

# Test Results and Interview Guide

Candidate: **Elizabeth Wantsajob**  
Assessment: Residential Plumbing Fundamentals  
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 Residential Plumbing Fundamentals assessment measures key factors related to high performance and tenure in this job. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. This report includes a one page summary, followed by detailed results with an embedded interview guide. 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
<b>Elizabeth Wantsajob</b> beth.wantsajob@gmail.com Residential Plumbing Fundamentals May 22, 2026 Significantly above average	<span style="font-size: 24pt; font-weight: bold; color: green;">81</span>	

**Key**

- Candidate Score
- Higher Risk
- Lower Risk

## Competency Summary

Competency	Score	Interpretation
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Pipe Materials and Their Applications	82	
Plumbing Systems and Components	94	
Troubleshooting and Repair of Common Plumbing Issues	64	
Water Heaters	85	

## 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.

Test-Taker Group	Percentile	0	10	20	30	40	50	60	70	80	90	100	
Global	81st												
North America	67th												
United States	67th												
Example Company	75th												

## 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"> <li>(Generic Text for Sample Report) Strong performer in Drag and Drop Files tasks, indicating comfort with file management and basic computer interactions.</li> <li>Demonstrates solid numerical accuracy in Recognizing and Confirming Numbers, a valuable asset in detail-oriented roles.</li> <li>Moderate overall performance in Analytical Thinking and Attention to Detail, with adequate grammar skills but room for improvement.</li> <li>Struggles with Reading and Analyzing Problems, which may limit effectiveness in roles requiring critical reading and complex problem-solving.</li> <li>Lowest performance in Navigating Between Screens, suggesting difficulty with multi-screen software workflows that could impact productivity in computer-intensive roles.</li> </ul> <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: Residential Plumbing Fundamentals  
Authorized: May 22, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com  
Started: May 22, 2026, 6:39:54PM EDT  
Completed: May 22, 2026, 6:39:54PM EDT  
Overall Score: 81

## 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.

Continued on next page.

**Detail Interview Guide**

**Pipe Materials and Their Applications**

Score: 82



*Description:*

Focuses on the identification, characteristics, and appropriate uses of common residential pipe materials such as copper, PVC, CPVC, PEX, and galvanized steel, including knowledge of when and where each material should or should not be used based on code and practical application.

*Interpretation:*

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

The candidate exhibits a comprehensive and advanced understanding of residential pipe materials, their properties, and their appropriate applications across a wide range of conditions and code requirements. They can confidently identify the correct material for any given scenario and demonstrate a thorough grasp of both practical and code-based considerations governing pipe material selection.

A homeowner wants to repipe a section of their hot water supply line. What pipe material or materials would you recommend, and what factors would influence your choice?



1

Candidate recommends an inappropriate material for hot water use, cannot explain the reasoning behind their choice, or overlooks key factors such as temperature rating or local code requirements.



2

Candidate recommends an appropriate material such as CPVC, copper, or PEX and provides a basic rationale, but may not fully address all relevant factors such as cost, ease of installation, or code compliance.



3



4

Candidate recommends one or more appropriate materials, provides a detailed and well-reasoned explanation covering temperature ratings, code compliance, cost, installation considerations, and potential trade-offs between material options.



5

Can you name two types of pipe materials commonly used in residential plumbing and describe one situation where you would use each?



1

Candidate can name fewer than two materials, cannot describe appropriate uses, or describes uses that are clearly incorrect or unsafe.



2

Candidate correctly names two materials and provides a reasonable use case for each, but may lack detail about why one material is preferred over another in a given situation.



3



4

Candidate names two or more materials with accurate and specific use cases, demonstrates understanding of material properties such as heat tolerance or flexibility, and can explain why certain materials are better suited for specific applications.



5

**Results by Topic for Pipe Materials and Their Applications**

Identification and Physical Characteristics of Common Pipe Materials: 0 of 2 Correct

Appropriate Applications and Code-Based Use of Pipe Materials: 0 of 2 Correct

Joining Methods and Compatibility of Pipe Materials: 0 of 3 Correct

**Detail Interview Guide**

**Plumbing Systems and Components**

Score: 94



*Description:*

Covers the fundamental knowledge of residential plumbing systems, including supply and drain-waste-vent (DWV) systems, fixtures, valves, fittings, and how these components interconnect to deliver water and remove waste within a residential building.

