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Illuminating Talent

Test Results and Interview Guide

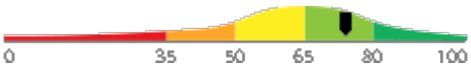
Candidate: **Elizabeth Wantsajob**
Assessment: Oracle Cloud Infrastructure (OCI) Administration (Core)
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

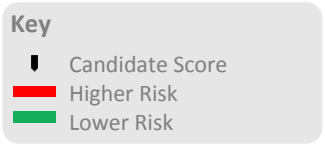
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Oracle Cloud Infrastructure (OCI) Administration (Core) 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.

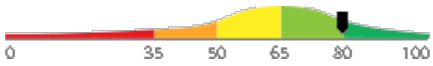
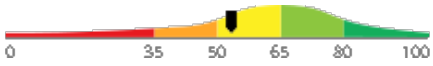
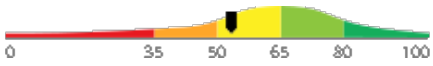
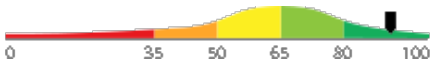
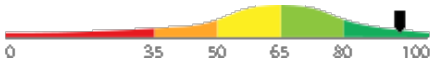
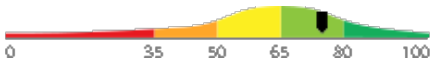
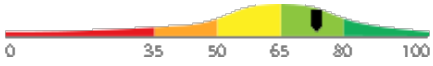
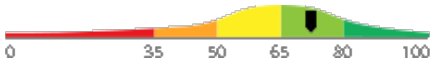
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Oracle Cloud Infrastructure (OCI) Administration (Core) July 1, 2026	74	

The candidate exhibits a solid and competent understanding of Oracle Cloud Infrastructure administration, including key areas such as networking, compute, storage, identity management, and security. Minor gaps may exist in more advanced or specialized topics, but this individual is generally well-prepared to support OCI-based implementations and day-to-day operations.



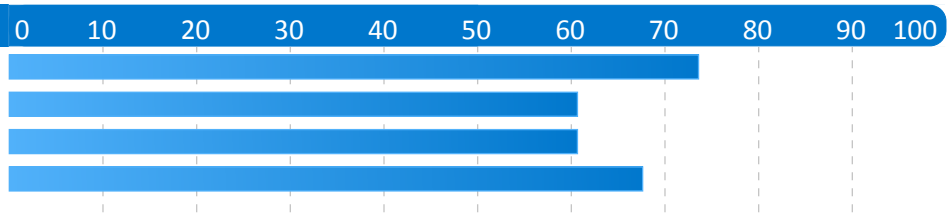
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Compute Instance Lifecycle Management	79	
Identity and Access Management (IAM) (Free Text Responses)	53	
Virtual Cloud Network (VCN) Configuration and Management (Free Text Responses)	53	
Identity and Access Management (IAM)	91	
Monitoring, Logging, and Alarms	93	
Security Configuration and Key Management	75	
Storage Services (Block Volume, Object Storage, and File Storage)	74	
Virtual Cloud Network (VCN) Configuration and Management	72	

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	74th
North America	61st
United States	61st
Example Company	68th



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:	Oracle Cloud Infrastructure (OCI) Administration (Core)
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 5:06:20PM EDT
Completed:	July 1, 2026, 5:06:20PM EDT
Overall Score:	74

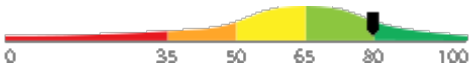
Knowledge and Skills Detail

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

Compute Instance Lifecycle Management

Score: 79



Description:

Covers launching, configuring, managing, and terminating OCI Compute instances, including selecting shapes, images, and placement options such as availability domains and fault domains. Compute instances are the most commonly provisioned resource in OCI environments.

Interpretation:

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

The candidate demonstrates a solid and competent understanding of OCI Compute Instance Lifecycle Management, including the ability to launch, configure, manage, and terminate compute instances with appropriate selection of shapes, images, and placement options. They are expected to work independently on most tasks in this domain, with only occasional need for support on more complex scenarios.

