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Illuminating Talent

Test Results and Interview Guide

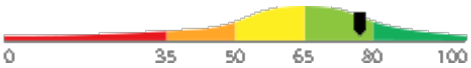
Candidate: **Elizabeth Wantsajob**
Assessment: Plumbing (Commercial)
Completed: July 6, 2026
Prepared for: Sara Maple
Example Company

What's Included

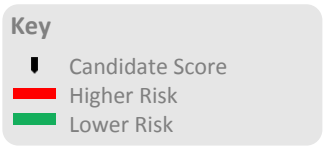
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Plumbing (Commercial) 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.

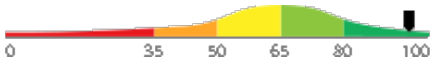
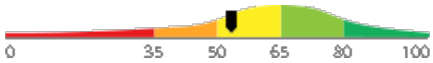
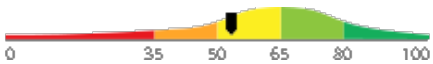
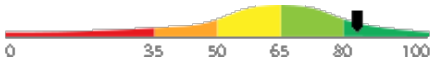
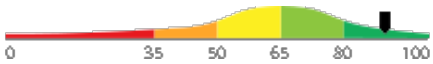
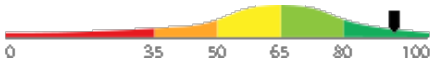
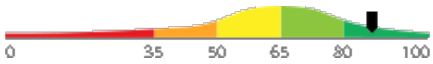
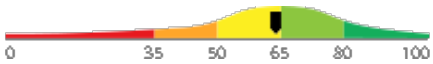
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Plumbing (Commercial) July 6, 2026	77	

The candidate demonstrates a solid and well-rounded knowledge of commercial plumbing systems, including installation, maintenance, repair, code compliance, and safety practices. They are likely proficient in most core competencies, such as reading blueprints, identifying system failures, and working with a variety of fixtures, valves, and equipment found in commercial settings. Minor gaps in specialized areas may exist but should be addressable through routine on-the-job experience.



Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Commercial Plumbing Codes and Regulations	95	
Pipe Materials, Fittings, and Joining Methods (Free Text Responses)	53	
Reading and Interpreting Blueprints and Plumbing Plans (Free Text Responses)	53	
Drainage, Waste, and Vent (DWV) Systems	83	
Identifying and Repairing Leaks, Blockages, and System Failures	90	
Pipe Materials, Fittings, and Joining Methods	92	
Reading and Interpreting Blueprints and Plumbing Plans	86	
Valves, Water Heaters, and Mechanical Equipment	64	

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	77th
North America	64th
United States	64th
Example Company	71st

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:	Plumbing (Commercial)
Authorized:	July 6, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 6, 2026, 5:28:50PM EDT
Completed:	July 6, 2026, 5:28:50PM EDT
Overall Score:	77

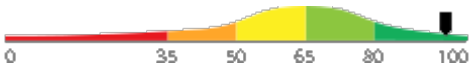
Knowledge and Skills Detail

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

Commercial Plumbing Codes and Regulations

Score: 95



Description:

Covers the codes and standards that govern plumbing work in commercial buildings, including the International Plumbing Code (IPC) or Uniform Plumbing Code (UPC), local amendments, and requirements for inspections and permits. Following code is a daily requirement to ensure installations are safe, legal, and will pass inspection.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced understanding of commercial plumbing codes and regulations, including the International Plumbing Code, Uniform Plumbing Code, local amendments, and all associated inspection and permitting requirements. They are well-equipped to independently ensure that commercial plumbing installations are safe, legally compliant, and consistently prepared to pass inspection.

Tell me about a time when a code requirement changed how you planned or completed a plumbing installation on a commercial job. What was the requirement, and how did you handle it?

1	2	3	4	5
Cannot recall a specific instance or gives an answer that does not involve an actual code requirement.		Describes a plausible situation but is unclear on the specific code requirement or how it was resolved.		Provides a specific example with a clearly identified code requirement and explains how it shaped the work or required a design change.

