

Test Results and Interview Guide

Candidate: **Elizabeth Wantsajob**
Assessment: AI Strategy and Governance
Completed: May 22, 2026
Prepared for: Sara Maple
Example Company

What's Included

- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The AI Strategy and Governance assessment measures one or more important competencies, and collects audio or video responses to specific questions. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. Various types of analysis may be conducted on the recorded responses depending on the test configuration. Note that these results should always be used as a part of a balanced candidate selection process that includes independent evaluation steps, such as interviews and reference checks.

Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com AI Strategy and Governance May 22, 2026 Above average	69	

Key

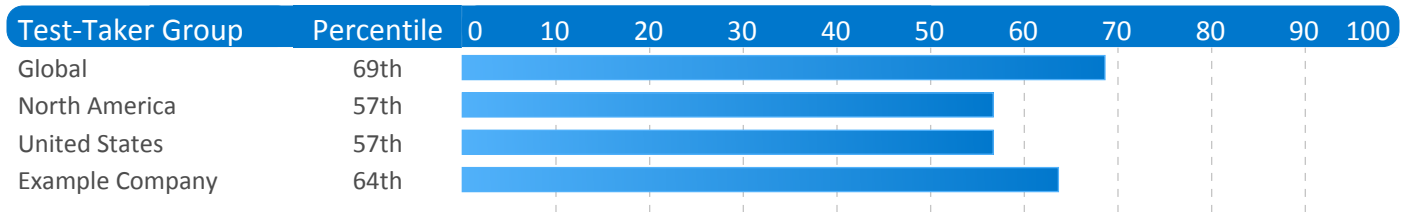
- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
AI Governance Frameworks and Compliance Management	87	
AI Governance Frameworks and Compliance Management (for Essay)	62	
AI Risk Assessment and Responsible AI Practices (for Essay)	62	
AI Strategic Planning and Stakeholder Alignment (for Essay)	62	
AI Risk Assessment and Responsible AI Practices	78	
AI Strategic Planning and Stakeholder Alignment	63	

Comparison

Percentile scores indicate how the candidate compares to other test-takers within various groups. The candidate scored equal to or better than the fraction of test-takers indicated by the percentile.



Artificial Intelligence (AI) Generated Scores

This table includes one or more scores derived from a large language model AI query. AI-derived scores are non-deterministic. That is, they are not precisely repeatable. Therefore, these scores should always be treated as supplementary information and should never be used exclusively or compared to hard cutoff values.

Estimated Value	Score	Confidence	Interpretation
Knowledge, Skills, and Abilities Summary	-	-	<p>Summary Points (AI):</p> <ul style="list-style-type: none"> (Generic Text for Sample Report) Strong performer in Drag and Drop Files tasks, indicating comfort with file management and basic computer interactions. Demonstrates solid numerical accuracy in Recognizing and Confirming Numbers, a valuable asset in detail-oriented roles. Moderate overall performance in Analytical Thinking and Attention to Detail, with adequate grammar skills but room for improvement. Struggles with Reading and Analyzing Problems, which may limit effectiveness in roles requiring critical reading and complex problem-solving. Lowest performance in Navigating Between Screens, suggesting difficulty with multi-screen software workflows that could impact productivity in computer-intensive roles. <p>Narrative (AI): Elizabeth Wantsajob demonstrates a mixed profile of knowledge, skills, and abilities across the assessed competencies.</p> <p>Elizabeth shows a strong aptitude in Drag and Drop Files, performing well on this technical task and suggesting she is comfortable with this type of computer interaction. This is a notable strength that would translate well into roles requiring file management and basic computer navigation tasks.</p> <p>In the area of Analytical Thinking and Attention to Detail, Elizabeth performs at a moderate level. She demonstrates solid ability in Recognizing and Confirming Numbers, which suggests she is careful and accurate when working with numerical data — a valuable skill in detail-oriented work environments. Her Grammar performance is adequate but leaves room for improvement, indicating she may occasionally make written communication errors. Her weakest area within this competency is Reading and Analyzing Problems, where she struggled to consistently interpret and work through written problem scenarios. This may impact her effectiveness in roles that require critical reading, written comprehension, or complex problem-solving.</p> <p>Elizabeth's most significant area for development is Navigating Between Screens, where she scored considerably lower than the other competencies. This suggests she may have difficulty efficiently moving through software interfaces or multi-screen workflows, which could slow productivity in roles that rely heavily on navigating computer applications or data entry systems.</p> <p>Overall, Elizabeth brings some useful technical strengths, particularly in file management and numerical accuracy, but would benefit from targeted development in software navigation and analytical problem-solving to be fully effective in roles that demand these skills.</p> <p>Computed on: April 2, 2026, 11:09:49PM EDT</p>

