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Illuminating Talent

Test Results and Interview Guide

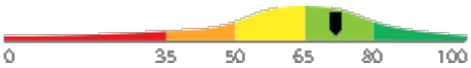
Candidate: **Elizabeth Wantsajob**
Assessment: C Programming
Completed: June 8, 2026
Prepared for: Sara Maple
Example Company

What's Included

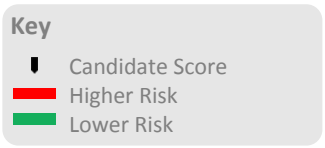
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The C Programming 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.

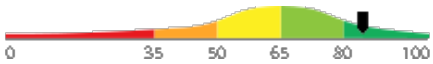
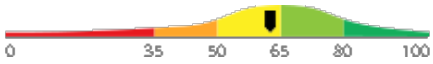
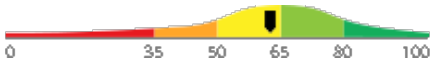
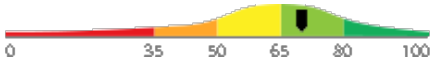
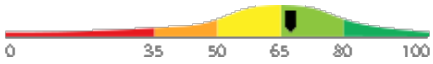
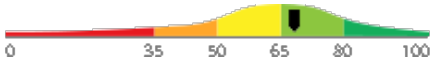
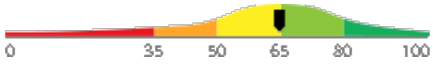
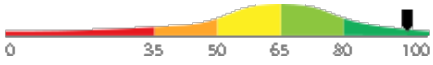
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com C Programming June 8, 2026	72	

The candidate exhibits a solid and well-rounded understanding of C programming, including competence with pointers, memory management, structures, standard libraries, and the build process, reflecting readiness for independent contribution at an entry- to mid-level capacity. Minor gaps in advanced topics such as complex modular design or nuanced error handling may exist but are not expected to significantly impede performance.



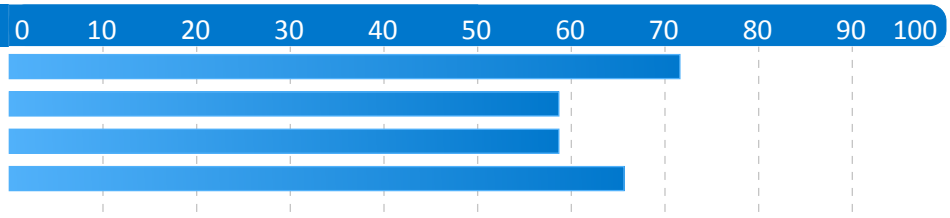
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Arrays, Strings, and Standard String Operations	85	
Control Flow, Loops, and Functions (for Essay)	62	
Pointers and Memory Management (for Essay)	62	
Control Flow, Loops, and Functions	70	
File I/O and Standard Library Functions	67	
Pointers and Memory Management	68	
Preprocessor Directives, Compilation, and Code Organization	65	
Structures, Enumerations, and typedef	95	

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
Global	72nd
North America	59th
United States	59th
Example Company	66th



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	-	-	Summary Points (AI): • (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. Narrative (AI): Elizabeth Wantsajob demonstrates a mixed profile of knowledge, skills, and abilities across the assessed competencies. 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. 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. 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. 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. Computed on: April 2, 2026, 11:09:49PM EDT

Detail

Candidate:	Elizabeth Wantsajob, beth.wantsajob@gmail.com
Assessment:	C Programming
Authorized:	June 8, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	June 8, 2026, 2:37:29PM EDT
Completed:	June 8, 2026, 2:37:29PM EDT
Overall Score:	72

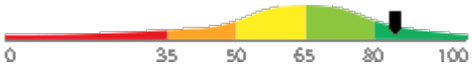
Knowledge and Skills Detail

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

Arrays, Strings, and Standard String Operations

Score: 85



Description:

Covers the declaration and use of arrays, the representation of strings as null-terminated character arrays, and the use of standard library functions from string.h such as strcpy, strcat, strlen, strcmp, and strncpy. Includes safe handling of strings to avoid buffer overflows.

