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Illuminating Talent

Test Results and Interview Guide

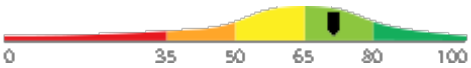
Candidate: **Elizabeth Wantsajob**
Assessment: Oracle Database Administration
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

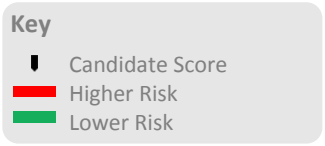
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Oracle Database Administration assessment measures one or more important competencies, and collects audio or video responses to specific questions. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. Various types of analysis may be conducted on the recorded responses depending on the test configuration. Note that these results should always be used as a part of a balanced candidate selection process that includes independent evaluation steps, such as interviews and reference checks.

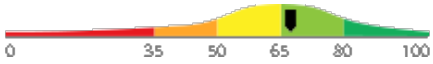
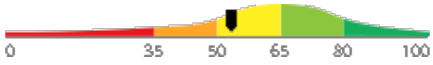
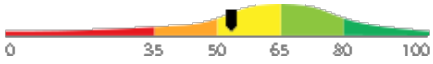
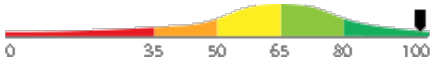
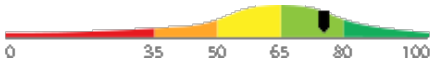
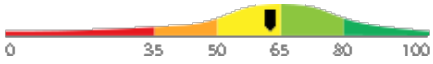
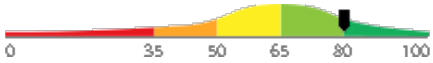
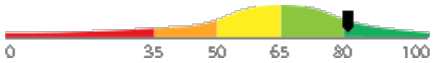
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Oracle Database Administration July 1, 2026	71	

The candidate exhibits a solid and proficient understanding of Oracle database administration, including competence in areas such as instance management, security configuration, backup and recovery, and performance monitoring. This level of knowledge indicates the ability to independently handle most routine and moderately complex database administration tasks with limited supervision.



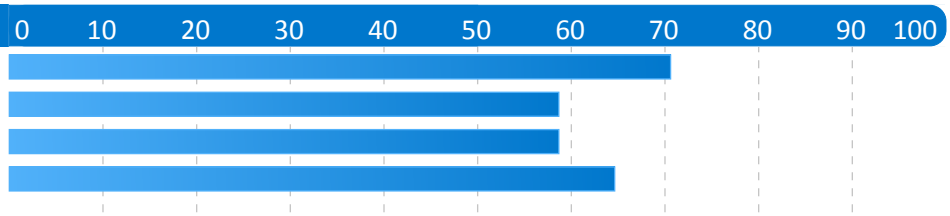
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Backup and Recovery Using Recovery Manager (RMAN)	67	
Backup and Recovery Using Recovery Manager (RMAN) (Free Text Responses)	53	
User, Role, and Privilege Management (Free Text Responses)	53	
Data Pump Export and Import	98	
Database Startup, Shutdown, and Initialization Parameters	75	
Performance Monitoring with AWR and ADDM	62	
Tablespace and Storage Management	80	
User, Role, and Privilege Management	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	71st
North America	59th
United States	59th
Example Company	65th



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 Database Administration
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 5:05:42PM EDT
Completed:	July 1, 2026, 5:05:42PM EDT
Overall Score:	71

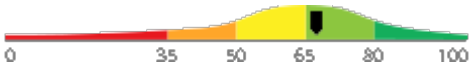
Knowledge and Skills Detail

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

Backup and Recovery Using Recovery Manager (RMAN)

Score: 67



Description:

Covers the use of Oracle's Recovery Manager (RMAN) tool to perform database backups, restores, and recoveries. Includes understanding of backup types (full, incremental), backup sets, image copies, and recovery scenarios such as media failure and point-in-time recovery.

Interpretation:

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

The candidate demonstrates a solid and well-rounded knowledge of Oracle Database administration, including proficiency across key areas such as database architecture, user and security management, backup and recovery, performance monitoring, and schema object management. Minor gaps may exist in specialized or advanced topics, but the candidate is generally equipped to handle a broad range of day-to-day administration responsibilities with limited supervision. Continued exposure to advanced techniques and tools would further strengthen overall competency.