Detail

Candidate: **Elizabeth Wantsajob**, beth.wantsajob@gmail.com
Assessment: AI Strategy and Governance
Authorized: May 22, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started: May 22, 2026, 2:58:17PM EDT
Completed: May 22, 2026, 2:58:17PM EDT
Overall Score: 69

Knowledge and Skills Detail

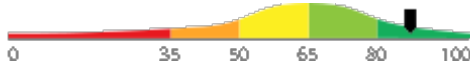
This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail

Interview Guide

AI Governance Frameworks and Compliance Management

Score: 87



Description:

Covers the design, implementation, and ongoing management of organizational AI governance structures, including policies, standards, risk controls, and regulatory compliance. This includes applying established frameworks (e.g., NIST AI RMF, EU AI Act) to ensure AI systems are developed and operated responsibly, ethically, and in alignment with legal and organizational requirements.

Interpretation:

Candidate should achieve superior job performance in this area with little or no training.

Demonstrates an advanced and comprehensive mastery of AI organizational strategy and governance, including strategic planning and evaluation, governance and compliance management, and stakeholder collaboration. Capable of independently leading the conceptualization, implementation, and operation of an organizational AI framework to ensure successful and beneficial outcomes that align with organizational objectives.

Describe a situation where you had to ensure an AI initiative complied with a governance framework or regulatory requirement. What steps did you take, and what challenges did you encounter?



1

Candidate struggles to describe a concrete example, cannot articulate specific compliance steps, or demonstrates limited understanding of how governance frameworks apply in practice.



2

Candidate provides a relevant example and describes basic compliance steps (e.g., documentation, stakeholder review) but offers limited insight into challenges faced or how they were resolved.



3



4

Candidate provides a specific, detailed example demonstrating hands-on experience applying a governance framework, clearly articulates the compliance process and challenges, and explains how they adapted or escalated issues to achieve a compliant and successful outcome.



5

Can you walk me through what an AI governance framework is and describe one element of a governance structure you think would be important for an organization deploying AI systems?



1

Candidate provides a vague or incomplete definition of AI governance, cannot name a specific framework or governance element, or conflates governance with general IT policy.



2

Candidate can define AI governance at a basic level and identifies one relevant element (e.g., a review board or policy document) but lacks detail on how it functions or why it matters.



3



4

Candidate clearly defines AI governance, references a recognized framework (e.g., NIST AI RMF, EU AI Act), explains a specific governance element in practical terms, and connects it to real organizational outcomes such as risk reduction or regulatory compliance.



5

Results by Topic for AI Governance Frameworks and Compliance Management

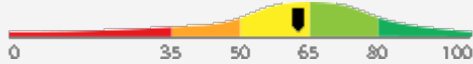
AI Risk Assessment and Control Implementation: 1 of 2 Correct

Regulatory Compliance Mapping and Policy Development: 0 of 2 Correct

Detail Interview Guide

AI Governance Frameworks and Compliance Management (for Essay)

Score: 62



Description:

The ability to be concise, friendly, and accurate when drafting written communications.

Interpretation:

The candidate exhibits average writing skills, which can hinder high performance in some jobs.

Average writing style. Usually gets point across but may use extra words or inconsistent sentence structure. See writing sample section of report for raw essay(s) submitted.

Overall AI Score:	65.0
Approximate Word Count:	197
Average words per minute while composing:	21.7
AI Confidence Level:	80
Argument Strength (AI):	60.0
Clarity and Coherence (AI):	70.0
Grammar and Mechanics (AI):	60.0
Other Errors per 100 Words:	2.0
Spelling errors per 100 words:	1.0

Please see below to view the essay submitted.

Are you comfortable when you need to express yourself through writing? Do you feel confident you can get the right message across? Tell me about a project or task where your writing skills were required for success. How did it go?



1

Not confident in own writing ability. Prefers speaking.



2

Somewhat confident in own writing ability. Writes frequently.



3



4

Very confident in ability to write. Has received compliments on clarity of written correspondences.

