



## SHRM-CP® Feedback Report

Eligibility ID: SHRMAPP00000

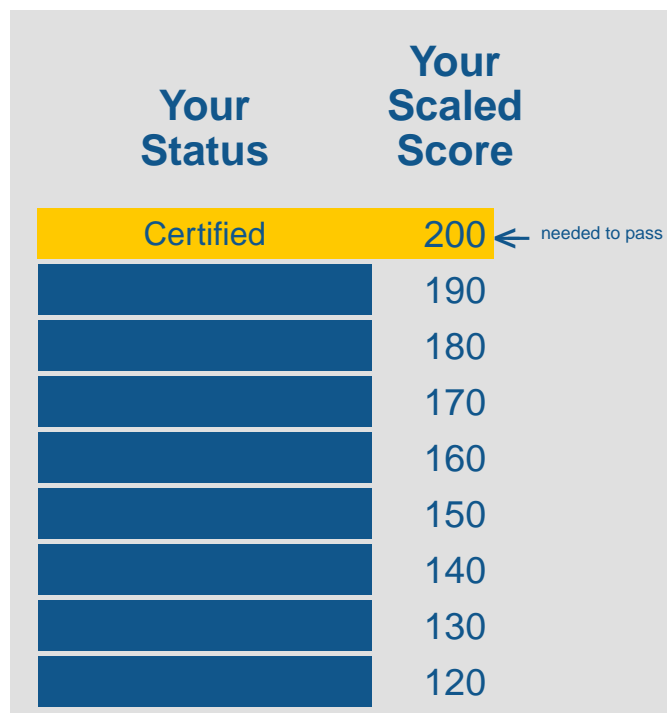
Date: 1 Jul 2019

Dear Firstname Lastname,

Congratulations on passing the SHRM Certified Professional (SHRM-CP) examination!

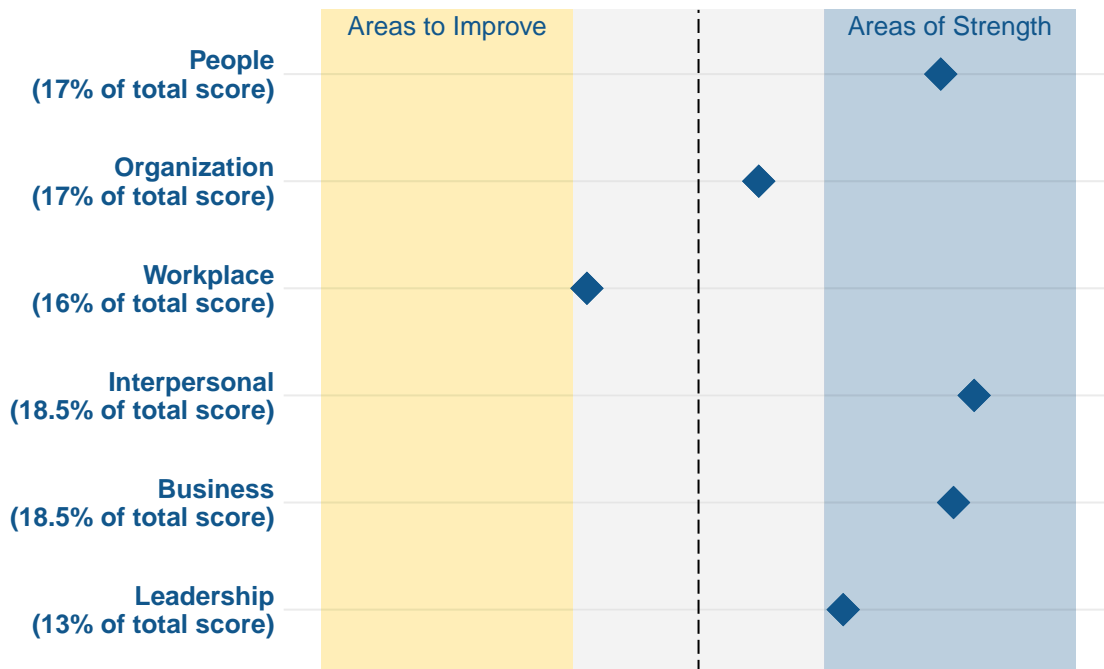
Your official score on the exam was **200**.

The passing score and all candidate results on the SHRM-CP are reported as scaled scores. The range of possible scores for the SHRM-CP exam is 120 to 200; all candidates who pass the exam receive the maximum score. The chart below shows the possible official scores, with your score in yellow.



The next chart provides you with additional information on your exam performance. We hope that you will find this information useful in selecting professional development activities to pursue, including SHRM-CP recertification credits. The dotted line represents the approximate level of performance in each of the three Knowledge Domains (People, Organization, and Workplace) and Behavioral Competency Clusters (Business, Leadership, and Interpersonal) that is consistent with a passing score on the SHRM-CP exam.

Scores within the grey zone represent test content for which your level of performance was close to that expected of a minimally competent certified HR professional, while scores within the blue zone represent areas of strength (i.e., test content for which your performance was well above that level). In comparison, scores within the yellow zone represent test content for which your performance indicates the greatest need for improvement. Note that distance from the dotted line provides an approximate measure of how far above or below the competence standard for that area your performance on the exam fell. Percentages in parentheses represent the score weighting for each subject area (i.e., how much of your total test score came from each domain).



SHRM treats our certification score and developmental feedback as confidential, and provides these to you for your own developmental purposes only. Examination scores and feedback will not be disclosed by SHRM to anyone without candidate consent, unless required by law enforcement or judicial authorities. If you would like your examination results to be released to a third party person or organization, you must provide SHRM with a written request that specifically identifies the type of information (e.g., examination date, score, pass/fail status, etc.) about the examination results that the third-party should receive.

Thank you for your dedication to the HR profession and for becoming one of the many professionals who have chosen to accelerate their careers by earning the SHRM-CP or SHRM-SCP credential. If you have questions, please contact the SHRM Certification team via email at [shrmcertification@shrm.org](mailto:shrmcertification@shrm.org) or via telephone at +1.800.283.SHRM (7476), option 3 or +1.703.548.3440, option 3.

Sincerely,

Alexander Alonso, Ph.D., SHRM-SCP  
Chief Knowledge Officer  
Society for Human Resource Management