

# Virtual CFO

## Skills and Knowledge Test

### REPORT

## Hailey Davis

Time Taken:	34:45
Started:	05/07/2024 01:42 EST
Finished:	05/07/2024 02:16 EST

# VIRTUAL CFO TEST REPORT

## Introduction

The Virtual CFO (Public Accounting) Accountant test is designed for candidates who are CPA's and are intending to offer Virtual CFO service to clients of public accounting firms.

## Context

This report is generated from the candidate's responses to 40 questions covering Accounting, Financial Reporting, Business Advisory & Analysis, Business Growth and Forecasting at Virtual CFO (Public Accounting) Accountants 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 Virtual CFO's to provide an estimate of skills and knowledge in comparison with their peers.

## Test Proctoring Reports

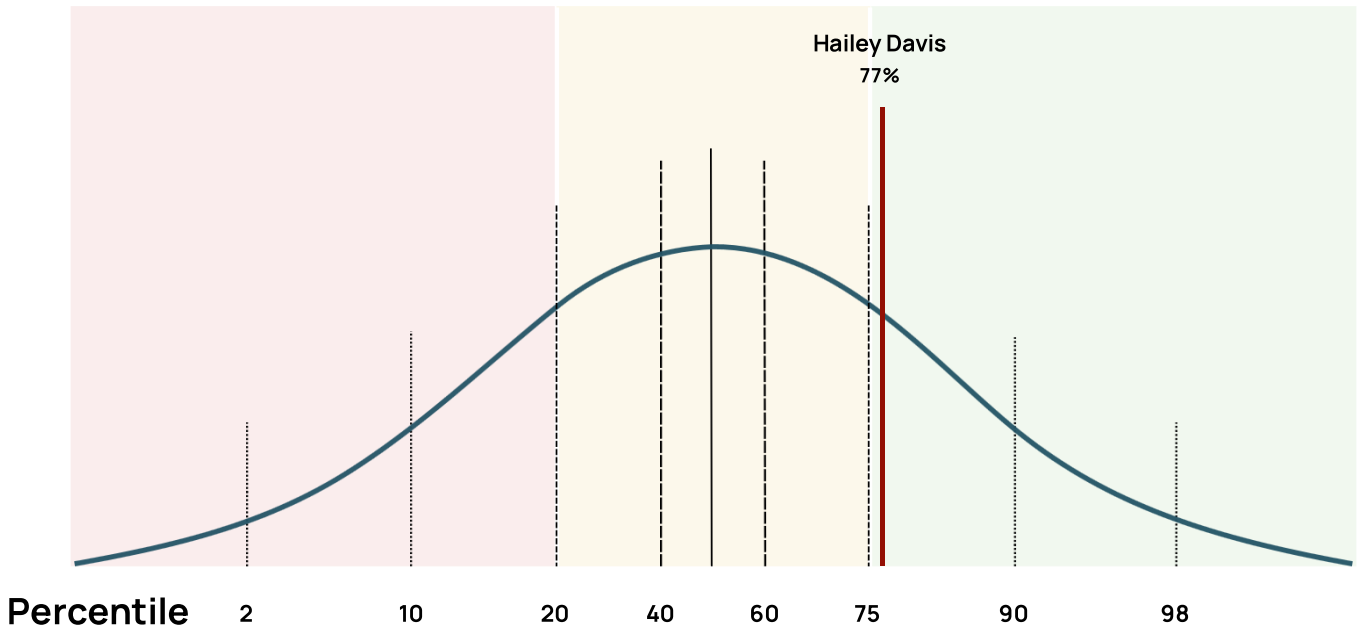
All tests are proctored and will produce a report, available at the completion of the test. You can access these proctoring reports by logging in to the testing platform and selecting the 'Manage Remote Proctoring' tile. For more information on proctoring see our [website](#).

## Content

- 1 Overall test score compared to a Virtual CFO 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, Business Advisory & Analysis, Business Growth and Forecasting Subjects
- 5 Performance in each of the 40 Questions
- 6 Interpreting test scores

# COMPARATIVE PERFORMANCE

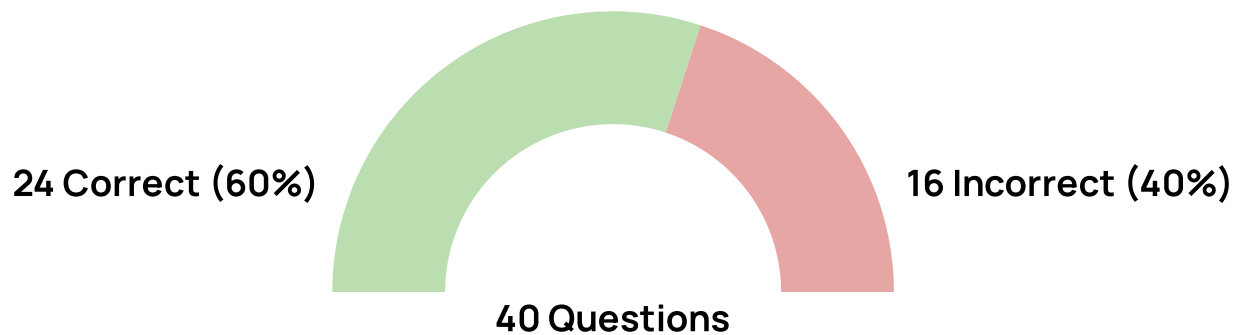
## Percentile Distribution Curve



**When compared to the existing norm group, Hailey Davis scored in the 77th percentile on this test, suggesting that they would achieve a greater than or equal score to 77 in 100 Virtual CFOs.**

