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Illuminating Talent

Test Results and Interview Guide

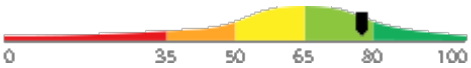
Candidate: **Elizabeth Wantsajob**
Assessment: Software Quality Assurance (QA)
Completed: June 30, 2026
Prepared for: Sara Maple
Example Company

What's Included

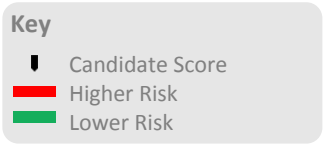
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Software Quality Assurance (QA) 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.

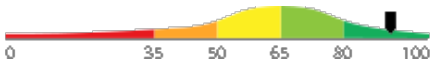
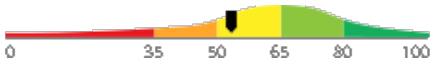
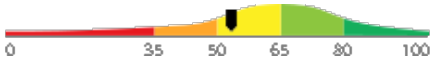
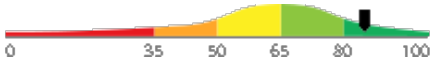
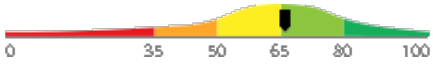
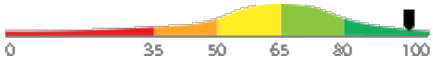
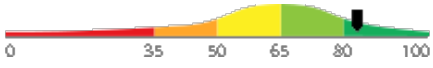
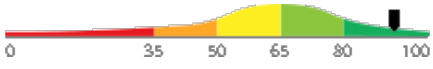
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Software Quality Assurance (QA) June 30, 2026	77	

The candidate demonstrates a solid and competent understanding of software quality assurance principles and practices across most key areas, including testing types, defect lifecycle management, test planning, requirements-driven test coverage, and quality assurance within both waterfall and agile methodologies. Some gaps may exist in specialized or advanced areas such as metrics reporting, configuration management, or risk-informed testing prioritization. This individual is likely capable of performing effectively in a quality assurance practitioner role with modest additional development.



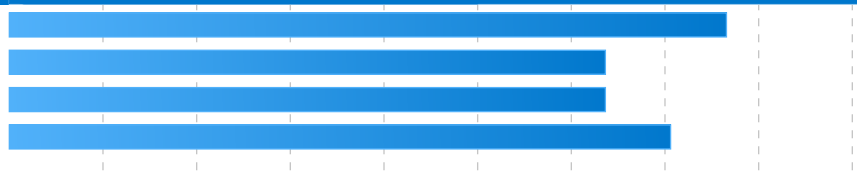
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Defect Identification, Documentation, and Lifecycle Management	91	
Defect Identification, Documentation, and Lifecycle Management (Free Text Responses)	53	
Test Planning and Test Case Design (Free Text Responses)	53	
QA in the Software Development Lifecycle (SDLC)	85	
Requirements Analysis and Test Coverage	66	
Test Execution and Defect Reporting to Stakeholders	95	
Test Planning and Test Case Design	83	
Types of Testing and When to Apply Them	92	

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:	Software Quality Assurance (QA)
Authorized:	June 30, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	June 30, 2026, 5:07:11PM EDT
Completed:	June 30, 2026, 5:07:11PM EDT
Overall Score:	77

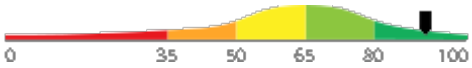
Knowledge and Skills Detail

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

Defect Identification, Documentation, and Lifecycle Management

Score: 91



Description:

Covers the ability to identify, clearly document, and track software defects from discovery through resolution. Includes understanding of defect severity and priority, and how defects move through a standard defect lifecycle.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced mastery of defect identification, documentation, and lifecycle management within Software QA. They can expertly identify, clearly document, and precisely classify defects by severity and priority, and possess a thorough understanding of how defects progress through all stages of the standard defect lifecycle.

Can you explain the difference between defect severity and defect priority, and give an example where they might not align?

1	2	3	4	5
Confuses severity and priority or cannot provide a meaningful example.		Correctly defines both terms but example is weak or generic.		Clearly distinguishes both terms and gives a specific, realistic example.

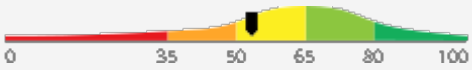
If you found a problem while testing, what information would you record in a defect report?

1	2	3	4	5
Lists only one or two fields or describes an incomplete, unclear report.		Identifies most key fields but omits steps to reproduce or expected results.		Describes a complete defect report with all key fields and explains their value.

Detail

Defect Identification, Documentation, and Lifecycle Management (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.

