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Illuminating Talent

Test Results and Interview Guide

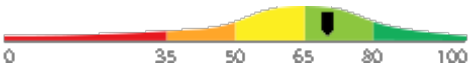
Candidate: **Elizabeth Wantsajob**
Assessment: Relational Database Concepts
Completed: June 30, 2026
Prepared for: Sara Maple
Example Company

What's Included

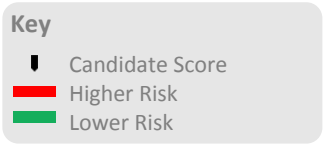
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Relational Database Concepts 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.

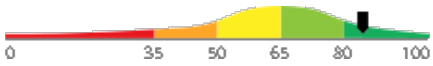
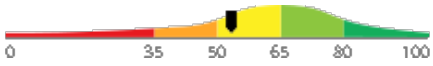
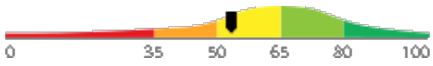
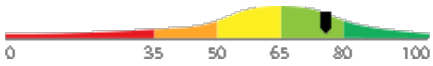
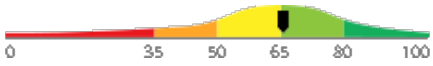
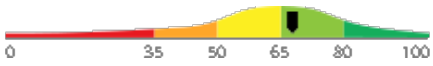
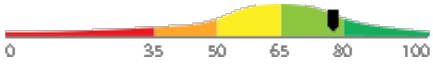
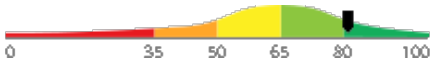
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Relational Database Concepts June 30, 2026	70	

The candidate demonstrates a solid working knowledge of relational database concepts, including table design, key relationships, SQL operations, joins, and data integrity constraints. Minor gaps may exist in more advanced or nuanced topics, but this individual is well-positioned to contribute effectively in an entry-level to mid-level database role with minimal additional support.



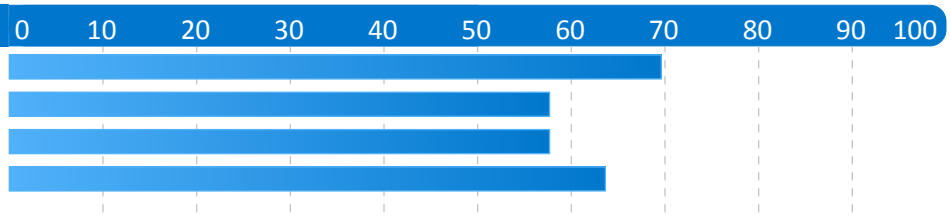
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Data Integrity and Constraints	84	
SQL Data Manipulation and Querying (Free Text Responses)	53	
Tables, Keys, and Relationships (Free Text Responses)	53	
Joining Tables	76	
Normalization and Database Design	66	
SQL Data Manipulation and Querying	68	
Tables, Keys, and Relationships	77	
Views, Indexes, and Transactions	81	

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	70th
North America	58th
United States	58th
Example Company	64th



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:	Relational Database Concepts
Authorized:	June 30, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	June 30, 2026, 5:49:55PM EDT
Completed:	June 30, 2026, 5:49:55PM EDT
Overall Score:	70

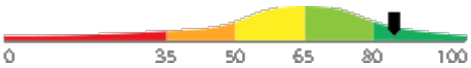
Knowledge and Skills Detail

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

Data Integrity and Constraints

Score: 84



Description:

Understanding how constraints such as PRIMARY KEY, FOREIGN KEY, UNIQUE, NOT NULL, and CHECK are used to enforce rules on data stored in a database. This includes knowing how these constraints prevent invalid or inconsistent data from being entered into tables.

Interpretation:

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

The candidate exhibits a comprehensive and advanced understanding of data integrity constraints within relational databases. They can confidently explain and apply the full range of constraint types to enforce data rules, prevent inconsistencies, and ensure the integrity of data stored across database tables.

If you were designing a table to store employee records, what constraints would you apply and why?

1	2	3	4	5
Mentions few or no constraints with little or no reasoning tied to data quality.		Identifies two or more relevant constraints but provides only surface-level reasoning for their use.		Identifies multiple appropriate constraints such as PRIMARY KEY, NOT NULL, and UNIQUE with clear reasoning for each.

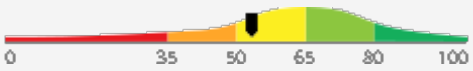
What is a constraint in a relational database, and can you name one type and explain what it does?

1	2	3	4	5
Cannot define a constraint or cannot name and correctly describe any constraint type.		Correctly names a constraint type and gives a basic description but cannot explain its practical effect on data.		Defines constraints clearly, names at least one type accurately, and explains how it prevents invalid data.

Detail

SQL Data Manipulation and Querying (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.

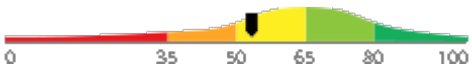
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Tables, Keys, and Relationships (Free Text Responses)

Score: 53



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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.