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, Business Advisory & Analysis, Business Growth and Forecasting

14 Questions (100%)



11 Correct (79%)

3 Incorrect (21%)

### INTERMEDIATE

Performance at the level expected of Virtual CFO's in questions covering Accounting, Financial Reporting, Business Advisory & Analysis, Business Growth and Forecasting

15 Questions (100%)



8 Correct (53%)

7 Incorrect (47%)

### ADVANCED

Performance above the level expected of most Virtual CFO's, or at the level of senior Virtual CFO's in questions covering Accounting, Financial Reporting, Business Advisory & Analysis, Business Growth and Forecasting

11 Questions (100%)



5 Correct (45%)

6 Incorrect (55%)

## ANALYSIS BY TOPIC

### ACCOUNTING

Skills in Accounting including more complex journals and accounting concepts

8 Questions (100%)



### FINANCIAL REPORTING

Understanding of Financial Reporting based on US GAAP

8 Questions (100%)



### BUSINESS ADVISORY & ANALYSIS

Skills for those analyzing current financial performance information for use in decision making

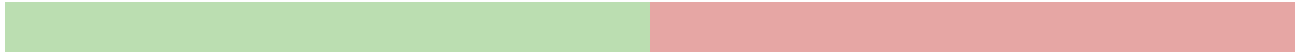
12 Questions (100%)



## BUSINESS GROWTH & FORECASTING

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

12 Questions (100%)



6 Correct (50%)

6 Incorrect (50%)

## 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 dividend	Accounting	Basic	
4	Journal to fix coding error	Accounting	Basic	
5	Effect of a transaction on the balance sheet #2	Accounting	Intermediate	
6	Journal for tax payments	Accounting	Intermediate	
7	Inventory valuation	Accounting	Intermediate	
8	What makes up asset / liability balances	Accounting	Intermediate	
9	When to depreciate	Financial Reporting	Basic	
10	Equity accounting	Financial Reporting	Basic	
11	Recognition of losses	Financial Reporting	Intermediate	
12	Revenue recognition	Financial Reporting	Intermediate	
13	Accounting for forward exchange contracts	Financial Reporting	Intermediate	
14	Accounting for foreign subsidiaries	Financial Reporting	Advanced	
15	Treatment of foreign exchange on export sales	Financial Reporting	Advanced	
16	Post balance date events	Financial Reporting	Advanced	
17	Analysis of management financials	Business Advisory & Analysis	Basic	
18	Budgeting terminology	Business Advisory & Analysis	Basic	
19	Inventory turnover	Business Advisory & Analysis	Basic	
20	Interest cover ratio	Business Advisory & Analysis	Basic	

## RESULTS OVERVIEW

correct =  incorrect =  omitted = 

Q#	Question Detail	Topic	Difficulty	A
21	Receivable collection periods	Business Advisory & Analysis	Intermediate	
22	Working capital	Business Advisory & Analysis	Intermediate	
23	Variance investigation	Business Advisory & Analysis	Intermediate	
24	Variances in sales reports	Business Advisory & Analysis	Intermediate	
25	Reporting to management	Business Advisory & Analysis	Advanced	
26	Business value	Business Advisory & Analysis	Advanced	
27	Return on investment	Business Advisory & Analysis	Advanced	
28	Price and volume variances	Business Advisory & Analysis	Advanced	
29	Fixed and variable costs	Business Growth & Forecasting	Basic	
30	Cash forecasting variables	Business Growth & Forecasting	Basic	
31	Cash forecasting assumptions	Business Growth & Forecasting	Basic	
32	Forecasting for high growth businesses	Business Growth & Forecasting	Basic	
33	Project decision analysis	Business Growth & Forecasting	Intermediate	
34	Outsourcing decisions	Business Growth & Forecasting	Intermediate	
35	Working capital requirements of growth	Business Growth & Forecasting	Intermediate	
36	Payback analysis	Business Growth & Forecasting	Intermediate	
37	Cashflow methods	Business Growth & Forecasting	Advanced	
38	Cashflow forecasting sensitivity	Business Growth & Forecasting	Advanced	
39	Project cashflow analysis	Business Growth & Forecasting	Advanced	
40	Discounted cashflows	Business Growth & Forecasting	Advanced	



## INTERPRETING RESULTS

### Interpreting Test Scores

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

#### 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 Virtual CFO's . For example, if your candidate achieves a 65th Percentile Score, then you can expect them to achieve a higher score than 64 in 100 Virtual CFO's . A 20th Percentile Score would suggest they would achieve a higher score than 19 in 100 Virtual CFO's .

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. The average band ranges from the 34th - 66th percentile.

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.

#### 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.

## INTERPRETING RESULTS

### 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](http://www.accountests.com)**

or send us an email to

**[help@accountests.com](mailto:help@accountests.com)**