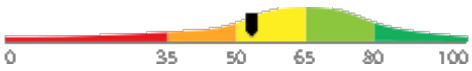
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Test Planning and Test Case Design (Free Text Responses)

Score: 53



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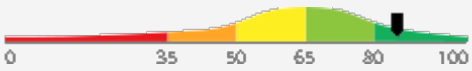
Detail

QA in the Software Development Lifecycle (SDLC)

Score: 85



Description:

Covers understanding of how QA activities fit into different software development approaches, including waterfall and agile. Includes knowledge of test levels, entry and exit criteria for testing phases, and the difference between verification and validation.

Interpretation:

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

The candidate exhibits a comprehensive and sophisticated understanding of how QA activities are integrated across multiple software development approaches, including waterfall and agile. They demonstrate strong mastery of test levels, entry and exit criteria for testing phases, and can clearly distinguish between verification and validation.

Interview Guide

What do you understand by entry and exit criteria for a testing phase, and why are they important?

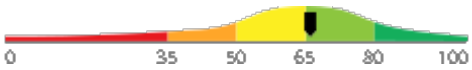
1	2	3	4	5
Cannot define entry or exit criteria or confuses them with unrelated concepts.		Defines the terms correctly but gives a limited explanation of their practical value.		Defines both clearly and explains how they prevent premature testing and ensure readiness.

Can you describe how your testing activities would differ when working on a project that follows an agile approach versus a waterfall approach?

1	2	3	4	5
Cannot distinguish between agile and waterfall testing activities in a meaningful way.		Identifies some differences but does not connect them to practical testing tasks.		Clearly contrasts both approaches with specific examples of how testing activities change.

Requirements Analysis and Test Coverage

Score: 66



Description:

Covers the ability to read and interpret software requirements and use them as the basis for designing tests. Includes understanding of how gaps or ambiguities in requirements affect test coverage and overall quality.

Interpretation:

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

The candidate exhibits a solid understanding of requirements analysis and its role in test coverage. They are generally proficient at reading and interpreting software requirements, designing tests based on them, and recognizing how gaps or ambiguities may impact overall quality.

What do you do when you are assigned to test a feature but the requirements are unclear or incomplete?

1	2	3	4	5
Proceeds with testing without addressing the ambiguity or escalating the issue.		Recognizes the problem and seeks clarification but lacks a structured approach.		Proactively seeks clarification, documents assumptions, and flags risk to the team.

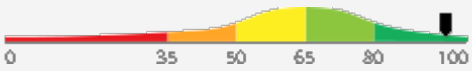
How do you use a software requirement to decide what to test?

1	2	3	4	5
Cannot explain a clear connection between requirements and test design.		Describes a general connection but lacks a structured or repeatable approach.		Explains a clear, step-by-step method for deriving test cases from requirements.

Detail	Interview Guide

Test Execution and Defect Reporting to Stakeholders

Score: 95



Description:

Covers the process of running tests, recording results, and communicating testing progress and quality status to stakeholders. Includes understanding of how to summarize test outcomes, report metrics, and escalate issues appropriately.

Interpretation:

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

The candidate demonstrates a highly proficient and comprehensive mastery of test execution and stakeholder reporting within Software QA. They can be expected to independently and expertly run tests, record and interpret results, communicate quality status, report metrics, and escalate defects and issues with a high degree of accuracy and professionalism.

What testing metrics do you think are most useful for helping stakeholders understand the current quality of a product, and why?

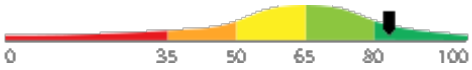
1	2	3	4	5
Cannot name relevant metrics or describes metrics that do not reflect quality status.		Names one or two relevant metrics but provides limited explanation of their value.		Names multiple relevant metrics and clearly explains how each informs quality decisions.

After completing a round of testing, how would you communicate the results to your team or manager?

1	2	3	4	5
Describes only informal communication with no structure or supporting data.		Mentions a summary or report but does not describe key metrics or content.		Describes a structured summary with pass/fail counts, open defects, and risk assessment.

Test Planning and Test Case Design

Score: 83



Description:

Covers the ability to create and organize test plans, write clear test cases, and develop test scripts that provide adequate coverage of software requirements. Includes understanding of how to use traceability matrices to link test cases back to requirements.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced understanding of software quality assurance principles and practices, including testing types, test planning, defect management, risk identification, verification and validation, review techniques, and quality metrics. Performance at this level reflects a highly proficient Quality Assurance Analyst with the knowledge and skills to independently lead and execute robust software quality programs.

How do you decide how many test cases to write for a given feature, and how do you make sure you have covered the most important scenarios?

1	2	3	4	5
Gives a vague answer with no clear method for determining coverage.		Describes a reasonable approach but misses risk or requirements linkage.		References requirements, risk, and boundary conditions with a structured approach.