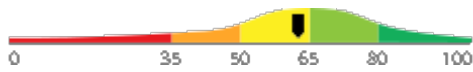


5

Detail Interview Guide

AI Risk Assessment and Responsible AI Practices (for Essay)

Score: 62



Description:

The ability to be concise, friendly, and accurate when drafting written communications.

Interpretation:

The candidate exhibits average writing skills, which can hinder high performance in some jobs.

Average writing style. Usually gets point across but may use extra words or inconsistent sentence structure. See writing sample section of report for raw essay(s) submitted.

Overall AI Score:	65.0
Approximate Word Count:	197
Average words per minute while composing:	21.7
AI Confidence Level:	80
Argument Strength (AI):	60.0
Clarity and Coherence (AI):	70.0
Grammar and Mechanics (AI):	60.0
Other Errors per 100 Words:	2.0
Spelling errors per 100 words:	1.0

Please see below to view the essay submitted.

Are you comfortable when you need to express yourself through writing? Do you feel confident you can get the right message across? Tell me about a project or task where your writing skills were required for success. How did it go?

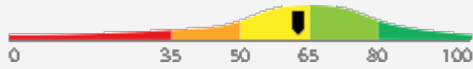
★ 1	★ 2	★ 3	★ 4	★ 5
Not confident in own writing ability. Prefers speaking.		Somewhat confident in own writing ability. Writes frequently.		Very confident in ability to write. Has received compliments on clarity of written correspondences.

Detail

Interview Guide

AI Strategic Planning and Stakeholder Alignment (for Essay)

Score: 62



Description:

The ability to be concise, friendly, and accurate when drafting written communications.

Interpretation:

The candidate exhibits average writing skills, which can hinder high performance in some jobs.

Average writing style. Usually gets point across but may use extra words or inconsistent sentence structure. See writing sample section of report for raw essay(s) submitted.

Overall AI Score:	65.0
Approximate Word Count:	197
Average words per minute while composing:	21.7
AI Confidence Level:	80
Argument Strength (AI):	60.0
Clarity and Coherence (AI):	70.0
Grammar and Mechanics (AI):	60.0
Other Errors per 100 Words:	2.0
Spelling errors per 100 words:	1.0

Please see below to view the essay submitted.

Are you comfortable when you need to express yourself through writing? Do you feel confident you can get the right message across? Tell me about a project or task where your writing skills were required for success. How did it go?



1

Not confident in own writing ability. Prefers speaking.



2

Somewhat confident in own writing ability. Writes frequently.



3



4

Very confident in ability to write. Has received compliments on clarity of written correspondences.

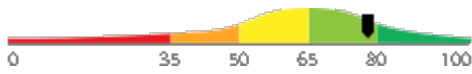


5

Detail Interview Guide

AI Risk Assessment and Responsible AI Practices

Score: 78



Description:

Encompasses the identification, evaluation, and mitigation of risks associated with AI systems, including bias, fairness, transparency, security, and unintended consequences. Includes the practical application of responsible AI principles to ensure AI deployments are ethical, explainable, and aligned with organizational values and stakeholder expectations.

Interpretation:

Candidate should achieve above average job performance in this area with little or no training.

The candidate exhibits a solid and proficient understanding of AI risk identification, evaluation, and mitigation, as well as the practical application of responsible AI principles. They are generally capable of ensuring AI deployments align with ethical standards, organizational values, and stakeholder expectations, with only occasional gaps in more complex or nuanced scenarios.

Tell me about a time you identified a significant risk or ethical concern in an AI system or project. How did you assess it, and what actions did you take to address it?



1

Candidate cannot provide a concrete example, describes only surface-level concerns without a structured assessment approach, or conflates general project risks with AI-specific risks.



2

Candidate provides a relevant example and describes a basic risk assessment process but offers limited detail on the specific AI risk dimensions considered or the effectiveness of the mitigation actions taken.



3



4

Candidate provides a detailed, specific example demonstrating a structured approach to AI risk assessment (e.g., bias audits, fairness testing, stakeholder impact analysis), explains the mitigation strategy implemented, and reflects on the outcome and lessons learned for future responsible AI practices.



5

What do you think are some of the main risks an organization should consider before deploying an AI system, and why would those risks matter to the business?



1

Candidate identifies only generic IT risks (e.g., data breaches) without distinguishing AI-specific risks, or cannot explain why identified risks are relevant to business operations.



2

Candidate identifies one or two AI-specific risks (e.g., bias, lack of transparency) and provides a basic explanation of their business relevance but does not describe how they would be assessed or mitigated.



