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Illuminating Talent

Test Results and Interview Guide

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

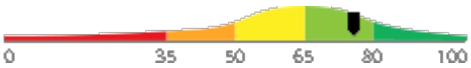
What's Included

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

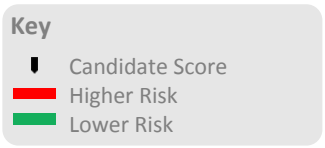
Important Note: The Microsoft SQL Server Database Administration assessment measures one or more important competencies, and collects audio or video responses to specific questions. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, 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.

Proprietary and Confidential

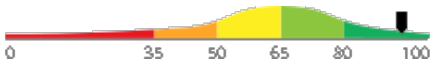
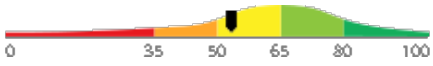
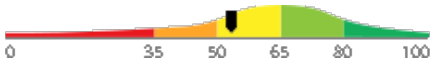
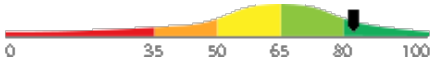
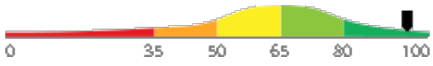
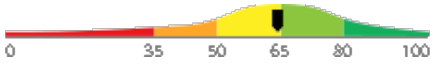
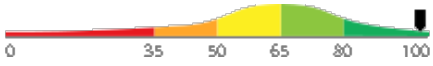
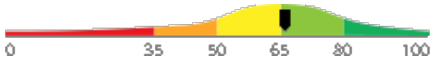
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Microsoft SQL Server Database Administration July 1, 2026	76	

The candidate demonstrates a solid and well-rounded understanding of SQL Server database administration, reflecting proficiency across most key areas including instance configuration, performance tuning, high availability options, and troubleshooting. This individual is likely capable of independently managing day-to-day administrative responsibilities with minimal supervision, though some advanced or specialized topics may benefit from further refinement.



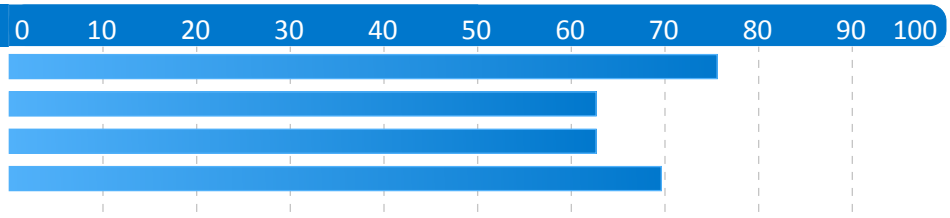
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Backup and Restore	94	
Backup and Restore (Free Text Responses)	53	
Security Management (Free Text Responses)	53	
Database Integrity and Maintenance	82	
Index and Statistics Management	95	
Monitoring and Troubleshooting	64	
SQL Server Agent and Job Automation	98	
Security Management	66	

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	76th
North America	63rd
United States	63rd
Example Company	70th



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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

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Detail

Candidate:	Elizabeth Wantsajob, beth.wantsajob@gmail.com
Assessment:	Microsoft SQL Server Database Administration
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 4:57:45PM EDT
Completed:	July 1, 2026, 4:57:45PM EDT
Overall Score:	76

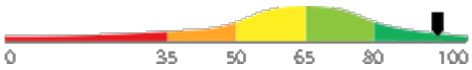
Knowledge and Skills Detail

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 Restore

Score: 94



Description:

Covers the strategies and procedures for protecting SQL Server data through full, differential, and transaction log backups. Includes knowledge of backup types, recovery models, and how to restore databases to a specific point in time or state.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive mastery of Microsoft SQL Server database administration tools, techniques, and best practices across all major subject areas, including high availability solutions, performance monitoring, security management, automation, and storage management. This individual is well-equipped to independently design, implement, and maintain complex SQL Server environments while effectively troubleshooting issues and optimizing database operations. They represent a strong candidate for senior or lead database administration roles requiring deep technical expertise.