Walk me through how you would recover an Oracle database to a specific point in time using RMAN after an accidental data deletion.

1	2	3	4	5
Cannot describe the recovery process or confuses basic steps and commands.		Describes the general steps correctly but omits key details like UNTIL TIME clause or log sequence.		Accurately describes full point-in-time recovery steps including mount state, UNTIL clause, and RESETLOGS.

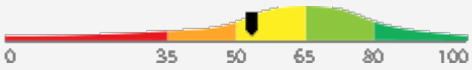
Can you explain what RMAN is and describe a basic backup command you would use to back up an Oracle database?

1	2	3	4	5
Cannot describe RMAN's purpose or provide any meaningful backup syntax.		Correctly identifies RMAN and provides a simple backup command with minor gaps.		Clearly explains RMAN, provides correct syntax, and mentions backup types or retention policies.

Detail

Backup and Recovery Using Recovery Manager (RMAN) (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.

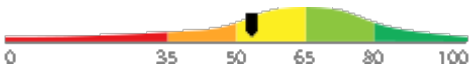
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

User, Role, and Privilege 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.

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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.

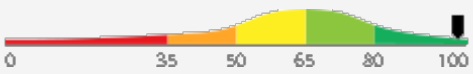
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Data Pump Export and Import

Score: 98



Description:

Covers using Oracle Data Pump (expdp and impdp) to export and import database objects and data. Includes understanding of directory objects, common parameters such as SCHEMAS, TABLES, DUMPFILE, and LOGFILE, and typical use cases such as migrating data or refreshing a schema.

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 Data Pump utilities, reflecting a thorough understanding of expdp and impdp operations, directory object configuration, parameter usage, and real-world application scenarios. This level of proficiency indicates the candidate is highly capable of independently managing complex export and import tasks within an Oracle Database Administration role.

Interview Guide

How would you use Data Pump to import a schema into a different schema name on the target database, and what parameter would you use to handle this remapping?

1	2	3	4	5
Cannot describe how to remap a schema or is unaware of the REMAP_SCHEMA parameter.		Correctly identifies the REMAP_SCHEMA parameter but provides incomplete syntax or misses supporting parameters.		Accurately describes the full impdp command with REMAP_SCHEMA, DIRECTORY, DUMPFILE, and LOGFILE parameters.

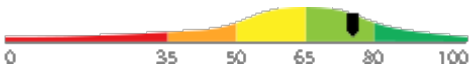
What is Oracle Data Pump, and how would you use it to export a single schema from a database?

1	2	3	4	5
Cannot describe Data Pump or provide any meaningful export syntax or parameters.		Correctly identifies Data Pump and provides a basic expdp command with the SCHEMAS parameter.		Provides a complete expdp command with SCHEMAS, DUMPFILE, LOGFILE, and DIRECTORY parameters and explains their purpose.

Detail

Database Startup, Shutdown, and Initialization Parameters

Score: 75



Description:

Covers the different modes for starting up and shutting down an Oracle database instance, including the role of the parameter file (SPFILE/PFILE). Includes understanding of key initialization parameters and how they affect memory allocation, performance, and database behavior.

Interpretation:

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

The candidate demonstrates a solid and proficient understanding of Oracle database startup and shutdown modes, parameter file management, and the impact of initialization parameters on memory allocation and database behavior. Minor gaps may exist in advanced or edge-case scenarios, but the candidate is well-equipped to handle most responsibilities in this knowledge area with minimal oversight.

Interview Guide

How would you change an initialization parameter so that the change persists after the database is restarted, and how does this differ from making a temporary change?

1	2	3	4	5
Cannot explain the difference between SPFILE and PFILE or how to use ALTER SYSTEM.		Correctly describes using ALTER SYSTEM with SCOPE=BOTH or SPFILE but misses details about PFILE fallback.		Accurately explains SCOPE options (MEMORY, SPFILE, BOTH), SPFILE vs PFILE, and when changes take effect.