3



4

Candidate identifies multiple AI-specific risks (e.g., algorithmic bias, model drift, explainability gaps, regulatory exposure), clearly explains their business impact, and describes practical steps for assessing and mitigating them within an organizational context.



5

Results by Topic for AI Risk Assessment and Responsible AI Practices

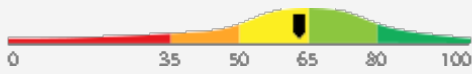
- AI Bias Identification and Mitigation: 0 of 3 Correct
- AI Risk Identification and Governance Frameworks: 2 of 4 Correct

Detail

Interview Guide

AI Strategic Planning and Stakeholder Alignment

Score: 63



Description:

Focuses on the ability to develop and evaluate AI strategies that align with organizational goals, and to effectively engage and align diverse stakeholders — including executives, technical teams, legal, and operational staff — around AI initiatives. Includes translating AI capabilities and limitations into business value, prioritizing AI investments, and driving organizational readiness for AI adoption.

Interpretation:

Candidate appears capable of average job performance in this area with little or no training.

Demonstrates a moderate and developing understanding of AI strategic planning and stakeholder alignment. Can apply foundational concepts related to aligning AI initiatives with organizational goals and engaging stakeholders, though may require guidance when navigating more complex strategic or cross-functional challenges.

Describe a time when you had to build alignment among stakeholders with differing priorities or perspectives on an AI strategy or initiative. What was your approach, and what was the outcome?



1

Candidate cannot provide a concrete example or describes a situation where they deferred entirely to others without demonstrating personal initiative in driving alignment or resolving conflicting priorities.



2

Candidate provides a relevant example and describes basic alignment tactics (e.g., holding meetings, sharing updates) but offers limited insight into how they navigated conflicting priorities or tailored communication to different stakeholder groups.



3



4

Candidate provides a specific, detailed example demonstrating a proactive and structured approach to stakeholder alignment, including how they identified competing interests, tailored messaging to different audiences (e.g., translating technical concepts for executives), facilitated consensus, and drove the initiative to a successful outcome with measurable business impact.



5

If your organization wanted to begin using AI to improve a business process, what would be the first few steps you would take to plan that initiative and get the right people involved?



1

Candidate describes only technical steps (e.g., selecting a tool or building a model) without addressing strategic planning, stakeholder engagement, or alignment with business objectives.



2

Candidate mentions the importance of involving stakeholders and aligning with business goals but provides only a general or loosely structured plan without demonstrating how to prioritize, communicate, or manage the initiative strategically.



3



4

Candidate outlines a clear, structured approach that includes assessing business needs, defining success criteria, identifying and engaging key stakeholders across functions, evaluating organizational readiness, and establishing governance checkpoints — demonstrating an understanding of both strategic and operational dimensions of AI planning.



5

Detail	Interview Guide
Results by Topic for AI Strategic Planning and Stakeholder Alignment	
AI Business Case Development and Investment Prioritization:	1 of 4 Correct
Stakeholder Engagement and Organizational Alignment for AI:	1 of 2 Correct

Writing Sample(s)

During the assessment, the candidate was asked to write one or more passages. The text they wrote is included in the table below for review.

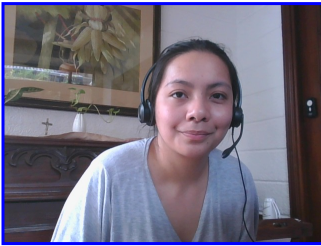
Writing Sample - Question	Response
<p>Please write an essay of 100 - 800 words evaluating the advantages and disadvantages of living in a tropical climate.</p>	<p>Living in a warm or tropical environment has a number of advantages and disadvantages. Whether it's right for you depends on your preferences, and in some cases, your health.</p> <p>The advantages include the following:</p> <ul style="list-style-type: none"> a. You can walk outside in light clothing almost every day and you never have to wear a heavy coat. b. Most plants and trees grow faster in warm climates so if you like to maintain a garden you will experience greater success. c. Nice weather every day means you are not stuck inside for long periods of time, which can sometimes cause depression. <p>At the same time, significant disadvantages include the following:</p> <ul style="list-style-type: none"> a. It rains on most days and you need to be prepared for heavy rain at all times. b. The hot sun can cause severe sunburn if you are outside and not protected. c. Your air conditioning utility bill can be very high and if can drain financial resourcez. d. Hot humid weather can make strenuous exercise more difficult if you are not in good health. <p>When deciding if living in a tropical climate is right for you, consider which of these advantages or disadvantages is most meaningful for you.</p> <p>[Misspelled Words: coatt (1), resourcez (1)]</p> <p>Comments (AI): The essay provides a balanced view of the advantages and disadvantages of living in a tropical climate. The ideas are logically presented and easy to follow, though there are minor spelling and grammar errors. The arguments are somewhat persuasive, but could be strengthened with more detailed examples and explanations. Overall, the essay meets the average scoring criteria.</p>

Identity Confirmation Photos

The following photos of the candidate and any identification were uploaded during the assessment session.