*Interpretation:*

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

The candidate exhibits a comprehensive and advanced understanding of residential plumbing systems, components, and practices, including proficiency with relevant building codes, pipe material selection, troubleshooting, repair, and water heater systems. They are well-equipped to independently perform a wide range of residential plumbing tasks to a high standard of competence.

Walk me through how water travels from the main supply line into a home and eventually drains out after use, identifying the key components and systems involved at each stage.



1

Candidate provides a vague or incomplete description, omits major components or systems, or demonstrates significant misunderstanding of the flow path.



2

Candidate accurately describes the general path of water through the supply and drain systems and identifies most major components, but may miss details such as venting or pressure regulation.



3



4

Candidate provides a thorough, accurate, and well-organized description of the entire water path, correctly identifies all major components including the meter, shutoff valves, fixtures, traps, and vent stack, and can explain the role of each.



5

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Can you describe the difference between a water supply system and a drain-waste-vent (DWV) system in a residential home, and name one key component found in each?



1

Candidate cannot clearly distinguish between the two systems, confuses their functions, or is unable to name relevant components.



2

Candidate correctly distinguishes the two systems and names at least one component from each, but provides limited detail about how they function or interact.



3



4

Candidate clearly explains the purpose and function of both systems, names multiple accurate components, and demonstrates understanding of how the systems work together within a residence.



5

**Results by Topic for Plumbing Systems and Components**

- Water Supply and Distribution Systems: 0 of 4 Correct
- Drain-Waste-Vent (DWV) Systems: 1 of 3 Correct
- Plumbing Fixtures, Valves, and Fittings: 2 of 3 Correct

Detail
Interview Guide
**Troubleshooting and Repair of Common Plumbing Issues**

Score: 64


**Description:**

Addresses the practical skills and knowledge required to diagnose and repair frequent residential plumbing problems, including leaks, clogs, running toilets, dripping faucets, low water pressure, and faulty valves, using appropriate tools and repair techniques.

**Interpretation:**

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

The candidate possesses a foundational, though incomplete, understanding of diagnosing and repairing common residential plumbing problems such as dripping faucets, running toilets, and low water pressure. They demonstrate partial competency with relevant tools and repair techniques, but may require support when addressing more complex or unfamiliar issues.

Describe how you would approach diagnosing and repairing a slow or completely clogged kitchen drain. What tools would you use, and at what point would you escalate the repair?



1

Candidate describes only one basic approach such as using a plunger, cannot identify when to escalate, or suggests methods that could damage pipes or violate code.



2

Candidate describes a reasonable step-by-step approach using common tools such as a plunger or drain snake, and identifies at least one scenario that would require escalation, but may lack detail on technique or safety.



3



4

Candidate outlines a thorough, progressive diagnostic and repair process from simple methods to more advanced ones, correctly identifies tools for each stage, demonstrates awareness of potential root causes such as grease buildup or venting issues, and clearly articulates when to escalate to more invasive solutions or a specialist.



5

If a homeowner told you their toilet was constantly running and not shutting off, what would be the first things you would check and why?



1

Candidate cannot identify likely causes such as a faulty flapper or fill valve, provides an incorrect diagnostic approach, or suggests unnecessary or invasive repairs before checking basic components.



2

Candidate correctly identifies one or two likely causes such as a worn flapper or float issue and describes a reasonable first step, but may not provide a systematic diagnostic approach.



3



4

Candidate describes a clear, logical diagnostic process starting with the most common causes, correctly identifies multiple potential issues including the flapper, fill valve, and float assembly, and explains how to test and resolve each.



5

**Results by Topic for Troubleshooting and Repair of Common Plumbing Issues**

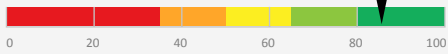
Leak and Clog Diagnosis and Repair:	1 of 2 Correct
Toilet and Faucet Repair:	1 of 2 Correct
Water Pressure and Valve Troubleshooting:	0 of 2 Correct

Detail

Interview Guide

**Water Heaters**

Score: 85



*Description:*

Covers the types, installation requirements, maintenance, and common repairs associated with residential water heaters, including tank-style and tankless units, temperature and pressure relief valves, proper venting, and relevant code requirements under standards such as the Uniform Plumbing Code.

*Interpretation:*

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

The candidate exhibits a comprehensive and advanced knowledge of residential water heaters, encompassing tank-style and tankless units, temperature and pressure relief valves, proper venting, maintenance, repairs, and relevant plumbing code requirements. This individual is well-qualified to independently perform complex water heater installations and repairs while ensuring full code compliance.