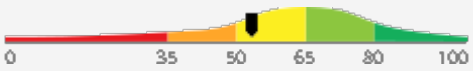
What plumbing codes or standards have you worked under, and can you give me an example of a code requirement that affects how you install or repair plumbing in a commercial building?

1	2	3	4	5
Cannot name a plumbing code or give any example of a code requirement; shows little awareness of regulatory requirements.		Names a code but can only give a very general example without specific requirements or applications.		Names the applicable code, gives a clear and specific example of a requirement, and explains how it affects their work.

Detail

Pipe Materials, Fittings, and Joining Methods (Free Text Responses)

Score: 53



Description:

Covers the end-to-end process of planning, building, testing, and deploying AI-enabled applications for both internal staff and external customers. Includes managing iteration cycles, versioning, model monitoring, and coordinating cross-functional teams through each phase of the product lifecycle.

Interpretation:

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

The candidate possesses a moderate understanding of AI product management, demonstrating basic familiarity with lifecycle management, strategic assessment, and process orchestration, though proficiency across these areas is inconsistent. With targeted coaching and hands-on experience, this individual has the potential to develop into a capable contributor in managing AI-enabled application initiatives.

Overall AI Score:	60.0
High words per minute detected while composing one or more essays:	27.3 words per minute. Possible copy/paste or use of AI tools. Average WPM while composing is about 15.
AI Confidence Level:	80
Argument Strength (AI):	70.0
Clarity and Coherence (AI):	80.0
Match with Ideal Response (AI):	60.0
Other Errors per 100 Words:	0.0
Spelling errors per 100 words:	0.0

Please see below to view the essay submitted.

Interview Guide

Describe a time you managed or contributed to an AI product through multiple lifecycle stages. What were the most significant challenges you encountered between phases, and how did you address them?

1	2	3	4	5
Candidate provides a generic or superficial example that lacks detail about AI-specific lifecycle challenges. Does not clearly articulate their personal role or the decisions they made between phases.		Candidate shares a relevant example with reasonable detail, identifying at least one meaningful challenge such as stakeholder alignment or testing delays. However, the response may lack specificity about how AI-related factors (e.g., model performance, data readiness) influenced lifecycle decisions.		Candidate provides a detailed, concrete example that demonstrates ownership across multiple lifecycle phases. Clearly describes AI-specific challenges such as model validation failures, shifting requirements, or deployment infrastructure issues, and articulates the specific actions they took to resolve them and keep the product on track.

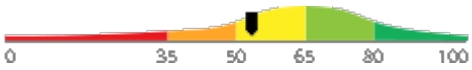
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

1	2	3	4	5
Candidate provides a vague or incomplete description of the lifecycle, omitting key phases such as testing, validation, or deployment. May conflate AI product development with general software development without acknowledging AI-specific considerations like model training or data pipelines.		Candidate identifies the major phases (discovery, development, testing, deployment) and acknowledges some AI-specific considerations, but struggles to articulate how the phases connect or how cross-functional teams are coordinated throughout.		Candidate clearly outlines a structured lifecycle including discovery, requirements, development, model validation, testing, deployment, and monitoring. Demonstrates awareness of AI-specific challenges such as data quality, model drift, and iterative retraining, and explains how they would coordinate stakeholders across phases.

Detail

Reading and Interpreting Blueprints and Plumbing Plans (Free Text Responses)

Score: 53



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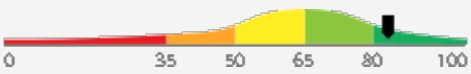
Detail

Drainage, Waste, and Vent (DWV) Systems

Score: 83



Description:

Covers the installation, maintenance, and repair of drain, waste, and vent piping in commercial buildings, including proper pipe sizing, slope, trap installation, and the role of venting in maintaining drainage flow and preventing sewer gas from entering a building. DWV systems are a core part of nearly every commercial plumbing job.

Interpretation:

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

The candidate exhibits an advanced and comprehensive understanding of commercial drain, waste, and vent systems, reflecting strong mastery of pipe sizing, slope, trap installation, and venting principles. They are well-equipped to independently manage complex DWV installations, maintenance, and repairs across a wide range of commercial plumbing applications.