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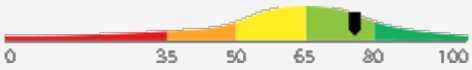
Detail

Joining Tables

Score: 76



Description:

The ability to combine data from two or more tables using SQL JOIN operations. This includes understanding and applying INNER JOIN, LEFT JOIN, and other join types to retrieve related data spread across multiple tables.

Interpretation:

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

The candidate demonstrates a solid understanding of joining tables using SQL, including the ability to apply a variety of join types to retrieve related data across multiple tables. They are likely capable of handling most practical querying tasks with only occasional difficulty in more advanced or nuanced situations.

Interview Guide

Explain the difference between an INNER JOIN and a LEFT JOIN. When would you choose one over the other?

1	2	3	4	5
Cannot distinguish between INNER and LEFT JOIN or describes both incorrectly.		Correctly distinguishes the two join types but struggles to explain when each is appropriate.		Clearly explains both join types with accurate definitions and gives practical scenarios for choosing each.

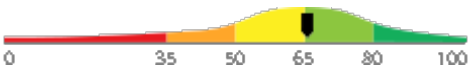
What is a JOIN in SQL, and can you give a basic example of when you would use one?

1	2	3	4	5
Cannot explain what a JOIN does or provides a fundamentally incorrect description.		Correctly explains the general purpose of a JOIN but cannot give a clear example or distinguish join types.		Clearly explains JOINs, identifies at least one type such as INNER or LEFT JOIN, and gives a relevant example.

Detail

Normalization and Database Design

Score: 66



Description:

Understanding the principles of normalization and how to organize data in a database to reduce redundancy and improve consistency. This includes recognizing common design problems such as duplicate data and knowing how to apply basic normal forms to structure tables properly.

Interpretation:

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

The candidate demonstrates a solid understanding of normalization and database design, including the ability to recognize redundancy issues and apply normal forms in most situations. Minor gaps in knowledge or application may exist in more complex design scenarios.

Interview Guide

Can you describe a database design problem you encountered or can imagine where the table structure was causing issues, and how normalization could help fix it?

1	2	3	4	5
Cannot describe a relevant design problem or does not connect normalization to solving it.		Describes a plausible design problem and mentions normalization as a solution but lacks specific detail.		Clearly describes a design problem such as repeated data or update anomalies and explains how splitting tables solves it.

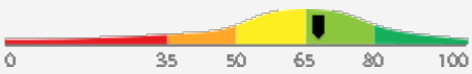
What does it mean for a database to have redundant data, and why is that a problem?

1	2	3	4	5
Cannot explain redundancy or does not connect it to any practical problems in a database.		Correctly identifies redundancy as repeated data but gives only a vague explanation of why it causes issues.		Clearly explains redundancy, describes concrete problems it causes such as update anomalies, and connects it to good design.

Detail

SQL Data Manipulation and Querying

Score: 68



Description:

The ability to write and use SQL statements to create, read, update, and delete data in a relational database. This includes writing SELECT statements with filtering, sorting, and aggregation, as well as INSERT, UPDATE, and DELETE statements used in everyday database work.

Interpretation:

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

The candidate demonstrates a solid working knowledge of relational database concepts, including data organization, key relationships, SQL operations, joins, and data integrity constraints. While proficient in most core areas, there may be some gaps in more advanced topics such as transactions, indexing strategies, or interpreting complex entity-relationship diagrams that could be addressed through continued experience or focused development.

Interview Guide

Describe a situation where you needed to retrieve and summarize data from a database table. What SQL did you write and why did you structure it that way?

1	2	3	4	5
Provides a vague or incorrect example with little detail about the SQL used or reasoning.		Describes a reasonable scenario and mentions relevant SQL but lacks detail on structure or logic.		Clearly describes a real scenario with well-structured SQL including grouping, filtering, or aggregation and explains the reasoning.

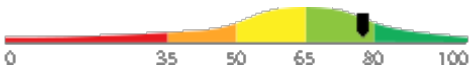
Can you walk me through what a SELECT statement does and describe a simple example of how you would use one to retrieve specific data from a table?

1	2	3	4	5
Cannot describe SELECT or provides an incorrect or incomplete explanation with no example.		Correctly explains SELECT and provides a basic example but omits filtering or other clauses.		Clearly explains SELECT with a correct example including WHERE, ORDER BY, or similar clauses.

Detail

Tables, Keys, and Relationships

Score: 77



Description:

Understanding how data is organized into tables made up of rows and columns, and how tables are connected using primary keys and foreign keys. This includes knowing the difference between one-to-one, one-to-many, and many-to-many relationships and how they are implemented in a database.

Interpretation:

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

The candidate demonstrates a solid understanding of how data is organized into tables and how tables are related through primary and foreign keys. They are generally proficient in distinguishing between the major types of table relationships and how they are implemented, with some room for refinement in more nuanced areas.

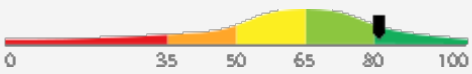
Interview Guide

How would you set up a many-to-many relationship between two tables in a relational database, and why is that structure needed?