Photo Analysis Results

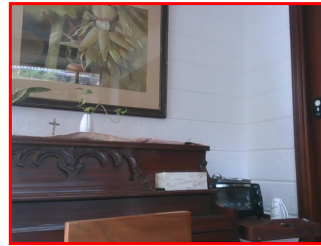
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



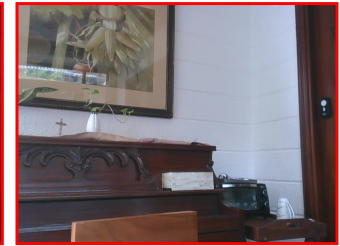
Pre/Post-Test Photo



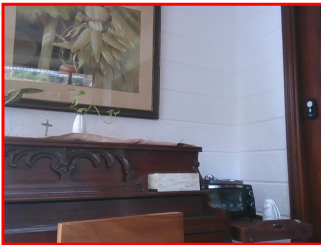
ID Photo



In-Test Error Detected (No Face Detected)



In-Test Error Detected (No Face Detected)



In-Test Error Detected (No Face Detected)



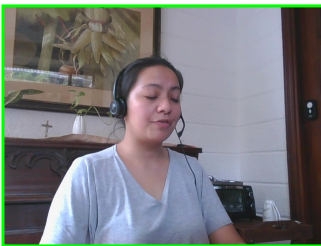
In-Test Photo



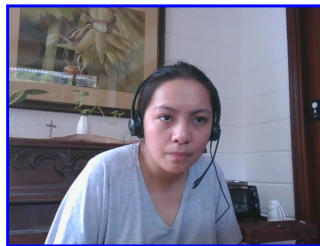
In-Test Photo



In-Test Photo



In-Test Photo



Pre/Post-Test Photo

Individual Responses Information

The following table provides question by question response information.

Question	Candidate Response Information
AI Governance Frameworks and Compliance Management (for Essay) (Response(s) Selected/Entered by Candidate)	Question / Response(s) Selected/Entered by Candidate

Question

Candidate Response Information

CT3_ESAY_SAMPLE_REPORT_I_1
Please write an essay of 100 - 800 words evaluating the advantages and disadvantages of living in a tropical climate.

Living in a warm or tropical environment has a number of advantages and disadvantages. Whether it's right for you depends on your preferences, and in some cases, your health.

The advantages include the following:

- a. You can walk outside in light clothing almost every day and you never have to wear a heavy coat.
- b. Most plants and trees grow faster in warm climates so if you like to maintain a garden you will experience greater success.
- c. Nice weather every day means you are not stuck inside for long periods of time, which can sometimes cause depression.

At the same time, significant disadvantages include the following:

- a. It rains on most days and you need to be prepared for heavy rain at all times.
- b. The hot sun can cause severe sunburn if you are outside and not protected.
- c. Your air conditioning utility bill can be very high and if can drain financial resourcez.
- d. Hot humid weather can make strenuous exercise more difficult if you are not in good health.

When deciding if living in a tropical climate is right for you, consider which of these advantages or disadvantages is most meaningful for you. (65.0)

AI Risk Assessment and Responsible AI Practices (for Essay) (Response(s) Selected/Entered by Candidate)

Question / Response(s) Selected/Entered by Candidate

CT3_ESAY_SAMPLE_REPORT_I_1
Please write an essay of 100 - 800 words evaluating the advantages and disadvantages of living in a tropical climate.

Living in a warm or tropical environment has a number of advantages and disadvantages. Whether it's right for you depends on your preferences, and in some cases, your health.

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- b. The hot sun can cause severe sunburn if you are outside and not protected.
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- d. Hot humid weather can make strenuous exercise more difficult if you are not in good health.