How would you use autoscaling in OCI to handle variable workload demands on a group of Compute instances, and what components are required to set it up?

1	2	3	4	5
Cannot describe autoscaling or confuses it with manual instance resizing.		Describes autoscaling conceptually but cannot name required components like instance configurations or policies.		Explains instance pool, instance configuration, autoscaling policy types, and metric-based triggers accurately.

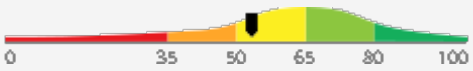
What information do you need to provide when launching a new Compute instance in OCI?

1	2	3	4	5
Can only name one or two basic inputs and omits critical fields like shape, image, or VCN.		Identifies most required inputs but cannot explain the purpose of options like fault domains or SSH keys.		Comprehensively lists required inputs and explains the role of each, including networking, shape, image, and SSH access.

Detail

Identity and Access Management (IAM) (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.

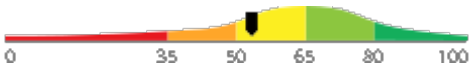
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Virtual Cloud Network (VCN) Configuration and Management (Free Text Responses)

Score: 53



Description:

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Interpretation:

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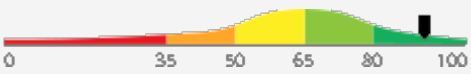
Detail

Identity and Access Management (IAM)

Score: 91



Description:

Covers the creation and management of users, groups, compartments, and policies to control who can access OCI resources and what actions they can perform. This is foundational to all OCI administration tasks, as every resource and operation depends on proper IAM configuration.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of Oracle Cloud Infrastructure administration, reflecting deep expertise across all core domains including identity and access management, virtual networking, compute, storage, database services, security, and disaster recovery. They are well-equipped to independently design, implement, and manage complex OCI environments with a high degree of confidence and minimal need for external guidance.

Interview Guide

Walk me through how you would set up IAM policies to allow a group of developers to launch and manage Compute instances only within a specific compartment.

1	2	3	4	5
Cannot construct a valid policy statement or misidentifies key IAM components.		Describes a generally correct approach but omits details like policy syntax or scope.		Accurately writes policy statements, explains group-to-policy binding, and scopes access correctly to the compartment.

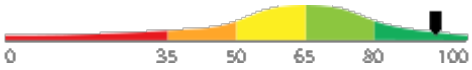
Can you explain what a compartment is in OCI and why you would use one?

1	2	3	4	5
Cannot define compartments or confuses them with other OCI constructs.		Defines compartments correctly but struggles to explain practical use cases.		Clearly explains compartments as logical groupings for resource isolation, governance, and policy enforcement.

Detail

Monitoring, Logging, and Alarms

Score: 93



Description:

Covers the use of OCI Monitoring, Logging, and Notifications services to track resource health, collect metrics, create alarms, and respond to operational events. These capabilities are essential for maintaining visibility into the state and performance of OCI environments on a daily basis.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of OCI Monitoring, Logging, and Notifications services. They are well-equipped to design, implement, and optimize robust monitoring and alerting strategies, and can effectively respond to complex operational events to ensure continuous visibility and performance across OCI environments.

Interview Guide

Describe how you would set up an alarm in OCI to notify your team by email when a load balancer's error rate exceeds a defined threshold.

1	2	3	4	5
Cannot identify the required services or confuses alarms with log queries.		Identifies Monitoring and Notifications but cannot fully describe the alarm configuration steps.		Accurately describes selecting the metric namespace, defining the condition, creating a Notification topic with email subscription, and linking it to the alarm.

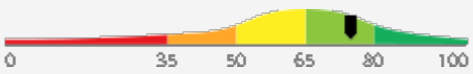
How would you know if a Compute instance in OCI was running out of CPU or memory resources, and what tools would you use?