1	2	3	4	5
Cannot describe how to implement a many-to-many relationship or confuses it with another relationship type.		Correctly identifies the need for a junction table but provides limited detail on keys or structure.		Clearly explains the use of a junction table with foreign keys referencing both tables and gives a practical example.

Can you explain what a primary key is and why it is important in a database table?

1	2	3	4	5
Cannot define a primary key or provides a significantly incorrect explanation.		Correctly defines a primary key but does not explain its role in uniquely identifying rows or linking tables.		Clearly defines a primary key, explains uniqueness and non-null requirements, and connects it to table relationships.

Detail	Interview Guide
Views, Indexes, and Transactions Score: 81  *Description:* Understanding the purpose and basic use of views to present data in a structured way, indexes to speed up data retrieval, and transactions to ensure that groups of database operations are completed reliably and consistently. These tools are used regularly to support performance, security, and data reliability in a database. *Interpretation:* Candidate should achieve superior job performance in this area with little or no training. The candidate demonstrates a strong and comprehensive understanding of views, indexes, and transactions within relational database concepts. They are well-equipped to effectively leverage these tools to ensure data reliability, optimize performance, and maintain security across database operations.	Explain what a transaction is in a database and why it matters when performing multiple related operations at once. 1: Cannot define a transaction or does not explain why grouping operations together matters. 2 3: Correctly defines a transaction but gives only a general explanation without addressing consistency or rollback. 4 5: Clearly defines a transaction, explains commit and rollback, and describes a scenario where a transaction prevents data inconsistency. --- Can you explain what a database view is and give an example of why someone might create one? 1: Cannot define a view or provides a significantly incorrect explanation of its purpose. 2 3: Correctly defines a view as a saved query but cannot clearly explain a practical reason for using one. 4 5: Clearly defines a view, explains that it does not store data itself, and gives a practical use case such as simplifying queries.

Free Text Responses

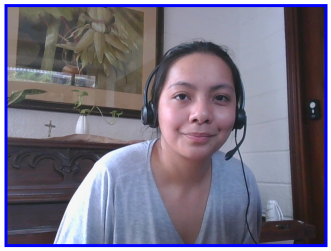
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

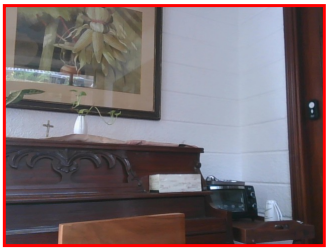
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

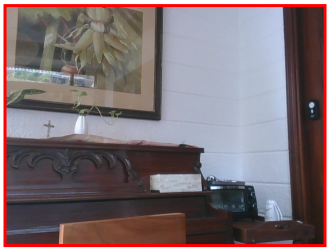


Pre/Post-Test Photo

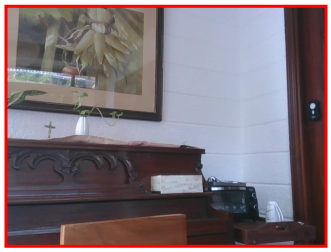
ID Photo



In-Test Error Detected (No Face Detected)

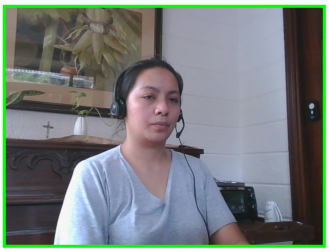


In-Test Error Detected (No Face Detected)

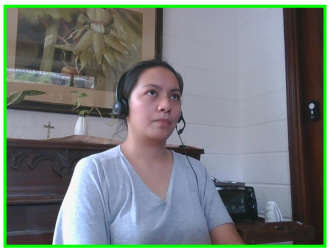


In-Test Error Detected (No Face Detected)

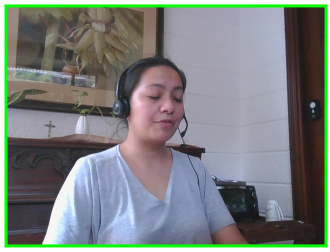
In-Test Photo



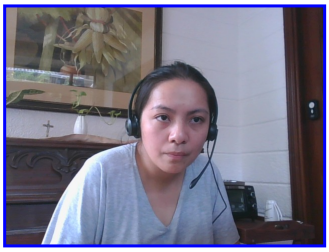
In-Test Photo



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: 20837-1, Key: 0-0, Rpt: 68, Prd: 9660, Created: 2026-06-30 17:49 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 (%)
Data Integrity and Constraints	84.7095	Numeric Score	84.7095	12.5000
Joining Tables	76.2006	Numeric Score	76.2006	12.5000
Normalization and Database Design	66.1389	Numeric Score	66.1389	12.5000
SQL Data Manipulation and Querying	68.4137	Numeric Score	68.4137	12.5000
SQL Data Manipulation and Querying (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Tables, Keys, and Relationships	77.6801	Numeric Score	77.6801	12.5000
Tables, Keys, and Relationships (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Views, Indexes, and Transactions	81.3362	Numeric Score	81.3362	12.5000
Weighted Average:				70.2755
Final Overall Score:				70

Notes

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