Interpretation:

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

The candidate exhibits a strong and comprehensive understanding of arrays and strings in C programming, including proficient use of standard string library functions and the nuances of null-terminated character arrays. They demonstrate a high level of competence in safe string handling practices, including the prevention of buffer overflows, reflecting a thorough and reliable command of this subject area.

What are some risks of using functions like strcpy and gets, and how would you write safer code when working with strings in C?

1	2	3	4	5
Unaware of buffer overflow risks; cannot name safer alternatives.		Identifies overflow risk with strcpy; mentions strncpy but may not explain bounds fully.		Clearly explains overflow risk, recommends strncpy or snprintf, and addresses null termination edge cases.

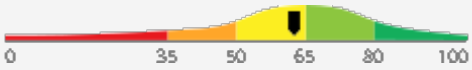
How are strings stored in C, and what does it mean for a string to be null-terminated?

1	2	3	4	5
Cannot explain null termination or confuses strings with other data types.		Explains null termination correctly but cannot connect it to practical implications.		Explains null termination clearly and connects it to string functions and buffer safety.

Detail

Control Flow, Loops, and Functions (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.

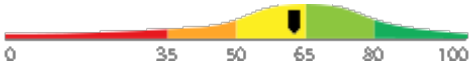
Interview Guide

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.

Pointers and Memory Management (for Essay)

Score: 62



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Please see below to view the essay submitted.

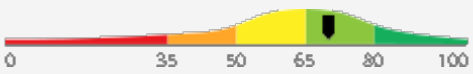
Are you comfortable when you need to express yourself through writing? Do you feel confident you can get the right message across? Tell me about a project or task where your writing skills were required for success. How did it go?

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

Control Flow, Loops, and Functions

Score: 70



Description:

Covers the use of conditional statements (if, else, switch), loops (for, while, do-while), and the design and use of functions including parameter passing, return values, and recursion. These are the primary building blocks used to structure and control the logic of any C program.

Interpretation:

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

The candidate demonstrates a solid and largely proficient understanding of control flow, loops, and functions in C programming. They are capable of effectively applying conditional statements, loop constructs, and function design principles, including parameter passing and return values, with only minor gaps in more advanced areas.

Interview Guide

How does C handle passing arguments to functions, and what are the implications when you want a function to modify a variable defined in the calling code?

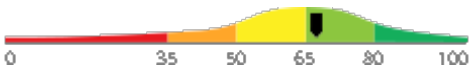
1	2	3	4	5
Confuses pass-by-value with pass-by-reference; cannot explain how to modify caller variables.		Understands pass-by-value; knows pointers are needed but explanation lacks precision.		Clearly explains pass-by-value, pointer usage for modification, and implications for data integrity.

Can you describe the difference between a while loop and a do-while loop, and give an example of when you would choose one over the other?

1	2	3	4	5
Cannot distinguish the two or gives an incorrect explanation with no valid example.		Correctly explains the difference but gives a weak or generic example.		Clear explanation with a practical, well-reasoned example showing when each is appropriate.

File I/O and Standard Library Functions

Score: 67



Description:

Covers reading from and writing to files using standard library functions such as fopen, fclose, fread, fwrite, fprintf, fscanf, and fgets. Also includes use of the stdio, stdlib, math, and time libraries for common tasks like formatted output, number conversion, and error handling.

Interpretation:

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

The candidate demonstrates a solid and proficient understanding of File I/O operations and standard library functions in C. They are capable of effectively utilizing functions for file management, formatted output, and common programming tasks, with only minor gaps in mastery of more advanced or edge-case scenarios.

What steps would you take to handle errors when working with file operations in C, and how would you make sure your program behaves predictably when a file cannot be opened or a read fails?

1	2	3	4	5
Does not check return values; unaware of errno or error reporting strategies.		Checks fopen return for NULL; mentions printing an error but lacks systematic error handling.		Checks all return values, uses perror or strerror, handles partial reads, and ensures fclose is always called.

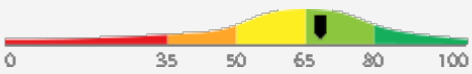
Can you walk me through how you would open a file, read its contents line by line, and then close it properly in C?