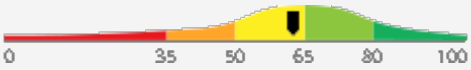
What are the different startup modes available in Oracle Database, and when would you use STARTUP MOUNT instead of STARTUP OPEN?

1	2	3	4	5
Cannot name the startup modes or explain the difference between MOUNT and OPEN.		Names the main startup modes correctly but gives a vague explanation of when to use MOUNT.		Accurately names all modes, explains MOUNT's use for recovery or renaming files, and mentions NOMOUNT for control file operations.

Detail

Performance Monitoring with AWR and ADDM

Score: 62



Description:

Covers using Oracle's Automatic Workload Repository (AWR) and Automatic Database Diagnostic Monitor (ADDM) to monitor and diagnose database performance issues. Includes generating and interpreting AWR reports, understanding key performance metrics, and acting on ADDM recommendations.

Interpretation:

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

The candidate shows a moderate understanding of AWR and ADDM, demonstrating familiarity with core concepts and some ability to generate and interpret performance reports. However, gaps in knowledge may limit their effectiveness when handling complex performance monitoring and diagnostic scenarios.

Interview Guide

Describe a situation where you used AWR or ADDM findings to identify and resolve a database performance issue. What metrics or recommendations did you focus on?

1	2	3	4	5
Cannot describe a relevant scenario or identify meaningful AWR/ADDM metrics.		Describes a plausible scenario and references common metrics like wait events or SQL elapsed time.		Provides a detailed scenario, references specific AWR sections or ADDM findings, and describes concrete resolution steps.

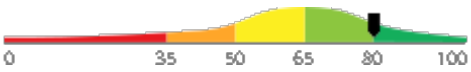
What is the Automatic Workload Repository (AWR), and how would you generate an AWR report to investigate a performance problem?

1	2	3	4	5
Cannot describe AWR's purpose or how to generate a report.		Correctly describes AWR and mentions the report generation script but lacks detail on interpreting output.		Accurately describes AWR snapshots, correctly references awrrpt.sql, and mentions key sections to review in the report.

Detail

Tablespace and Storage Management

Score: 80



Description:

Covers creating and managing tablespaces, datafiles, and tempfiles. Includes resizing datafiles, adding new datafiles, enabling autoextend, and understanding the relationship between tablespaces, segments, extents, and blocks in Oracle's storage hierarchy.

Interpretation:

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

The candidate exhibits advanced and comprehensive knowledge of Oracle tablespace and storage management. They demonstrate a thorough understanding of creating and managing tablespaces, datafiles, and tempfiles, configuring autoextend, resizing datafiles, and the full Oracle storage hierarchy from tablespaces down to blocks. This level of proficiency indicates the ability to independently manage and optimize Oracle storage environments with a high degree of competence.

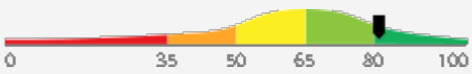
Interview Guide

Explain the difference between a locally managed tablespace and a dictionary managed tablespace, and why locally managed tablespaces are generally preferred.

1	2	3	4	5
Cannot distinguish between the two or provides an inaccurate explanation.		Correctly identifies key differences but gives a limited explanation of the performance benefits.		Clearly explains both types, accurately describes space management differences, and cites performance or fragmentation benefits.

What is a tablespace in Oracle, and how would you add a datafile to an existing tablespace that is running out of space?

1	2	3	4	5
Cannot define a tablespace or describe how to add a datafile.		Correctly defines tablespace and provides the ALTER TABLESPACE command with minor syntax errors.		Accurately defines tablespace, provides correct ALTER TABLESPACE ADD DATAFILE syntax, and mentions autoextend.

