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Illuminating Talent

Test Results and Interview Guide

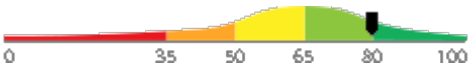
Candidate: **Elizabeth Wantsajob**
Assessment: MySQL Database Administration
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

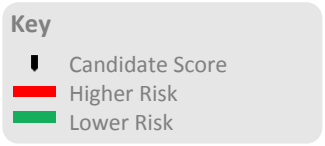
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The MySQL Database Administration 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.

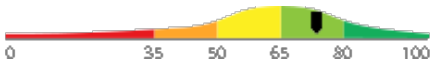
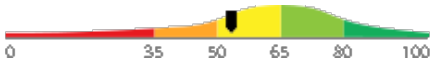
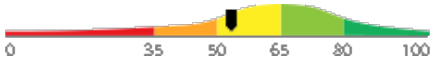
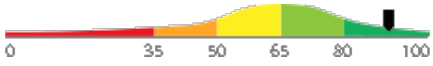
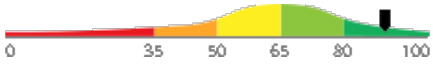
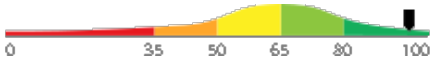
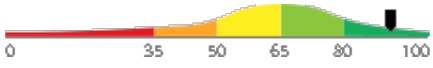
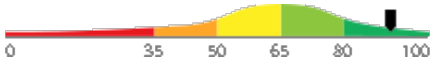
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com MySQL Database Administration July 1, 2026	80	

The candidate exhibits an advanced and comprehensive mastery of MySQL database administration concepts, tools, and techniques across all major knowledge domains. They demonstrate deep proficiency in areas such as replication configuration, InnoDB architecture, query optimization, server variable tuning, backup and recovery strategies, and security administration. This individual is well-qualified to independently manage complex MySQL environments and serve as a subject matter expert within a database administration team.



Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Backup and Recovery	74	
Backup and Recovery (Free Text Responses)	53	
User Account and Privilege Management (Free Text Responses)	53	
Query Performance Monitoring and Optimization	90	
Replication Configuration and Management	90	
Schema Design and Object Management	95	
Server Configuration and Variable Management	91	
User Account and Privilege Management	91	

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	80th
North America	66th
United States	66th
Example Company	73rd

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:	MySQL Database Administration
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 4:57:03PM EDT
Completed:	July 1, 2026, 4:57:03PM EDT
Overall Score:	80

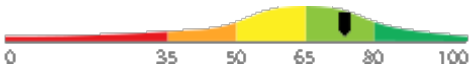
Knowledge and Skills Detail

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

Score: 74



Description:

Covers strategies and tools for backing up and restoring MySQL databases, including the use of mysqldump, mysqlpump, and MySQL Enterprise Backup concepts. This includes understanding full, incremental, and point-in-time recovery, as well as the role of binary logs in restoring data to a specific point in time.

Interpretation:

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

The candidate exhibits a solid working knowledge of MySQL backup and recovery, including proficiency with standard backup utilities and an understanding of full, incremental, and point-in-time recovery methods. Minor gaps in advanced concepts or enterprise-level backup strategies may exist but are not expected to significantly hinder performance.

A database was accidentally corrupted at 2:00 PM and your last full backup was taken at midnight. How would you recover the database as close to 2:00 PM as possible?

1	2	3	4	5
Mentions restoring the backup but does not address using binary logs for point-in-time recovery.		Understands the concept of point-in-time recovery and binary logs but is unclear on the exact steps or mysqlbinlog usage.		Clearly describes restoring the full backup, then replaying binary logs up to just before 2:00 PM using mysqlbinlog with time or position filters.

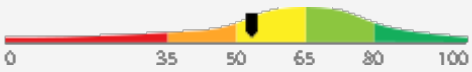
How would you use mysqldump to create a backup of a single database, and what would you do to restore it if needed?