1	2	3	4	5
Cannot name correct functions or describe the open/read/close sequence accurately.		Names fopen and fclose correctly; describes reading with some gaps or minor errors.		Correctly uses fopen with mode, fgets in a loop, NULL check, and fclose with error awareness.

Detail

Pointers and Memory Management

Score: 68



Description:

Covers the use of pointers to reference and manipulate memory addresses, along with dynamic memory allocation and deallocation using malloc, calloc, realloc, and free. Includes pointer arithmetic, dereferencing, and avoiding common issues like memory leaks and dangling pointers.

Interpretation:

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

The candidate exhibits a solid and competent understanding of C programming, including memory management, pointers, structures, preprocessor directives, and standard library usage. They are capable of independently writing, debugging, and maintaining C programs for business applications with minimal supervision.

Interview Guide

Walk me through how you would dynamically allocate memory for an array of 10 integers, use it, and then properly release it. What issues might arise if you don't follow best practices?

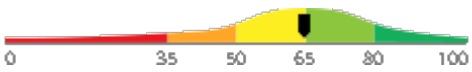
1	2	3	4	5
Cannot write correct allocation code; unaware of free() or memory leak risks.		Writes mostly correct malloc/free code; identifies memory leaks but misses other risks.		Correct malloc, use, and free; identifies leaks, dangling pointers, and NULL check on allocation.

Can you explain what a pointer is in C and describe a situation where you would use one?

1	2	3	4	5
Vague or incorrect definition; cannot describe a practical use case.		Correct basic definition; gives a simple but valid use case with some gaps.		Clear definition with accurate use case; mentions address storage, dereferencing, or dynamic memory.

Preprocessor Directives, Compilation, and Code Organization

Score: 65



Description:

Covers the use of preprocessor directives such as #include, #define, #ifdef, and header guards, along with an understanding of how C programs are compiled and linked across multiple files. Includes modular design practices such as separating declarations into header files and definitions into source files.

Interpretation:

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

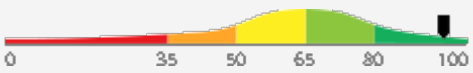
The candidate exhibits a solid working knowledge of preprocessor directives, compilation, and code organization in C, including the use of header guards and the separation of declarations from definitions. Minor gaps may exist in more advanced or nuanced aspects of multi-file project organization and the linking process.

How would you organize a C project that spans multiple source files, and what role do header files and include guards play in that structure?

1	2	3	4	5
Cannot describe multi-file structure; unaware of header files or include guards.		Describes separating .c and .h files; mentions include guards but may not explain why they are needed.		Clearly explains .c/.h separation, extern declarations, include guards preventing duplicate definitions, and linking.

What is the purpose of #include in C, and what is the difference between using angle brackets and double quotes when including a header file?

1	2	3	4	5
Cannot explain #include purpose or does not know the difference between bracket types.		Explains #include correctly; gives a partially correct explanation of bracket vs. quote difference.		Clearly explains #include, correctly distinguishes system vs. local headers, and notes search path behavior.

Detail	Interview Guide
Structures, Enumerations, and typedef Score: 95  *Description:* Covers the use of structs to group related data fields, enumerations to define named sets of integer constants, and typedef to create cleaner, more readable type aliases. These features are widely used to organize and represent real-world data in business applications. *Interpretation:* Candidate should achieve superior job performance in this area with little or no training. The candidate demonstrates an advanced and comprehensive mastery of structs, enumerations, and typedef in C programming. They are well-equipped to leverage these features proficiently to design clean, readable, and well-structured data representations in complex, real-world business applications.	How would you use a struct together with a pointer and dynamic memory allocation to build and manage a collection of records, such as a list of employees? 1 Cannot combine structs with pointers or malloc; limited understanding of struct arrays. 2 3 Understands struct arrays or basic pointer use but struggles with dynamic allocation of structs. 4 5 Correctly allocates struct arrays dynamically, accesses members via arrow operator, and frees memory. --- What is a struct in C, and can you give an example of how you might use one to represent a real-world object or record? 1 Cannot define struct or gives an incorrect example with no practical relevance. 2 3 Correctly defines struct and gives a basic example but misses member access details. 4 5 Clear definition with a relevant example; correctly shows member declaration and access syntax.