Walk me through how you would restore a SQL Server database to a specific point in time using a full backup, differential backup, and transaction log backups.

1	2	3	4	5
Cannot describe the restore sequence or omits key steps like NORECOVERY.		Describes the general sequence but misses details such as STOPAT or log chain requirements.		Accurately describes the full restore sequence, NORECOVERY/RECOVERY states, and STOPAT syntax.

Can you explain the difference between a full backup and a differential backup in SQL Server, and when you would use each?

1	2	3	4	5
Confuses backup types or cannot describe when each is used.		Correctly defines both types but gives a vague or incomplete use case.		Clearly defines both types and explains how differential backups reduce restore time and storage.

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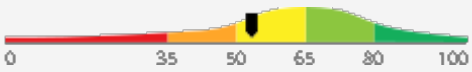
Detail

Backup and Restore (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.

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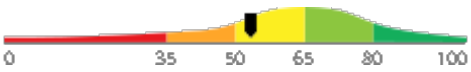
Detail

Security Management (Free Text Responses)

Score: 53



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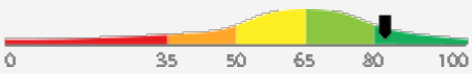
Detail

Database Integrity and Maintenance

Score: 82



Description:

Covers the routine tasks needed to keep SQL Server databases healthy and performing well over time. Includes running DBCC commands to check database consistency, managing database files and filegroups, and using maintenance plans to schedule and coordinate ongoing maintenance activities.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of SQL Server database integrity and maintenance. They demonstrate expert-level proficiency in database consistency verification, file and filegroup management, and the strategic design and coordination of maintenance plans to ensure optimal long-term database performance.

Interview Guide

How would you design a routine database maintenance plan for a production SQL Server instance, and what key tasks would you include?

1	2	3	4	5
Cannot describe the components of a maintenance plan or lists only one or two unrelated tasks.		Lists several relevant tasks but does not address scheduling, prioritization, or impact on production workloads.		Describes a comprehensive plan including integrity checks, index maintenance, statistics updates, backups, and scheduling considerations for production impact.

What is DBCC CHECKDB and why would a database administrator run it regularly?

1	2	3	4	5
Cannot identify what DBCC CHECKDB does or why it is important.		Correctly identifies DBCC CHECKDB as an integrity check tool but gives only a general explanation.		Explains that DBCC CHECKDB checks for corruption and logical consistency errors and describes how often it should be run and what to do if errors are found.

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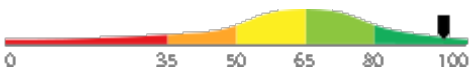
Detail

Index and Statistics Management

Score: 95



Description:

Covers the creation, maintenance, and monitoring of indexes and statistics to support efficient query execution. Includes understanding of index fragmentation, rebuilding versus reorganizing indexes, and how outdated statistics can negatively affect query performance.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive mastery of SQL Server index and statistics management. They are well-equipped to design, implement, and optimize index maintenance strategies, proactively manage statistics, and resolve complex performance issues related to fragmentation and query execution in demanding database environments.

Interview Guide

How do you decide whether to rebuild or reorganize an index, and how would you automate that maintenance process in SQL Server?

1	2	3	4	5
Cannot distinguish between rebuild and reorganize or has no approach to automation.		Knows the general fragmentation thresholds but cannot describe how to automate the process.		Cites common fragmentation thresholds (e.g., 5–30% reorganize, 30%+ rebuild), mentions SQL Server Agent jobs or maintenance plans.

What is index fragmentation in SQL Server, and why does it matter for database performance?

1	2	3	4	5
Cannot define fragmentation or does not connect it to query performance.		Correctly defines fragmentation but gives only a general explanation of its performance impact.		Defines fragmentation clearly, explains its impact on I/O and query speed, and mentions rebuild vs. reorganize thresholds.

