

CPA Firm Accountant

Skills and Knowledge Test

REPORT

Lee Martin

Time Taken:	31:58
Started:	05/07/2024 01:33 EST
Finished:	05/07/2024 02:04 EST

CPA FIRM ACCOUNTANT TEST REPORT

Introduction

The CPA Firm Accountant test is designed for candidates who are CPA qualified in the USA (or equivalent organisations).

Context

This report is generated from the candidate's responses to 40 questions covering Accounting, Financial Reporting, Taxation, Business Advisory & Analysis, Business Growth and Forecasting at CPA CPA Firm Accountant level. Questions are also divided into Basic, Intermediate and Advanced categories to test the extent of each candidate's skills and knowledge.

Waiver and Limitations

Accountests reports are an indicator of Accounting and Bookkeeping knowledge and skills only. These tools work at their best in conjunction with competency based interview questions to both the candidate and their referees, personality profiles, and ability tests to reach a strong decision on whether to appoint the candidate into a role. Because successful candidate selection is based on personality and ability as well as skills and knowledge, Accountests Ltd accepts no responsibility for selection or other decisions made using this tool and cannot be held liable for the consequences of doing so.

Norm Group

The report also compares a candidate's performance in this test against a norm group of other CPA Firm Accountants to provide an estimate of skills and knowledge in comparison with their peers.

Test Proctoring Reports

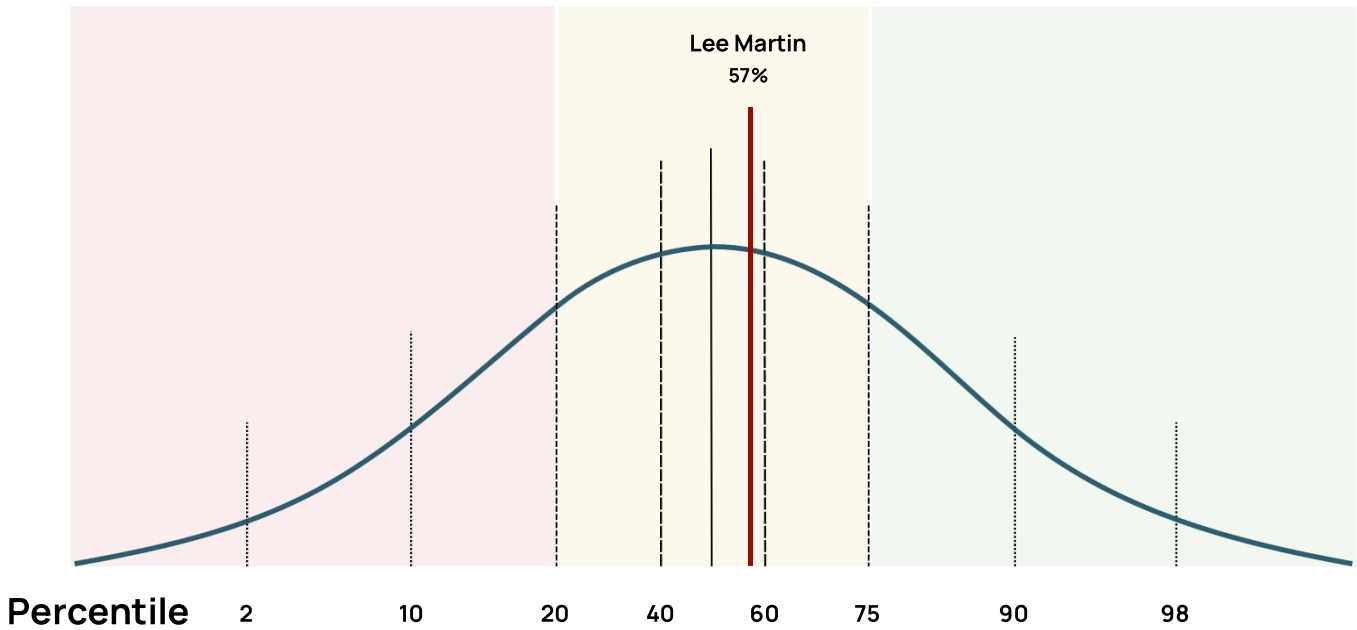
All tests are proctored and will produce a report, available at the completion of the test. You can access these proctoring reports by logging in to the testing platform and selecting the 'Manage Remote Proctoring' tile. For more information on proctoring see our [website](#).