Writing Sample(s)

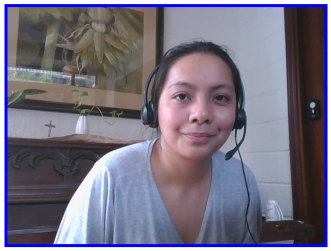
During the assessment, the candidate was asked to write one or more passages. The text they wrote is included in the table below for review.

Writing Sample - Question	Response
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 coatt. 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. **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. **Misspelled Words:** coatt (1), resourcez (1)

Identity Confirmation Photos

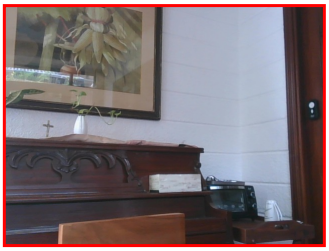
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

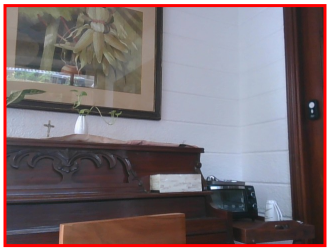


Pre/Post-Test Photo

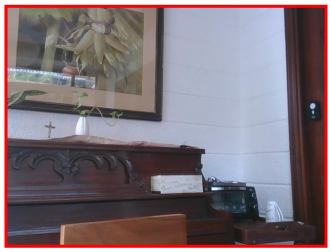
ID Photo



In-Test Error Detected (No Face Detected)

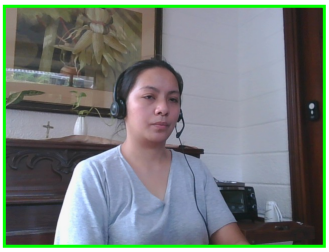


In-Test Error Detected (No Face Detected)

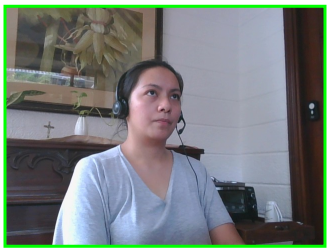


In-Test Error Detected (No Face Detected)

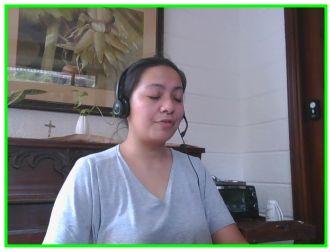
In-Test Photo



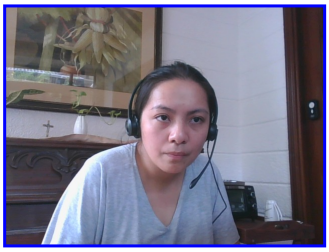
In-Test Photo



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
Control Flow, Loops, and Functions (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 coatt. 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)

Pointers and Memory Management (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: a. You can walk outside in light clothing almost every day and you never have to wear a heavy coatt. 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)

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: 20510-1, Key: 0-0, Rpt: 68, Prd: 9523, Created: 2026-06-08 14:37 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 (%)
Arrays, Strings, and Standard String Operations	85.0367	Numeric Score	85.0367	12.5000
Control Flow, Loops, and Functions	70.4545	Numeric Score	70.4545	12.5000
Control Flow, Loops, and Functions (for Essay)	62.9784	Numeric Score	62.9784	12.5000
File I/O and Standard Library Functions	67.7956	Numeric Score	67.7956	12.5000
Pointers and Memory Management	68.7123	Numeric Score	68.7123	12.5000
Pointers and Memory Management (for Essay)	62.9784	Numeric Score	62.9784	12.5000
Preprocessor Directives, Compilation, and Code Organization	65.2838	Numeric Score	65.2838	12.5000
Structures, Enumerations, and typedef	95.5544	Numeric Score	95.5544	12.5000
Weighted Average:				72.3493
Final Overall Score:				72

Notes

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