When deciding if living in a tropical climate is right for you, consider which of these advantages or disadvantages is most meaningful for you. (65.0)

AI Strategic Planning and Stakeholder Alignment (for Essay) (Response(s) Selected/Entered by Candidate)

Question / Response(s) Selected/Entered by Candidate

CT3_ESAY_SAMPLE_REPORT_I_1
Please write an essay of 100 - 800 words evaluating the advantages and disadvantages of living in a tropical climate.

Living in a warm or tropical environment has a number of advantages and disadvantages. Whether it's right for you depends on your preferences, and in some cases, your health.

The advantages include the following:

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When deciding if living in a tropical climate is right for you, consider which of these advantages or disadvantages is most meaningful for you. (65.0)

Resume or CV

[Summary](#)[Updated on](#)

Motivated career professional with extensive experience in office administration and management. Proven track record of improving efficiency, reducing costs, and enhancing office operations through strategic initiatives and technology implementation.

Objective

I am seeking a role where I can use my many skills and my exceptional judgment and empathy for customers to make a difference to a growing company.

Education

- Associate of Applied Science in Office Administration, Portland Community College, 2020

Experience

- General Office Clerk, Paramount Office Management, 09/2023 – Present
- Administrative Assistant, Global Enterprises Inc., 04/2021 – 08/2023
- Administrative Assistant, Innovative Business Solutions Ltd., 07/2019 – 03/2021

Other Qualifications

- Microsoft Office Specialist (MOS) Certification
- Certified Administrative Professional (CAP)
- International Association of Administrative Professionals (IAAP) Certification

Report Preparation Notes

- Hiring decisions should never be based on a single source of information. The most effective use of this assessment report is as a part of a multi-faceted program of candidate evaluation that includes resume review, interviews, and reference checks.
- Overall vs Percentiles Scores: The overall score reflects the success in the test, based on the mean (average) and standard deviation of the test scores. The percentile score reflects the percentage of test-takers who scored equal or below this overall score. We recommend you use the Overall Score as your primary evaluation criteria. However, percentile scores can often be useful in comparing specific candidates against one another and with a group, such as for test takers in a certain organization or within a certain account.
- Note that comparison information is calculated based on completed instances of this assessment at that time the assessment is scored. As additional instances are completed, the comparative data may change. You can always update a report to the current values by clicking on 'Recalculate Percentiles' within the online results viewing pages at www.hravatar.com.
- Most competency scores are norm-based, which means that they can be interpreted in terms of their distance from the average or mean score. For all scales, a score equal to the mean receives a score of 65 and scores above and below this value are set so that a score change of 15 equals one standard deviation.
- For linear competencies, higher is better across the entire scale. For these scales a score between 65 and 80 (light green) represents 0 to 1 standard deviation above the mean and a score above 80 (dark green) represents more than one standard deviation above the mean. Similarly, a score of 50 - 65 (yellow) represents 0 to 1 standard deviation below the mean, while a score of 35 - 50 (orange) equates to 1 to 2 standard deviations below the mean, and a score below 35 represents more than 2 standard deviations below the mean.
- Sim ID: 20406-1, Key: 0-0, Rpt: 104, Prd: 9493, Created: 2026-05-22 14:58 EDT
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

Score Calculation Detail

The following table provides a summary of how the overall score was calculated from each of the individual competency scores. First, all competency scores are calculated on a scale of 0-100. Note that some competencies use their color category rather than their actual numeric score in the overall calculation. For these, a standard score associated with the assigned color category is used in the overall score calculation rather than the actual numeric score. This is reflected in the "Score Value Used" column. Next, a weighted average of scores is computed using individual competency weights, typically set using job analysis data provided by the US Government Occupational Information Network (O*Net).

Competency	Score	How applied to overall	Score Value Used	Weight (%)
AI Governance Frameworks and Compliance Management	87.5662	Numeric Score	87.5662	16.6667
AI Governance Frameworks and Compliance Management (for Essay)	62.9784	Numeric Score	62.9784	16.6667
AI Risk Assessment and Responsible AI Practices	78.4264	Numeric Score	78.4264	16.6667
AI Risk Assessment and Responsible AI Practices (for Essay)	62.9784	Numeric Score	62.9784	16.6667
AI Strategic Planning and Stakeholder Alignment	63.2350	Numeric Score	63.2350	16.6667
AI Strategic Planning and Stakeholder Alignment (for Essay)	62.9784	Numeric Score	62.9784	16.6667
Weighted Average:				69.6938
Final Overall Score:				69

Notes

(This area is intentionally blank - it's reserved as space for your notes.)