Interview Guide

Walk me through how you would install a floor drain and connect it to the building's drainage system in a commercial kitchen or restroom. What key factors would you pay attention to?

1	2	3	4	5
Gives a vague or incomplete description; misses key factors like slope, trap, or venting requirements.		Describes basic steps correctly but overlooks one or two important factors such as proper slope or trap accessibility.		Provides a thorough, step-by-step description including slope, trap selection, venting, cleanout placement, and code considerations.

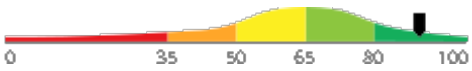
Why is venting important in a commercial drainage system, and what can go wrong if a drain is not properly vented?

1	2	3	4	5
Cannot explain the purpose of venting or describes it incorrectly; shows little understanding of drainage principles.		States that venting allows air into the system but cannot explain how it affects trap seals or drainage flow.		Clearly explains how venting maintains trap seals, prevents siphoning, and allows proper drainage flow; names specific problems caused by poor venting.

Detail

Identifying and Repairing Leaks, Blockages, and System Failures

Score: 90



Description:

Covers the process of diagnosing and fixing common problems in commercial plumbing systems, including leaks in supply or drainage lines, clogged drains, broken fixtures, and failed joints or valves. Troubleshooting and repair are everyday tasks for commercial plumbers working in maintenance and service roles.

Interpretation:

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

The candidate exhibits a high level of proficiency in identifying and resolving a wide range of commercial plumbing issues, including supply and drainage line leaks, clogged drains, broken fixtures, and failed joints or valves. They are well-equipped to perform complex troubleshooting and repair tasks independently and effectively in demanding commercial service environments.

Interview Guide

Describe the most challenging plumbing leak or system failure you've had to diagnose and repair in a commercial building. What made it difficult, and how did you resolve it?

1	2	3	4	5
Gives a vague or simple answer that does not demonstrate a real diagnostic or repair process.		Describes a real scenario with some detail but does not fully explain the diagnostic steps or resolution.		Provides a detailed account of a complex problem, explains the diagnostic process clearly, and describes the repair with specific techniques or materials used.

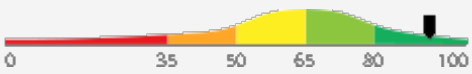
If you were called to a commercial building because a restroom drain was backing up, how would you go about finding the cause and fixing it?

1	2	3	4	5
Describes only one step or gives a vague answer; does not show a logical diagnostic approach.		Describes a basic approach such as snaking the drain but does not consider other causes or follow-up steps.		Describes a systematic approach including checking multiple fixtures, identifying the blockage location, selecting the right tool, and confirming the fix.

Detail

Pipe Materials, Fittings, and Joining Methods

Score: 92



Description:

Covers the types of pipe materials used in commercial plumbing (e.g., copper, PVC, CPVC, cast iron, steel), the fittings used to connect them, and the methods used to join them such as soldering, threading, cementing, and grooved coupling. This knowledge is applied constantly when installing, repairing, or modifying water supply and drainage systems.

Interpretation:

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

The candidate exhibits a comprehensive and advanced understanding of commercial plumbing systems, including installation, maintenance, repair, code compliance, backflow prevention, pressure testing, and safety practices. This level of performance reflects strong proficiency consistent with a highly skilled commercial plumber capable of working independently and handling complex plumbing challenges.

Interview Guide

Describe a situation where you had to select a specific pipe material or joining method for a commercial job. What factors influenced your decision, and what challenges did you encounter?

1	2	3	4	5
Gives a vague or generic answer with no specific factors or real-world detail.		Describes a plausible scenario and mentions one or two relevant factors but lacks depth.		Provides a specific, detailed example with clear reasoning about material choice, joining method, and any challenges resolved.

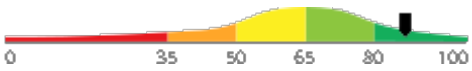
Can you walk me through how you would choose the right pipe material for a cold water supply line in a commercial building, and how you would join two sections of that pipe together?