1	2	3	4	5
Cannot recall basic mysqldump syntax or confuses backup and restore steps.		Correctly describes mysqldump command and basic restore using mysql client but omits important flags or considerations.		Explains full backup command with key options, restore process, and notes considerations like locking, consistency, or binary log position.

Detail

Backup and Recovery (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.

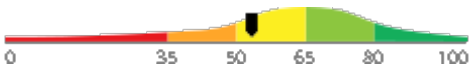
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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 Account and Privilege Management (Free Text Responses)

Score: 53



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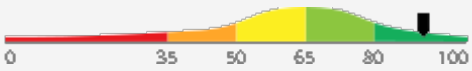
Detail

Query Performance Monitoring and Optimization

Score: 90



Description:

Covers the tools and techniques used to identify and improve slow or inefficient queries. This includes using the EXPLAIN statement to analyze query execution plans, enabling and reading the slow query log, understanding index usage, and interpreting key server status metrics related to query performance.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of query performance monitoring and optimization within MySQL Database Administration. They are highly proficient in analyzing query execution plans, configuring and interpreting the slow query log, optimizing index usage, and drawing actionable insights from server status metrics to resolve complex performance challenges.

Interview Guide

How would you set up and use the slow query log to identify the most problematic queries on a production MySQL server, and what would you do with the results?

1	2	3	4	5
Is unaware of the slow query log or cannot describe how to enable or read it.		Can enable the slow query log and set long_query_time but does not mention tools like mysqldumpslow or pt-query-digest for analysis.		Explains enabling the log, setting an appropriate threshold, using analysis tools to rank queries, and then optimizing top offenders using EXPLAIN and indexing.

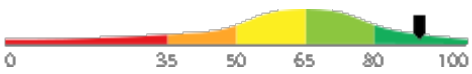
If a query on a large table is running slowly, what is the first thing you would do to understand why, and what would you look for?

1	2	3	4	5
Gives a vague answer with no mention of EXPLAIN or indexes.		Mentions running EXPLAIN but cannot clearly interpret the output or identify what indicates a problem.		Describes running EXPLAIN, interpreting key fields like type, rows, and Extra, and identifying missing or unused indexes as a next step.

Detail

Replication Configuration and Management

Score: 90



Description:

Covers setting up and managing MySQL replication to distribute data across multiple servers for redundancy and read scaling. This includes understanding source and replica roles, configuring binary logging, using CHANGE MASTER TO or CHANGE REPLICATION SOURCE TO, monitoring replication status, and identifying and resolving common replication errors.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced understanding of MySQL replication configuration and management, including source and replica roles, binary logging, replication commands, and status monitoring. They are well-equipped to independently design, implement, and troubleshoot complex replication environments to support redundancy and read scaling.

Interview Guide

Replication on a replica server has stopped with an error. How would you diagnose the problem and decide whether it is safe to skip the error or whether more serious action is needed?

1	2	3	4	5
Does not know how to check replication status or cannot interpret error output.		Uses SHOW REPLICA STATUS to find the error but is unsure how to evaluate whether skipping the error is safe.		Checks SHOW REPLICA STATUS, interprets the error type, evaluates data consistency risk, and explains when skipping an error is safe versus when re-syncing the replica is required.

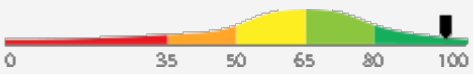
Can you describe the basic steps you would take to set up replication between two MySQL servers, starting from a fresh installation?

1	2	3	4	5
Cannot describe the basic steps or confuses source and replica roles.		Covers most major steps like enabling binary logging and running CHANGE MASTER TO but misses key details like taking a consistent snapshot or setting server IDs.		Describes all key steps: setting unique server IDs, enabling binary logging on source, taking a consistent backup, configuring the replica with CHANGE MASTER TO, and starting replication.

