

Theta AI Candidate Evidence Report

AI Psychometrics Inc.

September 21, 2026

DECISION-SUPPORT EVIDENCE

Candidate: **Alex Morgan (Fictional Sample)**

Reference: DEMO-THETA-001 | Score contract: v1

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Human review required. Ability, predictive-model evidence and integrity signals are separate constructs. This report does not make a selection decision.

Executive Risk Summary

Domain	Primary	Uncertainty_or_context
Performance evidence	Theta 0.84	SE 0.29; 95% CI 0.27 to 1.41; model probability 71.2%
Ethics review signal	18.0%	Detector flag: No flag; signal = verify, not a finding
Turnover risk	Not measured in current version	No canonical turnover field; no proxy substituted

No composite score. The panels are not weighted, blended or added. They preserve separate constructs and visible missingness.

Evidence summary

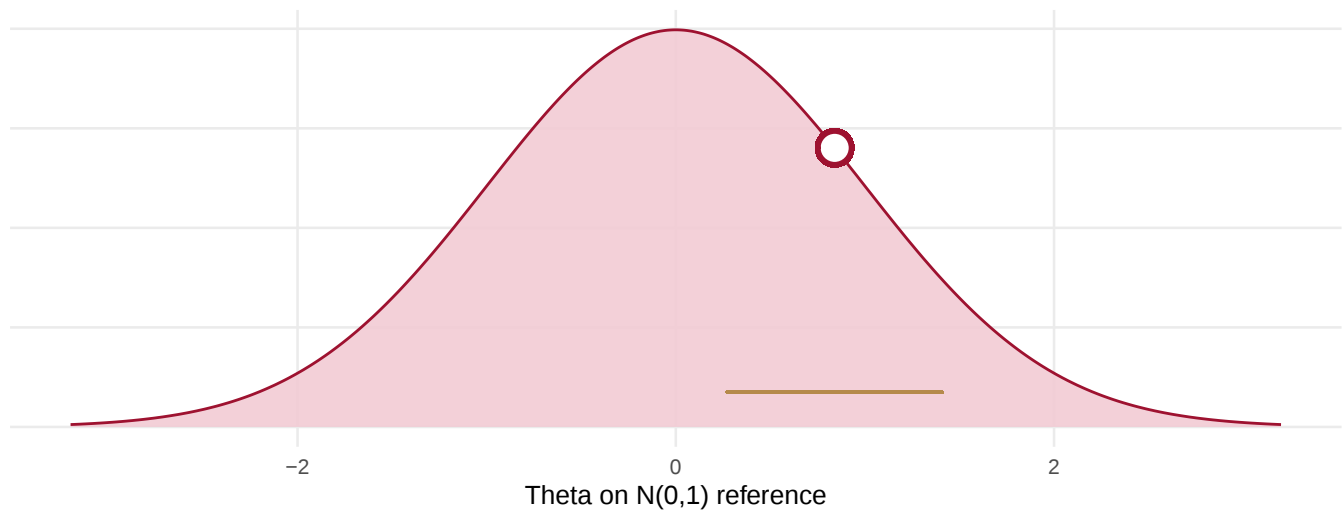
Evidence	Value
Ability (theta)	0.84
95% ability interval	0.27 to 1.41
Standard error	0.29
Ability percentile	80.0%
Ability level	Moderate
Model success probability	71.2%
Integrity review	No flag
Integrity risk	18.0%

Ability theta 0.84 with a 95% interval from 0.27 to 1.41. Model and integrity evidence are shown separately. This fictional sample illustrates the report format only.

Ability percentile is relative to standard normal $N(0,1)$ frozen item calibration. It is not a labor-market percentile. Integrity scores are review signals, not a finding about candidate conduct.

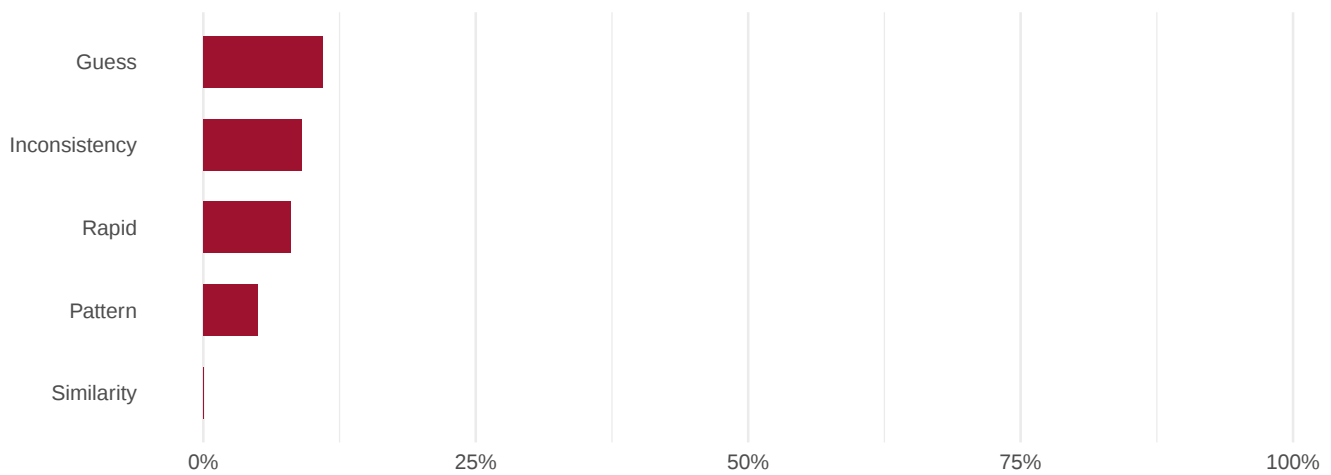
Ability position on the frozen reference

