

Test Results and Interview Guide

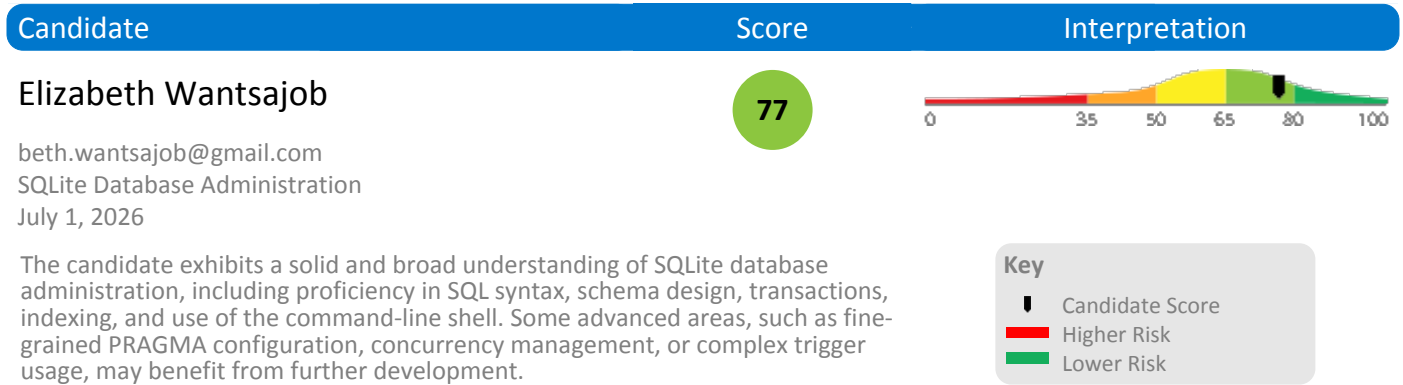
Candidate: **Elizabeth Wantsajob**
Assessment: SQLite Database Administration
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

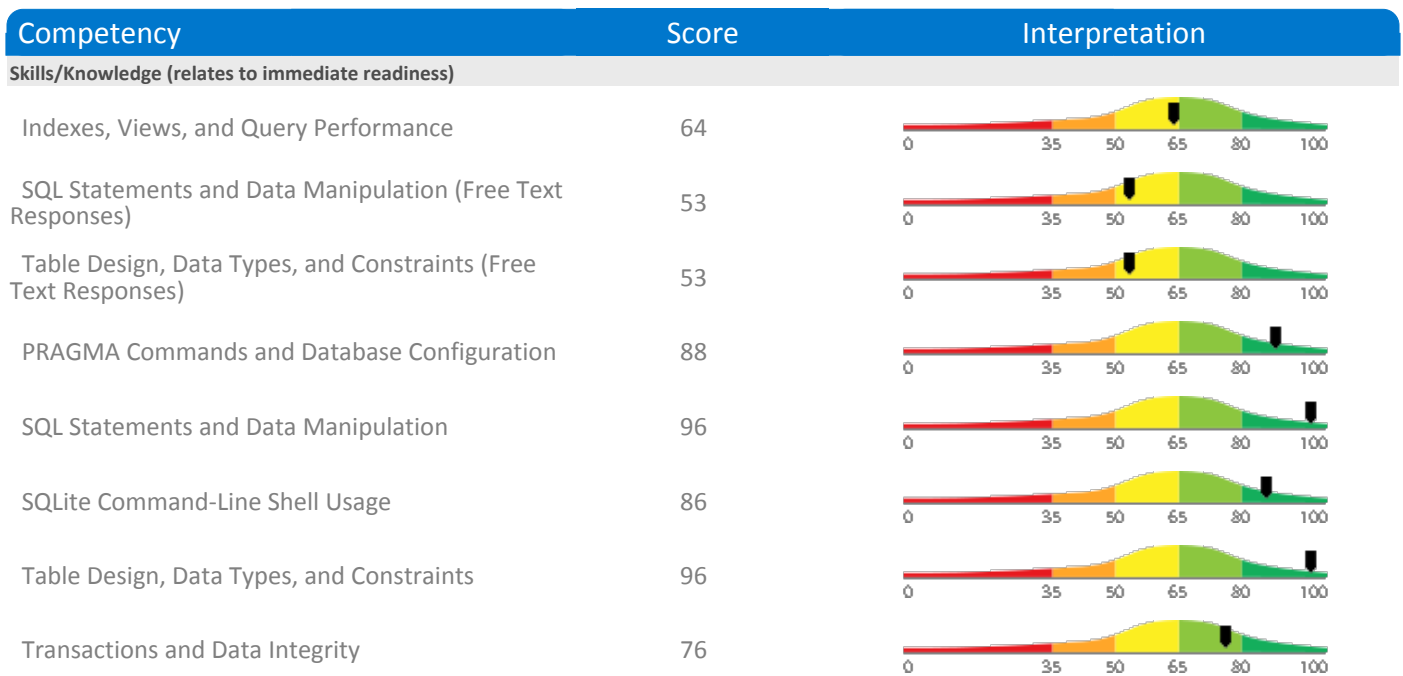
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The SQLite 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