Detail

Schema Design and Object Management

Score: 95



Description:

Covers the creation and management of core database objects including tables, indexes, views, and stored programs such as stored procedures and triggers. This includes writing and modifying DDL statements, choosing appropriate data types, understanding how indexes affect query performance, and managing schema changes safely.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive mastery of MySQL schema design and object management, reflecting deep expertise in designing efficient database structures, authoring and modifying complex DDL statements, and managing stored procedures and triggers. They are well-equipped to lead schema design initiatives, optimize index strategies for query performance, and safely manage schema changes in production environments.

Interview Guide

When would you choose to use a view versus a stored procedure in MySQL, and can you give an example of a situation where each would be the better choice?

1	2	3	4	5
Cannot clearly distinguish between a view and a stored procedure or gives incorrect use cases.		Correctly explains the difference but gives only basic or generic examples without much practical context.		Clearly distinguishes the two, gives practical examples such as using a view for simplified reporting access and a stored procedure for multi-step transactional logic.

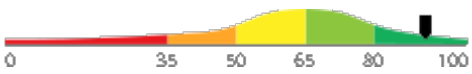
How would you add a new indexed column to an existing table in a live MySQL database, and what concerns would you have about doing this?

1	2	3	4	5
Cannot write the correct ALTER TABLE syntax or is unaware of any potential impact on the running system.		Writes correct ALTER TABLE syntax but does not address locking behavior, table size impact, or strategies to minimize downtime.		Provides correct syntax, explains potential table locking on older MySQL versions, and mentions strategies like online DDL or pt-online-schema-change for large tables.

Detail

Server Configuration and Variable Management

Score: 91



Description:

Covers how to configure a MySQL server using the my.cnf or my.ini configuration file and by setting system variables at runtime. This includes understanding the difference between global and session variables, how to make changes persistent, and key configuration options that affect performance, storage, and server behavior.

Interpretation:

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

The candidate exhibits a comprehensive and advanced understanding of MySQL server configuration and variable management. They are highly proficient in configuring servers via configuration files and runtime settings, managing global and session variables, ensuring persistent changes, and applying key configuration options that influence performance, storage, and overall server behavior.

Interview Guide

How would you approach tuning a MySQL server that is experiencing slow performance due to high memory usage and frequent disk I/O on an InnoDB-heavy workload?

1	2	3	4	5
Provides only generic suggestions without naming relevant InnoDB or server variables.		Mentions innodb_buffer_pool_size or similar but lacks a structured approach to identifying bottlenecks before making changes.		Describes checking status variables and metrics first, then tuning innodb_buffer_pool_size, innodb_log_file_size, and other relevant variables with justification.

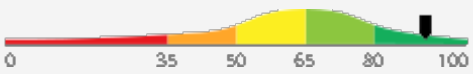
If you needed to increase the maximum number of connections allowed on a MySQL server, how would you do that, and would the change survive a server restart?

1	2	3	4	5
Cannot identify the correct variable or does not know how to make the change persistent.		Correctly identifies max_connections and uses SET GLOBAL but does not mention updating the config file for persistence.		Explains SET GLOBAL for immediate effect and updating my.cnf or my.ini for persistence, and understands the difference between global and session scope.

Detail	Interview Guide

User Account and Privilege Management

Score: 91



Description:

Covers creating and managing MySQL user accounts, granting and revoking privileges, and working with roles. This includes understanding the MySQL privilege system, how access controls are applied at different levels (global, database, table, column), and common commands like GRANT, REVOKE, CREATE USER, and DROP USER.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of MySQL database administration, reflecting deep knowledge across all major domains including server configuration and upgrading, replication, query optimization, storage engine internals, character set management, and data import and export operations. They demonstrate the expertise needed to independently manage complex MySQL environments, diagnose and resolve challenging issues, and implement best practices for performance, security, and high availability. This individual is well-suited for senior or lead MySQL database administration roles.

How would you audit and tighten user privileges on a MySQL server where you suspect some accounts have been granted more access than they need?