Detail	Interview Guide
User, Role, and Privilege Management Score: 81  *Description:* Covers creating and managing database users, assigning roles, and granting or revoking system and object privileges. Includes understanding of common predefined roles, profile management, and the principle of least privilege as applied in Oracle Database. *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 Database user, role, and privilege management. They demonstrate expert-level proficiency in creating and managing users, configuring profiles, leveraging predefined and custom roles, and rigorously applying the principle of least privilege across system and object privilege assignments.	Describe the difference between a system privilege and an object privilege in Oracle, and give an example of when you would use each. 1: Confuses system and object privileges or cannot provide relevant examples. 2 3: Correctly distinguishes the two types and provides basic examples with minor inaccuracies. 4 5: Clearly differentiates both privilege types, provides accurate examples, and mentions roles or auditing. --- How would you create a new database user in Oracle and give them the ability to connect to the database and create tables? 1: Cannot recall the CREATE USER syntax or how to grant basic privileges. 2 3: Provides correct CREATE USER syntax and grants CONNECT but misses resource or quota details. 4 5: Correctly creates the user, grants appropriate privileges or roles, and mentions tablespace quotas.

Free Text Responses

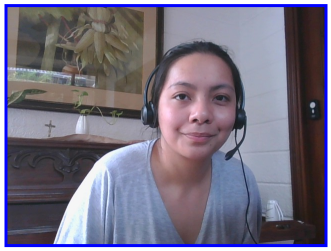
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

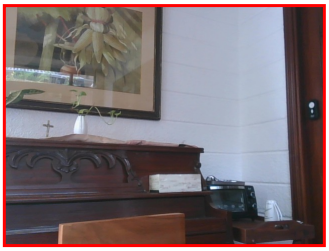
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

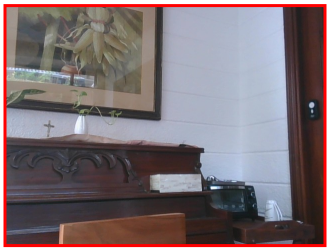


Pre/Post-Test Photo

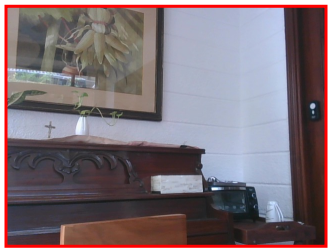
ID Photo



In-Test Error Detected (No Face Detected)

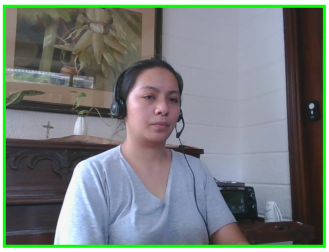


In-Test Error Detected (No Face Detected)

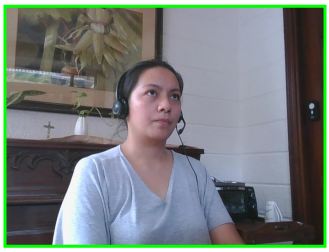


In-Test Error Detected (No Face Detected)

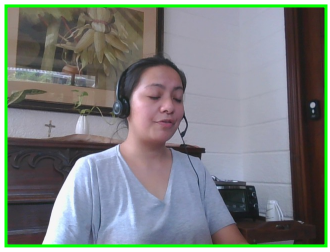
In-Test Photo



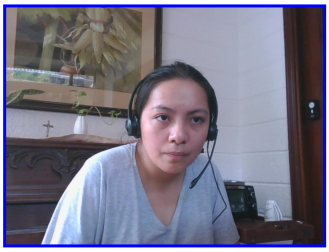
In-Test Photo



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: 20845-1, Key: 0-0, Rpt: 104, Prd: 9668, Created: 2026-07-01 17:05 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 (%)
Backup and Recovery Using Recovery Manager (RMAN)	67.6598	Numeric Score	67.6598	12.5000
Backup and Recovery Using Recovery Manager (RMAN) (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Data Pump Export and Import	98.2775	Numeric Score	98.2775	12.5000
Database Startup, Shutdown, and Initialization Parameters	75.6695	Numeric Score	75.6695	12.5000
Performance Monitoring with AWR and ADDM	62.8338	Numeric Score	62.8338	12.5000
Tablespace and Storage Management	80.3877	Numeric Score	80.3877	12.5000
User, Role, and Privilege Management	81.2318	Numeric Score	81.2318	12.5000
User, Role, and Privilege Management (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Weighted Average:				71.7231
Final Overall Score:				71

Notes

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