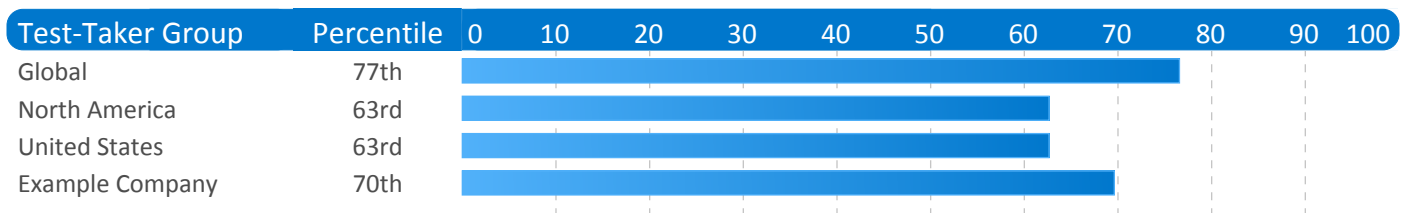


Competency Summary



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.



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	-	-	<p>Summary Points (AI):</p> <ul style="list-style-type: none"> (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. <p>Narrative (AI): Elizabeth Wantsajob demonstrates a mixed profile of knowledge, skills, and abilities across the assessed competencies.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Computed on: April 2, 2026, 11:09:49PM EDT</p>

Detail

Candidate: Elizabeth Wantsajob, beth.wantsajob@gmail.com
 Assessment: SQLite Database Administration
 Authorized: July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
 Started: July 1, 2026, 5:03:00PM EDT
 Completed: July 1, 2026, 5:03:00PM EDT
 Overall Score: 77

Knowledge and Skills Detail

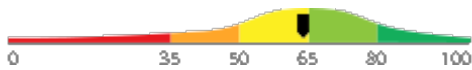
This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail

Interview Guide

Indexes, Views, and Query Performance

Score: 64



Description:

Covers creating and using indexes to speed up data retrieval, creating views to simplify complex or frequently used queries, and understanding basic query performance considerations in SQLite. These skills help ensure databases remain efficient as data grows.

Interpretation:

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

The candidate possesses a moderate understanding of creating and using indexes, defining views, and basic query performance considerations in SQLite. They likely grasp core concepts but may struggle with more complex or nuanced scenarios without additional guidance or experience.

How would you create a view in SQLite, and can you describe a situation where using a view would be more practical than writing the full query every time?



1

Does not know how to create a view or cannot describe a practical use case.



2

Correctly writes CREATE VIEW syntax and gives a basic use case but does not elaborate on practical benefits.



3



4

Writes correct syntax, gives a clear practical example, and explains benefits such as simplicity, reusability, and abstraction.