1	2	3	4	5
Cannot name common pipe materials or describe a joining method; response is vague or incorrect.		Names one or two pipe materials and describes a basic joining method but lacks detail or accuracy.		Clearly names appropriate materials, explains selection reasoning, and accurately describes a correct joining method.

Detail

Reading and Interpreting Blueprints and Plumbing Plans

Score: 86



Description:

Involves understanding how to read construction blueprints and plumbing drawings to determine the layout, routing, and sizing of pipes, fixtures, and equipment in a commercial building. This skill is used regularly during installation and renovation projects to ensure work is done correctly and in compliance with the design.

Interpretation:

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

The candidate exhibits an advanced and comprehensive command of reading and interpreting commercial plumbing blueprints and plans, including complex pipe layouts, equipment sizing, and fixture routing. They are highly capable of independently applying this knowledge across a wide range of installation and renovation projects to ensure full compliance with design specifications.

Interview Guide

Describe a time when you used blueprints or plumbing drawings on a commercial job. How did you interpret the plans, and what did you do if something in the field didn't match the drawings?

1	2	3	4	5
Provides a vague answer with no specific detail about reading or applying blueprint information.		Describes using blueprints in a general way but does not explain how discrepancies were handled.		Gives a specific example of interpreting drawings, identifying a conflict, and resolving it through coordination or field adjustment.

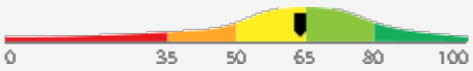
If I handed you a set of plumbing blueprints for a commercial building, what would you look for first, and how would you use them to plan your work for the day?

1	2	3	4	5
Cannot describe how to read a blueprint or identify basic symbols; response shows little familiarity.		Describes looking at general layout or fixture locations but cannot explain symbols, scales, or isometrics.		Clearly explains how to locate plumbing plans, read symbols, identify pipe sizes, and use drawings to plan installation work.

Detail	Interview Guide

Valves, Water Heaters, and Mechanical Equipment

Score: 64



Description:

Covers knowledge of the types and functions of valves used to control water flow, as well as the installation and maintenance of commercial water heaters, booster pumps, and backflow prevention devices. These components are found in virtually every commercial plumbing system and must be correctly selected, installed, and serviced.

Interpretation:

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

The candidate shows a moderate level of knowledge regarding valve functions, water heater systems, and mechanical equipment common to commercial plumbing. While core concepts are understood, some areas related to the correct selection, installation, or maintenance of these components may require additional development.

Walk me through how you would inspect and service a commercial water heater during a routine maintenance visit. What would you check, and what problems would you look for?

1	2	3	4	5
Gives a very general answer with few or no specific inspection steps or known failure points.		Describes a few key checks such as the anode rod or temperature setting but misses other important items.		Provides a thorough maintenance walkthrough including temperature and pressure relief valve, anode rod, sediment flushing, connections, venting, and safety controls.

Can you name a few types of valves used in commercial plumbing and explain what each one is used for?

1	2	3	4	5
Can name only one valve type or cannot explain the function of any valve correctly.		Names two or three valve types and gives a basic description of their use but lacks accuracy or detail.		Names several valve types such as gate, ball, check, and pressure-reducing valves and clearly explains the function and typical application of each.

Free Text Responses

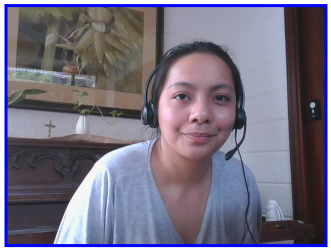
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

Question or Task	Response
After an AI product is deployed, what is model monitoring and why is it a necessary part of the product lifecycle?	Model monitoring is a technique for ensuring that the model does not wander or become overtrained after an extended period of repeated queries that have the same or similar prompts. This is very important for preventing hallucinization. It's also a key aspect of any guardrails strategy. **Comments (AI):** The answer is clear and coherent but lacks depth in explaining the importance of model monitoring. The phrase 'hallucinization' is not commonly used in this context and may confuse readers. The answer could be improved by providing more specific examples of model performance metrics and how they are tracked. The argument strength is moderate as it does not fully explain why model monitoring is necessary in the product lifecycle. **Misspelled Words:** guardrails (1), hallucinization (1)