Content

- 1 Overall test score compared to a CPA Firm Accountants Norm Group
- 2 Overall test score as Questions Correct, Incorrect and Omitted
- 3 Test performance in Basic, Intermediate and Advanced Questions
- 4 Test performance in Accounting, Financial Reporting, Taxation, Business Advisory & Analysis, Business Growth and Forecasting Subjects
- 5 Performance in each of the 40 Questions
- 6 Interpreting test scores

COMPARATIVE PERFORMANCE

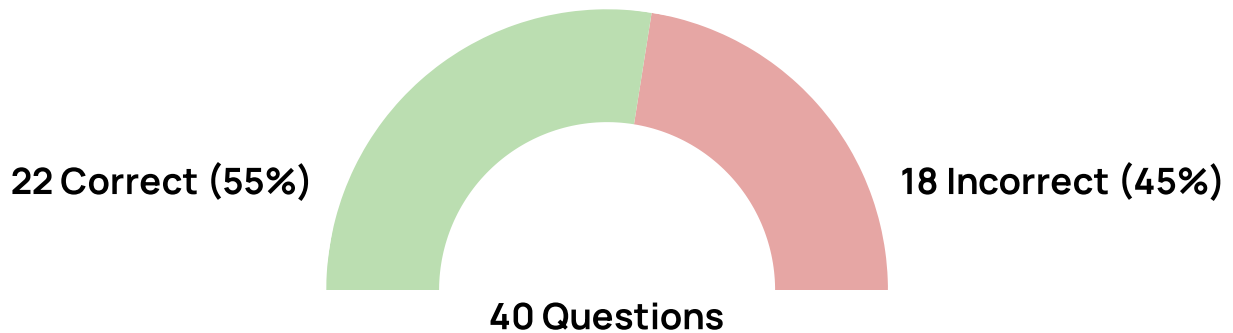
Percentile Distribution Curve



When compared to the existing norm group, Lee Martin scored in the 57th percentile on this test, suggesting that they would achieve a greater than or equal score to 57 in 100 CPA Firm Accountants.

Whilst percentile scores give a valuable indication of a candidate's score in relation to their peers, using this test in making a strong decision on whether to recruit or promote the candidate requires a deeper analysis of the candidates score in elements of accounting most applicable to the job. The following pages provide that depth of analysis.

TOTAL SCORE SUMMARY



ANALYSIS BY DIFFICULTY

BASIC

Performance in Basic questions in Accounting, Financial Reporting, Taxation, Business Advisory & Analysis, Business Growth and Forecasting

15 Questions (100%)



11 Correct (73%)

4 Incorrect (27%)

INTERMEDIATE

Performance at the level expected of CPA Firm Accountants in questions covering Accounting, Financial Reporting, Taxation, Business Advisory & Analysis, Business Growth and Forecasting

15 Questions (100%)



9 Correct (60%)

6 Incorrect (40%)

ADVANCED

Performance above the level expected of most CPA Firm Accountants, or at the level of senior CPA Firm Accountants in questions covering Accounting, Financial Reporting, Taxation, Business Advisory & Analysis, Business Growth and Forecasting

10 Questions (100%)



2 Correct (20%)

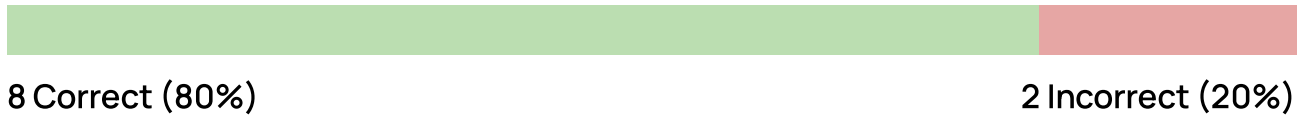
8 Incorrect (80%)

ANALYSIS BY TOPIC

ACCOUNTING

Skills in Accounting including more complex journals and accounting concepts

10 Questions (100%)



FINANCIAL REPORTING

Understanding of Financial Reporting based on US GAAP

6 Questions (100%)



TAXATION

Questions covering Federal income to issues

10 Questions (100%)



BUSINESS ADVISORY - BUSINESS PRESENT

Skills for those producing information to help business owners monitor performance

7 Questions (100%)



BUSINESS ADVISORY - BUSINESS FUTURE

Skills for those producing forward looking financial information for business owners including budgeting forecasting and project decisions.

7 Questions (100%)























RESULTS OVERVIEW

correct =  incorrect =  omitted = 

Q#	Question Detail	Topic	Difficulty	A
1	Effect of a transaction on the balance sheet #1	Accounting	Basic	
2	Depreciation calculation	Accounting	Basic	
3	Journal for tax payments	Accounting	Basic	
4	Journal for dividend	Accounting	Basic	
5	When to depreciate	Accounting	Basic	
6	Journal to fix coding error	Accounting	Basic	
7	Effect of a transaction on the balance sheet #2	Accounting	Intermediate	
8	Inventory valuation	Accounting	Intermediate	
9	Journals for an accrual	Accounting	Intermediate	
10	What makes up asset / liability balances	Accounting	Intermediate	
11	Equity accounting	Financial Reporting	Basic	
12	Revenue recognition	Financial Reporting	Basic	
13	Recognition of losses	Financial Reporting	Intermediate	
14	Accounting for forward exchange contracts	Financial Reporting	Intermediate	
15	Accounting for foreign subsidiaries	Financial Reporting	Advanced	
16	Treatment of foreign exchange on export sales	Financial Reporting	Advanced	
17	Receipts needed for income tax deductions	Taxation	Basic	
18	Tax rates	Taxation	Basic	
19	Basis for levying Capital Gains Tax	Taxation	Basic	
20	Deductibility for asset purchases	Taxation	Intermediate	