5

Can you explain what an index does in a database and describe how you would create one in SQLite?



1

Cannot explain what an index does or recall the CREATE INDEX syntax.



2

Gives a basic explanation of indexes and recalls CREATE INDEX syntax but cannot explain when or why to use one.



3



4

Clearly explains how indexes speed up queries, writes correct syntax, and identifies good use cases and trade-offs.



5

Detail

Interview Guide

SQL Statements and Data Manipulation (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.

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
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.

2
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.

3
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
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.

2
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.

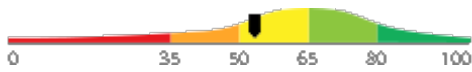
3
Candidate clearly outlines a structured lifecycle including discovery, requirements, development, model validation, testing, deployment, and monitoring. Demonstrates awareness of AI-specific challenges such as data quality, model drift, and iterative retraining, and explains how they would coordinate stakeholders across phases.

Detail

Interview Guide

Table Design, Data Types, and Constraints (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.

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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?



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2
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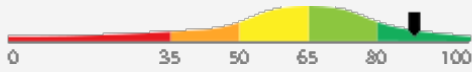
3
Candidate clearly outlines a structured lifecycle including discovery, requirements, development, model validation, testing, deployment, and monitoring. Demonstrates awareness of AI-specific challenges such as data quality, model drift, and iterative retraining, and explains how they would coordinate stakeholders across phases.

Detail

Interview Guide

PRAGMA Commands and Database Configuration

Score: 88



Description:

Covers using SQLite PRAGMA statements to configure and inspect database behavior, including enabling foreign key enforcement, setting journal modes (e.g., WAL mode), running integrity checks, and gathering database statistics with ANALYZE. These commands are essential for tuning and maintaining a healthy 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 SQLite PRAGMA statements and database configuration. They are highly proficient in leveraging PRAGMA commands to tune and maintain healthy databases, including expert-level application of foreign key enforcement, journal mode configuration, integrity verification, and statistical analysis.

What is WAL mode in SQLite, how do you enable it using a PRAGMA command, and what advantage does it offer compared to the default journal mode?



1

Does not know what WAL mode is or how to enable it.



2

Knows WAL mode improves concurrency and can enable it but gives an incomplete explanation of how it differs from the default.



3



4

Accurately explains WAL mode, the PRAGMA journal_mode=WAL command, and clearly describes its concurrency and performance benefits.



5

Have you used any PRAGMA commands in SQLite before? Can you name one and describe what it does?



1

Has not used PRAGMA commands or cannot name or describe any.



2

Names one or two PRAGMA commands such as foreign_keys or integrity_check but gives limited explanation.



3



4

Names multiple PRAGMA commands, explains their purposes clearly, and describes practical scenarios for using them.

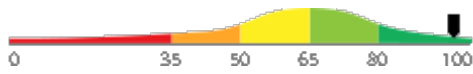


5

Detail Interview Guide

SQL Statements and Data Manipulation

Score: 96



Description:

Covers writing SQL statements to create tables, insert, query, update, and delete data in SQLite databases. Includes use of WHERE clauses, filtering, sorting, and basic data retrieval. This is the most frequently performed task in day-to-day SQLite database work.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced mastery of SQLite database administration, encompassing the full breadth of relevant knowledge including schema design and normalization, complex SQL queries, transaction management, PRAGMA configuration, triggers, backup methods, data import and export, and concurrency behavior. This individual is highly capable of independently managing, optimizing, and maintaining SQLite databases across a wide range of operational and administrative scenarios.

How would you write a SQL query that retrieves the total number of orders for each customer from an 'orders' table, showing only customers with more than five orders?

- | | | | | |
|--|---|--|---|---|
| ★ | ★ | ★ | ★ | ★ |
| 1 | 2 | 3 | 4 | 5 |
| Cannot apply GROUP BY or HAVING; confuses filtering with WHERE vs. HAVING. | | Produces a mostly correct query using GROUP BY and HAVING with minor mistakes. | | Writes a correct, efficient query and clearly explains GROUP BY, HAVING, and aggregate functions. |

Can you walk me through how you would write a SQL statement to retrieve all records from a table called 'employees' where the department is 'Sales'?