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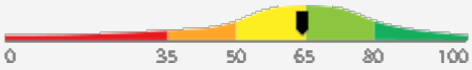
Detail

Monitoring and Troubleshooting

Score: 64



Description:

Covers the tools and techniques used to monitor SQL Server health and diagnose performance or connectivity problems. Includes use of Activity Monitor, Dynamic Management Views (DMVs), SQL Server logs, and methods for identifying and resolving blocking, long-running queries, and resource bottlenecks.

Interpretation:

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

The candidate demonstrates a moderate understanding of SQL Server monitoring and troubleshooting principles. They are likely familiar with common diagnostic tools and techniques but may have gaps in knowledge when addressing more complex scenarios such as resolving blocking chains, long-running queries, or advanced resource bottleneck analysis.

Interview Guide

How would you use Dynamic Management Views (DMVs) to identify a blocking issue in SQL Server, and what steps would you take to resolve it?

1	2	3	4	5
Cannot name relevant DMVs or has no structured approach to identifying blocking.		Names a relevant DMV like sys.dm_exec_requests but cannot fully explain how to interpret results or resolve the block.		References sys.dm_exec_requests, sys.dm_os_waiting_tasks, or similar; explains how to identify the blocking chain and options to resolve it.

If a user reports that SQL Server is running slowly, what is the first thing you would check and what tool would you use?

1	2	3	4	5
Cannot name a specific tool or describes a vague or unhelpful first step.		Names a valid tool like Activity Monitor but does not explain what to look for.		Names a specific tool, explains what metrics to examine (e.g., blocking, CPU, wait stats), and describes next steps.

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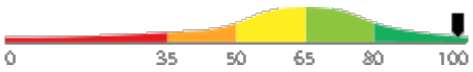
Detail

SQL Server Agent and Job Automation

Score: 98



Description:

Covers the use of SQL Server Agent to schedule and automate routine database tasks such as backups, index maintenance, and integrity checks. Includes creating and managing jobs, steps, schedules, alerts, and notifications to ensure automated tasks run reliably.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of SQL Server Agent and job automation. They are well-equipped to design, implement, and maintain sophisticated automated database workflows—including jobs, schedules, multi-step processes, alerts, and notifications—ensuring reliable and efficient execution of critical routine tasks.

Interview Guide

How would you set up a SQL Server Agent job to run a nightly backup, and how would you make sure you are notified if the job fails?

1	2	3	4	5
Cannot describe the steps to create a job or has no approach to failure notification.		Describes creating a job and schedule but does not explain how to configure alerts or operator notifications.		Describes creating a job with steps, a schedule, and configuring an operator and alert or job notification for failure.

What is SQL Server Agent, and can you give an example of a task you would automate with it?

1	2	3	4	5
Cannot describe SQL Server Agent or gives an unrelated or incorrect example.		Correctly identifies SQL Server Agent as a scheduling tool but gives only a basic example.		Describes SQL Server Agent clearly and gives a specific, relevant example such as automating nightly backups or index maintenance.

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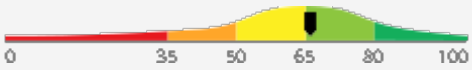
Detail	Interview Guide

Security Management

Score: 66



Description:

Covers how to control access to SQL Server and its databases through logins, users, roles, and permissions. Includes understanding the difference between server-level and database-level security objects and how to grant, deny, or revoke access appropriately.

Interpretation:

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

The candidate demonstrates a solid working knowledge of SQL Server security management, including the use of logins, users, roles, and permissions to control access. They show a reasonable understanding of the differences between server-level and database-level security objects, with minor gaps in more advanced or nuanced scenarios.

How would you set up a new employee's access to a specific SQL Server database so they can read data but not modify it, and what steps would you take to verify the permissions are correct?