Point = raw EAP theta; gold segment = 95% interval



Response-pattern profile

Components remain separate and are not findings



Response-pattern evidence

Signal	Value
Rapid responding	0.080
Guessing pattern	0.110
Repeated pattern	0.050
Collusion-like similarity	0.000
Pattern entropy	2.710
Response inconsistency	0.090

Structured interview guide

1. Which assessment scenarios did you find easiest or hardest, and why?

Why ask: Rapid-response signal 0.080; clarify engagement without making a conduct assumption.

2. Talk through how you choose between two plausible actions when information is incomplete.

Why ask: Guessing-pattern signal 0.110; seek job-relevant decision evidence.

Technical record

Field	Value
Score contract	v1
Ability reference	standard normal $N(0,1)$ frozen item calibration
Ability reference version	demo-bank-v1:norm01:v1
Integrity detector	demo-detector-v1
Model threshold	65.0%
Model percentile	Not available
Model band	Not available

Limitations

- Scores summarize this assessment only.
- Ability percentile uses the named calibration reference and is not a labor-market norm.
- A wide theta interval reduces confidence in the point estimate.
- Model and integrity evidence require human review with other lawful, job-related evidence.
- Missing values remain unavailable rather than being imputed.

HR Decision Workflow

1. **Confirm relevance.** Tie each result to a documented job requirement.
2. **Weigh uncertainty.** Read theta with its SE and 95% interval.
3. **Verify independently.** Use a structured interview or comparable work sample for material conflicts and response-pattern signals.
4. **Record the rationale.** Keep the evidence, reviewer, decision and timestamp.

Timing	Action	Record
Before interview	Confirm criteria, access needs and available evidence	Criteria/version; missing evidence
During interview	Use consistent core questions and anchored ratings	Question; answer summary; rating
Before status change	Reconcile assessment, interview and work-sample evidence	Evidence; rationale
After decision	Apply approved access and retention rules	Owner; timestamp; retention

Scenario Guide

Ability result is lower than expected. Do not treat the Ability Level as a pass/fail cut. Check the interval and obtain a fresh job-related work sample.

An integrity signal is present. Do not accuse the candidate or infer intent. Check the component and administration context, then use a neutral verification task.

Model probability conflicts with theta. Keep the constructs separate. Theta summarizes ability on the named scale; model probability is an outcome prediction under a frozen contract.

Evidence is missing. Leave it unavailable. Do not turn missing evidence into zero, average, normal or favorable.

Governance Checklist

- Evidence is tied to documented role requirements.
- Core criteria and scoring anchors are applied consistently.
- No candidate status changes solely because of this report.
- Relevant access and accommodation context is considered lawfully.
- Missing, conflicting or implausible fields are investigated.
- Integrity output is a verification signal, not an accusation.
- Reviewer, evidence, rationale and timestamp are retained.
- Report access and retention follow approved organizational policy.

This checklist supports process review. It is not legal advice or a compliance certification.

Technical Methodology

Ability. `theta` is the raw EAP estimate. `theta_se` is its EAP standard error. The 95% interval uses the stated normal approximation.

Frozen-reference interpretation. On a compatible named $N(0,1)$ reference, percentile equals $100 * \Phi(\text{theta})$. Ability Level is Low below -1, Moderate from -1 through 1 inclusive, and High above 1, corresponding to about 16% / 68% / 16% of the reference population. These are not selection cut scores.

Predictive model. Model probability remains separate. Model percentile and band require their own named reference. A threshold must come from the persisted frozen evaluation contract.

Integrity detector. Risk and flags remain separate from ability and model outputs. They identify evidence to verify and do not establish candidate conduct.

Versioning. A five-level Ability scheme, new reference, detector or threshold requires explicit revalidation and a new contract. Historical rows are not silently converted.