Identity Confirmation Photos

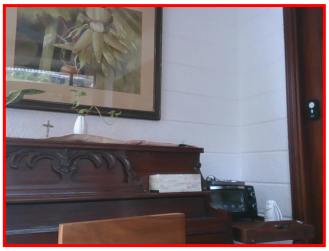
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

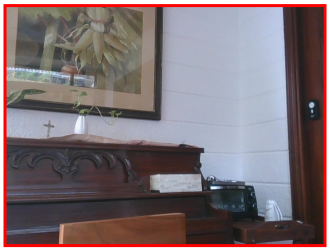


Pre/Post-Test Photo

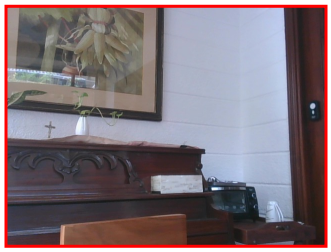
ID Photo



In-Test Error Detected (No Face Detected)

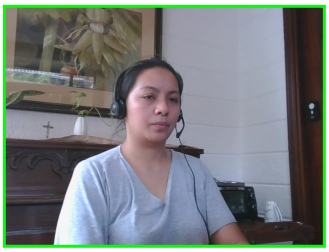


In-Test Error Detected (No Face Detected)

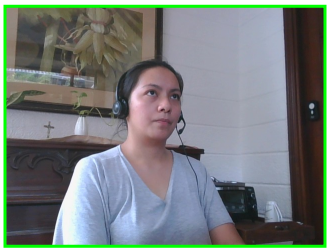


In-Test Error Detected (No Face Detected)

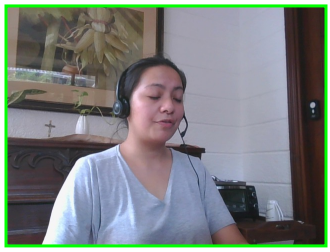
In-Test Photo



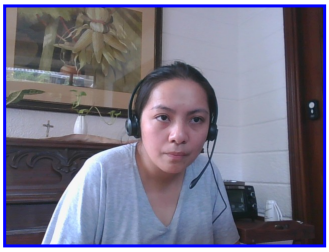
In-Test Photo



In-Test Photo



In-Test Photo



Pre/Post-Test Photo

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: 20709-1, Key: 0-0, Rpt: 104, Prd: 9565, Created: 2026-07-06 17:28 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 the individual competency scores. Competency scores are calculated on a 0-100 scale by first calculating a Z statistic based on test-taker responses and then transforming the Z value to a scale with target mean and standard deviation. Certain competencies have a normal score distribution where it is best to be closest to the mean. For these competencies we modify the Z statistic by multiplying its absolute value by minus 1 for the overall score calculation. Next, to calculate the overall score, a weighted average of all modified competency Z statistics is computed and this weighted average is itself transformed to a Z statistic, which is then transformed to a score with the same target mean and standard deviation. Finally outlier scores are adjusted if they are below 0 or above 100.

Competency	Score	How applied to overall	Score Value Used	Weight (%)
Commercial Plumbing Codes and Regulations	95.6833	Not used in Overall	0.0000	0.0000
Drainage, Waste, and Vent (DWV) Systems	83.6178	Not used in Overall	0.0000	0.0000
Identifying and Repairing Leaks, Blockages, and System Failures	90.1225	Not used in Overall	0.0000	0.0000
Pipe Materials, Fittings, and Joining Methods	92.1950	Not used in Overall	0.0000	0.0000
Pipe Materials, Fittings, and Joining Methods (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Reading and Interpreting Blueprints and Plumbing Plans	86.9220	Not used in Overall	0.0000	0.0000
Reading and Interpreting Blueprints and Plumbing Plans (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Valves, Water Heaters, and Mechanical Equipment	64.1348	Not used in Overall	0.0000	0.0000
Weighted Average of Competency Z-Scores:				-0.7425
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				-0.7425
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				53.8624

Notes

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