1	2	3	4	5
Describes an incomplete or incorrect approach, such as skipping user creation or role assignment.		Correctly outlines the main steps but does not mention how to verify or test the permissions.		Describes creating a login, mapping a database user, assigning the db_datareader role, and testing with EXECUTE AS or similar.

What is the difference between a SQL Server login and a database user, and how are they related?

1	2	3	4	5
Cannot distinguish between a login and a database user or conflates the two.		Correctly identifies both objects but gives a vague explanation of how they are linked.		Clearly explains that a login is server-level, a user is database-level, and describes how they are mapped.

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)

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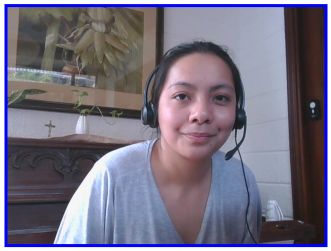
Identity Confirmation Photos

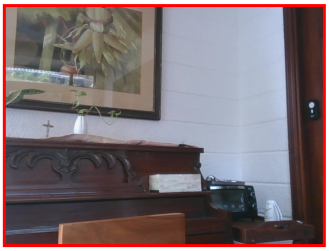
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

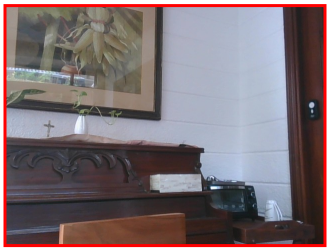


Pre/Post-Test Photo

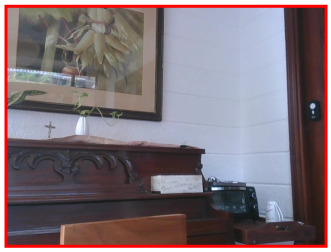
ID Photo



In-Test Error Detected (No Face Detected)

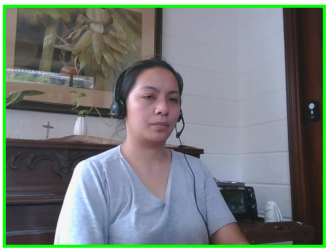


In-Test Error Detected (No Face Detected)

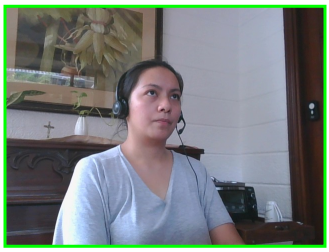


In-Test Error Detected (No Face Detected)

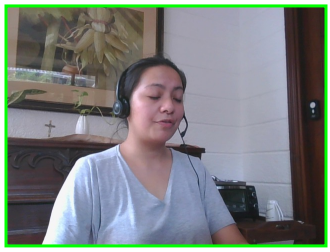
In-Test Photo



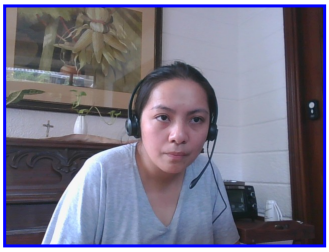
In-Test Photo



In-Test Photo



In-Test Photo



Pre/Post-Test Photo

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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

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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: 20848-1, Key: 0-0, Rpt: 104, Prd: 9671, Created: 2026-07-01 16:57 EDT
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

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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 Restore	94.2904	Numeric Score	94.2904	12.5000
Backup and Restore (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Database Integrity and Maintenance	82.6445	Numeric Score	82.6445	12.5000
Index and Statistics Management	95.4128	Numeric Score	95.4128	12.5000
Monitoring and Troubleshooting	64.8475	Numeric Score	64.8475	12.5000
SQL Server Agent and Job Automation	98.5448	Numeric Score	98.5448	12.5000
Security Management	66.5399	Numeric Score	66.5399	12.5000
Security Management (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Weighted Average:				76.2506
Final Overall Score:				76

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Notes

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