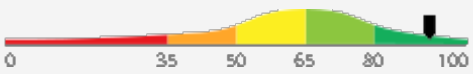
Can you walk me through what you would include in a basic test case and why each part is important?

1	2	3	4	5
Cannot name basic test case components or explains them incorrectly.		Names most components but struggles to explain their purpose clearly.		Clearly names and explains all key components with a practical example.

Detail	Interview Guide

Types of Testing and When to Apply Them

Score: 92



Description:

Covers knowledge of the most common types of software testing, including functional, regression, integration, and acceptance testing. Includes understanding of when each type is used during the development process and what purpose each type serves.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced knowledge of common software testing types within Software QA, including functional, regression, integration, and acceptance testing. They show a strong ability to identify the appropriate testing type for a given stage of development and can clearly articulate the distinct purpose each type serves.

How would you decide which type of testing to prioritize when a new feature is added to an existing application?

1	2	3	4	5
Focuses only on one test type with no consideration of risk or impact.		Mentions multiple test types but does not clearly connect choices to risk or scope.		Balances new feature testing with regression risk and explains decision rationale clearly.

Can you describe what regression testing is and give an example of when you would run it?

1	2	3	4	5
Cannot accurately define regression testing or gives an unrelated example.		Correctly defines regression testing but gives a vague or incomplete example.		Clearly defines regression testing and gives a specific, relevant example.

Free Text Responses

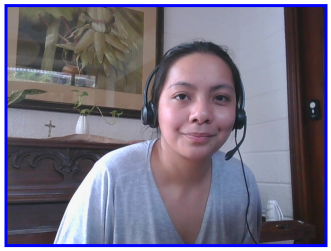
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

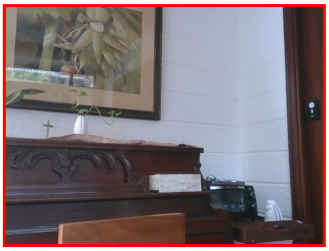
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

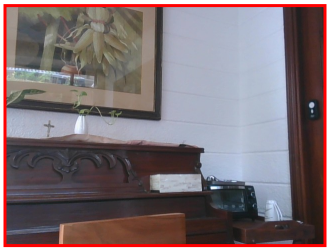


Pre/Post-Test Photo

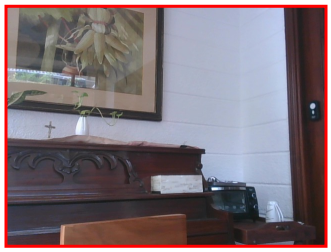
ID Photo



In-Test Error Detected (No Face Detected)

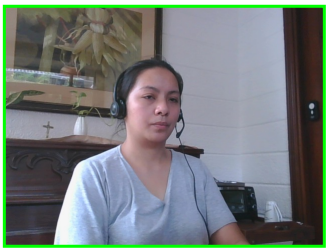


In-Test Error Detected (No Face Detected)

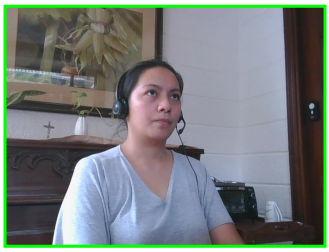


In-Test Error Detected (No Face Detected)

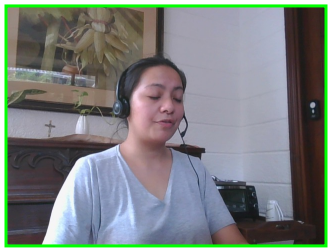
In-Test Photo



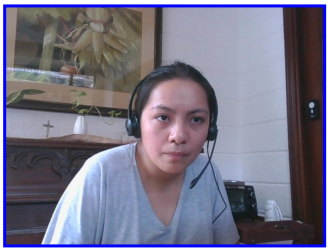
In-Test Photo



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: 20833-1, Key: 0-0, Rpt: 68, Prd: 9656, Created: 2026-06-30 17:07 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 (%)
Defect Identification, Documentation, and Lifecycle Management	91.4742	Numeric Score	91.4742	12.5000
Defect Identification, Documentation, and Lifecycle Management (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
QA in the Software Development Lifecycle (SDLC)	85.2735	Numeric Score	85.2735	12.5000
Requirements Analysis and Test Coverage	66.2321	Numeric Score	66.2321	12.5000
Test Execution and Defect Reporting to Stakeholders	95.9227	Numeric Score	95.9227	12.5000
Test Planning and Test Case Design	83.6949	Numeric Score	83.6949	12.5000
Test Planning and Test Case Design (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Types of Testing and When to Apply Them	92.2301	Numeric Score	92.2301	12.5000
Weighted Average:				77.8190
Final Overall Score:				77

Notes

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