1	2	3	4	5
Cannot name OCI monitoring tools or suggests only logging into the instance manually.		Mentions OCI Monitoring but cannot describe how to set up a metric-based alarm or notification.		Describes using OCI Monitoring metrics, creating an alarm with a threshold, and linking it to a Notification topic.

Detail

Security Configuration and Key Management

Score: 75



Description:

Covers OCI security practices including configuring encryption for storage and data in transit, managing encryption keys using the OCI Vault service, and applying security best practices across resources. Security configuration is a routine responsibility for OCI administrators in any production environment.

Interpretation:

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

The candidate exhibits a solid and competent understanding of OCI security configuration and key management, including encryption practices for storage and data in transit and proficient use of the OCI Vault service. This individual is likely capable of performing most routine security administration responsibilities in a production environment with a reasonable degree of independence. Minor knowledge gaps may exist but are not expected to significantly impede day-to-day performance.

Interview Guide

How would you ensure that data stored in an OCI Object Storage bucket is encrypted with a customer-managed key, and what steps are involved in setting that up?

1	2	3	4	5
Cannot describe how to apply a customer-managed key or confuses it with Oracle-managed encryption.		Identifies the need for a Vault and key but cannot fully describe the steps to assign the key to the bucket.		Describes creating a master encryption key in Vault, assigning the required IAM policy, and applying the key to the bucket via the console or CLI.

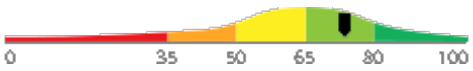
What is the OCI Vault service used for, and why would an administrator use it instead of managing encryption keys manually?

1	2	3	4	5
Cannot describe the Vault service or its purpose in key management.		Describes Vault as a key storage service but cannot explain key types or integration with other OCI services.		Explains master encryption keys, secrets management, key rotation, and integration with Block Volume, Object Storage, and other services.

Detail	Interview Guide

Storage Services (Block Volume, Object Storage, and File Storage)

Score: 74



Description:

Covers provisioning, attaching, and managing OCI's three primary storage types: Block Volumes for persistent disk storage attached to Compute instances, Object Storage for scalable unstructured data, and File Storage for shared file system access. Storage management is a routine task for most OCI administrators.

Interpretation:

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

The candidate demonstrates a solid and competent understanding of OCI storage services, including provisioning, attaching, and managing Block Volumes, Object Storage, and File Storage. They are likely capable of handling most routine OCI storage administration tasks independently, with only occasional need for guidance on more complex scenarios.

Walk me through how you would attach a new Block Volume to a running Compute instance and make it available for use by the operating system.

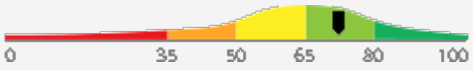
1	2	3	4	5
Cannot describe the attachment process or confuses console steps with OS-level configuration.		Describes console attachment steps but omits OS-level steps like partitioning, formatting, or mounting.		Covers console attachment, iSCSI or paravirtualized connection, OS-level formatting, and persistent mounting via fstab.

What is the difference between Block Volume and Object Storage in OCI, and can you give an example of when you would use each?

1	2	3	4	5
Cannot distinguish between the two storage types or provides incorrect use cases.		Correctly distinguishes the two types but provides vague or limited use case examples.		Clearly contrasts access methods, use cases, and performance characteristics with accurate real-world examples.

Virtual Cloud Network (VCN) Configuration and Management

Score: 72



Description:

Covers the setup and management of Virtual Cloud Networks, including subnets, route tables, security lists, internet gateways, NAT gateways, and service gateways. Networking is central to nearly every OCI workload, as all compute, database, and storage resources depend on a properly configured network.

Interpretation:

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

The candidate demonstrates a solid working knowledge of Virtual Cloud Network setup and management, including a competent understanding of subnets, route tables, security lists, and gateway types within Oracle Cloud Infrastructure. Minor gaps may exist in more advanced or nuanced networking scenarios, but the candidate is generally well-equipped to support OCI networking tasks.