A homeowner reports that their tank-style water heater is not producing enough hot water. Walk me through how you would diagnose the issue and what repairs or adjustments you might make.



1

Candidate cannot identify common causes such as a faulty heating element or thermostat, provides a vague or incorrect diagnostic approach, or recommends replacing the unit without investigating simpler causes.



2

Candidate identifies one or two likely causes such as a failed heating element or sediment buildup and describes a basic diagnostic process, but may not address all possibilities or explain how to perform the repair.



3



4

Candidate provides a systematic diagnostic approach covering multiple potential causes including thermostat settings, heating element failure, sediment accumulation, and unit sizing, explains how to test and address each issue, and demonstrates awareness of safety precautions and code requirements throughout the process.



5

What is a temperature and pressure relief valve on a water heater, and why is it important?



1

Candidate cannot identify the component, does not understand its safety function, or incorrectly describes how or when it operates.



2

Candidate correctly identifies the T&P relief valve as a safety device and understands it releases pressure or temperature buildup, but may not fully explain the consequences of its failure or how to test it.



3



4

Candidate accurately explains the function and critical safety importance of the T&P relief valve, describes the conditions under which it activates, explains how to test it, and understands the code requirements and consequences of an improperly installed or missing valve.



5

**Results by Topic for Water Heaters**

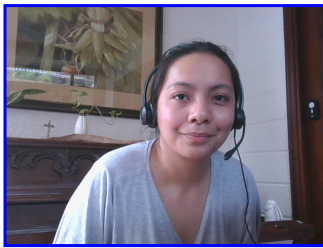
Water Heater Types, Components, and Operation:	1 of 2 Correct
Installation, Venting, and Code Requirements:	2 of 3 Correct
Maintenance, Troubleshooting, and Safety Devices:	0 of 4 Correct

## Identity Confirmation Photos

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

### Photo Analysis Results

<b>- Risk:</b>	<b>Medium risk of cheating based on image inconsistencies</b>
- 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%)



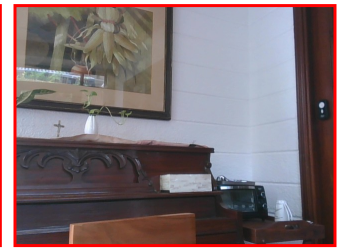
Pre/Post-Test Photo



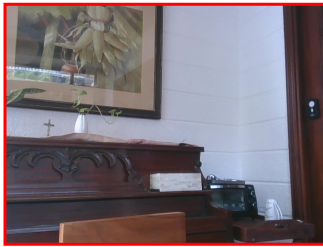
ID Photo



In-Test Error Detected (No Face Detected)



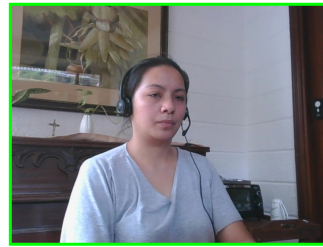
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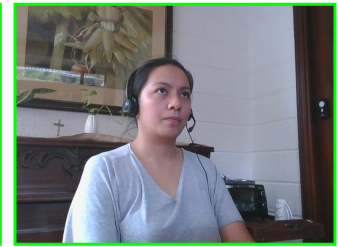
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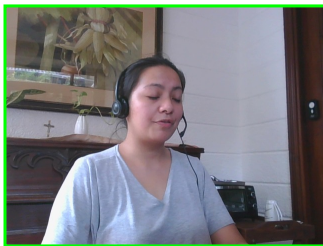
In-Test Photo



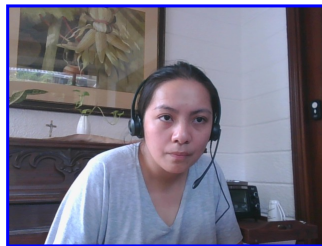
In-Test Photo



In-Test Photo



In-Test Photo



Pre/Post-Test Photo

## 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](http://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: 20408-1, Key: 0-0, Rpt: 68, Prd: 9495, Created: 2026-05-22 18:39 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 (%)
Pipe Materials and Their Applications	82.2895	Numeric Score	82.2895	25.0000
Plumbing Systems and Components	94.1404	Numeric Score	94.1404	25.0000
Troubleshooting and Repair of Common Plumbing Issues	64.5604	Numeric Score	64.5604	25.0000
Water Heaters	85.4928	Numeric Score	85.4928	25.0000
Weighted Average:				81.6208
Final Overall Score:				81

## Notes

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