks 5–8	Review how evidence and communication affected actual decisions.
Weeks 9–12	Review work evidence separately; a calibrated retest requires comparable items and independent coverage evidence.

Lowest generated answer-quality trait per person

evidence	6/40 unique minima
communication	11/40 unique minima
Risk awareness	9/40 unique minima
execution	6/40 unique minima
Tied minima	8/40; not assigned to one trait

Evidence-based · not a verdict

TITAN AI™ · COHORT

EN · SYNTHETIC-ADAPTIVE-V350

Onboarding material and limits / 2

Synthetic answers do not establish anyone's training need. The 50-point cut is descriptive, not a pass mark. A manager may use these as optional job cases only after real work evidence.

Five-competency source inventory

Customer problem solving	Median 50.0/100 · 19/40 below 50 · lowest generated trait risk awareness (2.91/5) · lowest scenario mean S06 (2.85/5)
Stakeholder communication	Median 50.3/100 · 18/40 below 50 · lowest generated trait communication (2.85/5) · lowest scenario mean S11 (2.88/5)
Prioritizing under pressure	Median 50.7/100 · 19/40 below 50 · lowest generated trait communication (2.86/5) · lowest scenario mean S08 (2.89/5)
Data-informed judgment	Median 51.7/100 · 15/40 below 50 · lowest generated trait communication (2.83/5) · lowest scenario mean S04 (2.89/5)
Ownership & follow-through	Median 48.7/100 · 21/40 below 50 · lowest generated trait risk awareness (2.78/5) · lowest scenario mean S09 (2.83/5)

Data-informed judgment has one item per person: its 51.7 median and 15/40 below the descriptive 50-point cut are reference-only, never a relative-comparison signal.

Optional manager checks, not assignments

Weeks 1–2	Agree what real work decisions and risks to document, if the role calls for it.
Weeks 3–4	Discuss a real deadline-versus-quality case and what could be deferred.
Weeks 5–8	Compare a real dashboard with field notes; evaluate the evidence, not synthetic scores.
Weeks 9–12	Review work evidence separately. A retest needs comparable items and human-rated calibration; overlapping illustrative bands are not a change rule.

How to use this report

> Synthetic demonstration, not real candidate data or calibrated selection evidence.

Four checks before a decision

1

1 · Set the lens

Choose 1–2 role-relevant lenses before reading the five descriptive competency distributions and 40-person matrix. Data-informed judgment has one item per person, so keep it reference-only and out of relative ranks.

2

2 · Check completeness

Review the recorded session states (page 39, adaptive sample): 42 started, 40 completed, 2 timed out; 3 of the completions were preselected for quality review. These are not evidence grades or an automatic exclusion list.

3

3 · Ask, then record

Use the shared interview questions and blank record (pages 59–63) to seek independent, job-related examples. The lower generated-answer means for S09, S06, S11 can suggest questions, not proven workplace weaknesses. Apply the same criteria to everyone; synthetic metrics are not a hiring decision.

4

4 · Carry forward cautiously

The optional onboarding cases and source inventory (page 65) are discussion material only. Use real-work evidence before setting a plan. The current example intervals are not calibrated for change decisions.