Describe the steps you would take to allow a Compute instance in a private subnet to access the internet for software updates without being directly reachable from the internet.

1	2	3	4	5
Cannot identify the NAT gateway or confuses it with the internet gateway.		Identifies the NAT gateway but misses route table configuration or security list rules.		Fully describes NAT gateway creation, route table entry, and outbound security list rules needed.

What is the difference between a public subnet and a private subnet in OCI, and when would you use each?

1	2	3	4	5
Cannot distinguish between public and private subnets or their use cases.		Correctly identifies the difference but cannot explain routing or security list implications.		Explains subnet types, associated gateways, route table requirements, and appropriate use cases clearly.

Free Text Responses

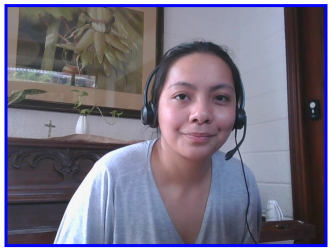
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

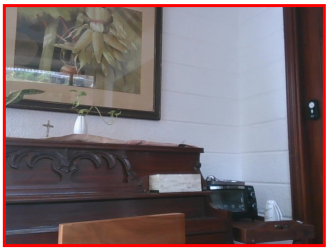
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

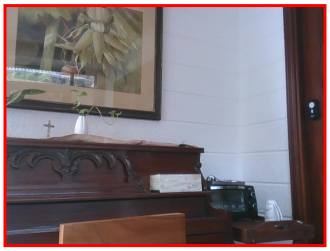


Pre/Post-Test Photo

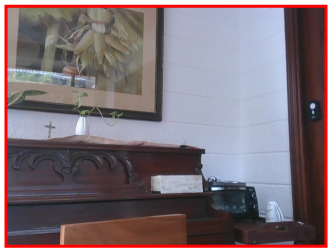
ID Photo



In-Test Error Detected (No Face Detected)

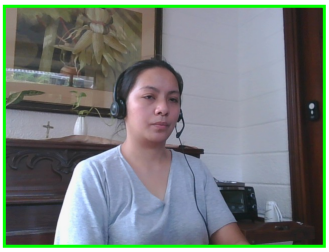


In-Test Error Detected (No Face Detected)

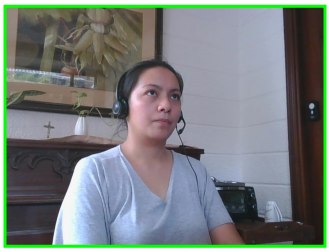


In-Test Error Detected (No Face Detected)

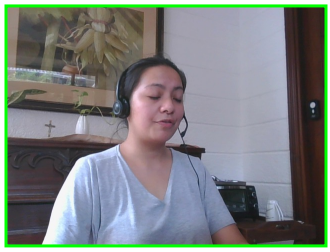
In-Test Photo



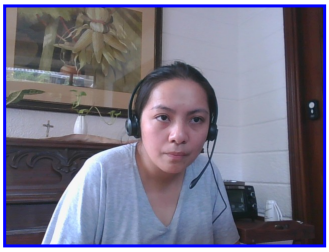
In-Test Photo



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: 20843-1, Key: 0-0, Rpt: 68, Prd: 9666, Created: 2026-07-01 17:06 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 (%)
Compute Instance Lifecycle Management	79.9969	Numeric Score	79.9969	12.5000
Identity and Access Management (IAM)	91.3771	Numeric Score	91.3771	12.5000
Identity and Access Management (IAM) (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Monitoring, Logging, and Alarms	93.8181	Numeric Score	93.8181	12.5000
Security Configuration and Key Management	75.0296	Numeric Score	75.0296	12.5000
Storage Services (Block Volume, Object Storage, and File Storage)	74.0392	Numeric Score	74.0392	12.5000
Virtual Cloud Network (VCN) Configuration and Management	72.6883	Numeric Score	72.6883	12.5000
Virtual Cloud Network (VCN) Configuration and Management (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Weighted Average:				74.3343
Final Overall Score:				74

Notes

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