1	2	3	4	5
Offers only vague steps with no mention of specific system tables or commands.		Mentions querying mysql.user or SHOW GRANTS but lacks a structured approach to reviewing and revoking excess privileges.		Describes querying information_schema or mysql.user, using SHOW GRANTS, revoking excess privileges, and testing access afterward.

Can you walk me through how you would create a new MySQL user and give them read-only access to a specific database?

1	2	3	4	5
Cannot recall basic syntax or confuses GRANT with other commands.		Provides correct CREATE USER and GRANT SELECT steps but misses details like host or FLUSH PRIVILEGES.		Clearly explains full syntax, host specification, privilege scope, and when FLUSH PRIVILEGES is needed.

Free Text Responses

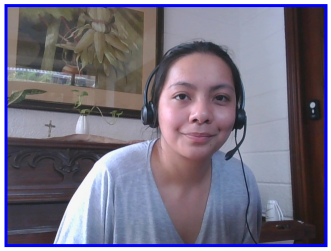
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

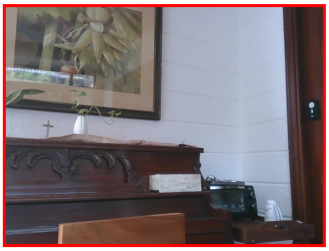
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

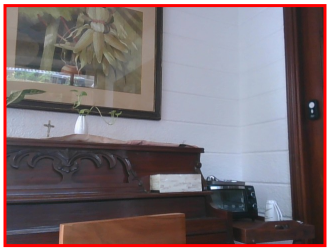


Pre/Post-Test Photo

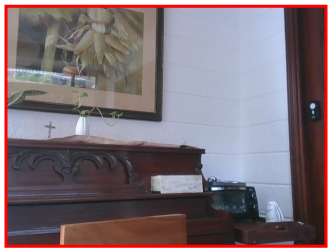
ID Photo



In-Test Error Detected (No Face Detected)

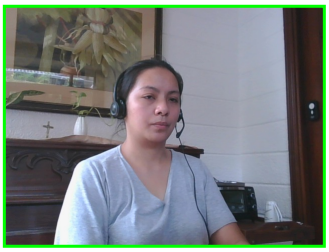


In-Test Error Detected (No Face Detected)

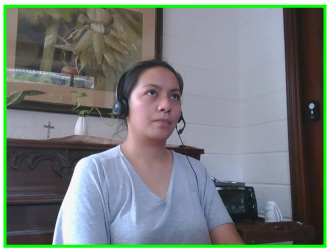


In-Test Error Detected (No Face Detected)

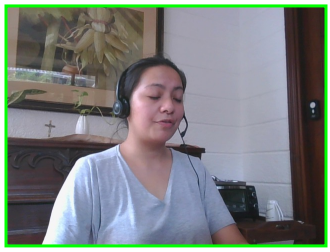
In-Test Photo



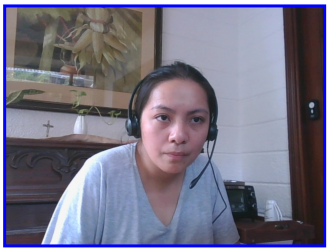
In-Test Photo



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: 20846-1, Key: 0-0, Rpt: 68, Prd: 9669, Created: 2026-07-01 16:57 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	74.1037	Numeric Score	74.1037	12.5000
Backup and Recovery (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Query Performance Monitoring and Optimization	90.9647	Numeric Score	90.9647	12.5000
Replication Configuration and Management	90.0926	Numeric Score	90.0926	12.5000
Schema Design and Object Management	95.9032	Numeric Score	95.9032	12.5000
Server Configuration and Variable Management	91.3550	Numeric Score	91.3550	12.5000
User Account and Privilege Management	91.4521	Numeric Score	91.4521	12.5000
User Account and Privilege Management (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Weighted Average:				80.1995
Final Overall Score:				80

Notes

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