RESULTS OVERVIEW

correct =  incorrect =  omitted = 

Q#	Question Detail	Topic	Difficulty	A
21	Accounting for income taxes	Taxation	Intermediate	
22	Employee vs contractor	Taxation	Intermediate	
23	Use of personal Vehicle	Taxation	Intermediate	
24	Tax treatment of restricted stock	Taxation	Advanced	
25	Identify characteristics of a trust	Taxation	Advanced	
26	Sale of real estate from a S-corp	Taxation	Advanced	
27	Analysis of management accounts financials	Business Advisory - Business Present	Basic	
28	Budgeting terminology	Business Advisory - Business Present	Basic	
29	Receivable collection periods	Business Advisory - Business Present	Intermediate	
30	Working capital	Business Advisory - Business Present	Intermediate	
31	Variance investigation	Business Advisory - Business Present	Intermediate	
32	Cashflow methods	Business Advisory - Business Present	Advanced	
33	Business value	Business Advisory - Business Present	Advanced	
34	Fixed and variable costs	Business Advisory - Business Future	Basic	
35	Forecasting for high growth businesses	Business Advisory - Business Future	Basic	
36	Payback analysis	Business Advisory - Business Future	Intermediate	
37	Project decision analysis	Business Advisory - Business Future	Intermediate	
38	Outsourcing benefit calculation	Business Advisory - Business Future	Advanced	
39	Reporting of forecasts to management	Business Advisory - Business Future	Advanced	
40	Cashflow forecasting sensitivity	Business Advisory - Business Future	Advanced	

INTERPRETING RESULTS

Interpreting Test Scores

The following information provides a guide on how to interpret the results of a candidate test.

Sten & Percentile Scores

Your candidate's overall performance score is expressed as both a Sten Score & a Percentile Score as different clients have a preference for either of these scores when comparing their test-takers to the norm group.

If you are unfamiliar with these scores, here is a short definition of both.

Sten Scores

Sten scores divide the range of scores a candidate can achieve into ten units. You can think of sten scores as 'marks out of ten', where scores of 1 & 2 are well below average, scores of 3 below average, scores of 4 slightly below average & scores of 5 and 6 average. Scores of 7 are slightly above average, 8 is above average, with scores of 9 and 10 well above average.

Percentile Scores

Percentile Scores measure your candidate against a norm group of similarly qualified and experienced people from the country in which the test is based.

Percentile Scores rank your candidate against the norm group of other CPA Firm Accountants. For example, if your candidate achieves a 65th Percentile Score, then you can expect them to achieve a higher score than 64 in 100 CPA Firm Accountants. A 20th Percentile Score would suggest they would achieve a higher score than 19 in 100 CPA Firm Accountants.

The higher the percentile score achieved by your candidate, the better they have performed against that norm group. Try not to fall into the trap of only considering candidates with very high percentile scores for selection. A candidate with a percentile score in the 'average band' can be described as a typical performer of technical accounting tasks among the norm group, which is representative of the applicant pool in your country.

If your candidate has achieved an 'average score', take a closer look at their performance in the accounting subjects in the test with a view of determining whether they have performed well in the accounting tasks in the Job Description for your vacant role. You can then determine whether they have reached a benchmark for selection and where you may need to concentrate professional and technical training and support in getting a candidate up to speed if appointed.

Overall Scores

An overview of test performance provides a summary of on how many questions your candidate completed in the allocated time of 40 minutes, in terms of how many questions they got correct, incorrect and the number of questions omitted. You can use this information to identify candidates with lower percentile scores, but high degrees of accuracy, suggesting they worked slowly but accurately in the test, which may keep them in the selection process.

INTERPRETING RESULTS

Omitted Questions

Attention should be paid to the number of questions omitted. Because the test is timed, questions are omitted where a candidate chooses to skip a question and also where they run out of time. To determine whether your candidate ran out of time, look at the cover page to see the time they took to complete the test. If the time is 40:00, then the candidate was still working on the test when their time expired.

Basic, Intermediate, and Advanced Questions

This page lists the number of questions categorised as Basic, Intermediate and Advanced across the 40 questions of the test, with your candidates performance in each category. This can provide value in determining the skill and knowledge levels your candidate possesses now against the skill level required to perform the job they have applied for.

Accounting Topics

For each of the four Accounting Topics in this test, you can see the number of questions the candidate answered correctly, incorrectly and questions omitted. Hiring managers only interested in one or two accounting topics can concentrate on a candidate's performance in topics essential to success in the role.

Individual Questions

The most detailed level of the report lists all 40 questions topics, whether they were answered correctly, incorrectly or omitted, allowing selection panels to drill down to explore particular elements of accounting most important to their organisation, and their candidates performance against those questions.

FURTHER SUPPORT

For further support in interpreting this report, visit the Accountests website

www.accountests.com

or send us an email to

help@accountests.com