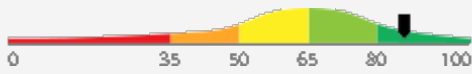
- | | | | | |
|--|---|--|---|---|
| ★ | ★ | ★ | ★ | ★ |
| 1 | 2 | 3 | 4 | 5 |
| Cannot recall basic SELECT syntax or WHERE clause usage. | | Writes a mostly correct SELECT statement with minor errors or omissions. | | Writes correct, clean SQL and explains each clause clearly and confidently. |

Detail

Interview Guide

SQLite Command-Line Shell Usage

Score: 86



Description:

Covers using the SQLite command-line shell (sqlite3) to connect to databases, run SQL commands, and use built-in dot commands for tasks such as importing and exporting data, viewing schema, changing output formats, and running scripts. The shell is the primary tool for direct database administration.

Interpretation:

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

The candidate exhibits a comprehensive and expert-level mastery of the SQLite command-line shell across all core and advanced administrative functions. They are highly capable of leveraging the full suite of shell capabilities — including scripting, data management, schema review, and output customization — to effectively administer SQLite databases.

How would you use the SQLite command-line shell to import data from a CSV file into an existing table, and what steps would you take to make sure the import works correctly?



1

Does not know the .import command or how to configure the shell mode for CSV import.



2

Knows .import and .mode csv but is unsure about handling headers or potential data mismatches.



3



4

Accurately describes the full import process including .mode csv, .headers, and data validation considerations.



5

How would you open an existing SQLite database file called 'inventory.db' using the command-line shell, and once inside, how would you see a list of all the tables in that database?



1

Cannot recall how to open a database file or use .tables or .schema commands.



2

Correctly opens the database but is uncertain about which dot commands to use for viewing tables or schema.



3



4

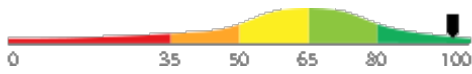
Confidently opens the database and accurately describes .tables, .schema, and related shell commands.



5

Detail
Interview Guide
Table Design, Data Types, and Constraints

Score: 96


Description:

Covers creating and modifying tables in SQLite, including selecting appropriate data types (TEXT, INTEGER, REAL, BLOB, NUMERIC) and applying constraints such as PRIMARY KEY, NOT NULL, UNIQUE, DEFAULT, CHECK, and FOREIGN KEY. Good table design is foundational to reliable database operation.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced understanding of SQLite table design, data types, and constraints, reflecting the ability to architect reliable and well-structured database schemas. Strong proficiency across all major constraint types and data type considerations positions this individual to independently handle complex database administration tasks with a high degree of accuracy.

How would you enforce a relationship between two tables in SQLite using a foreign key, and what do you need to do to make sure SQLite actually enforces that constraint?



1

Does not know how to define a FOREIGN KEY or is unaware of the PRAGMA needed to enforce it.



2

Correctly defines a FOREIGN KEY but needs prompting to recall the PRAGMA foreign_keys = ON requirement.



3



4



5

Accurately defines FOREIGN KEY syntax and independently explains PRAGMA foreign_keys = ON and its importance.

If you were creating a table to store customer information including a unique customer ID, their name, and their email address, how would you write the CREATE TABLE statement and what constraints would you apply?



1

Cannot write a CREATE TABLE statement or apply basic constraints correctly.



2

Writes a functional CREATE TABLE statement but misses one or two relevant constraints.



3



4



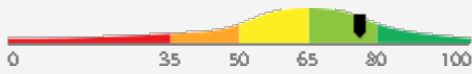
5

Writes a well-structured statement with appropriate data types and all relevant constraints explained.

Detail Interview Guide

Transactions and Data Integrity

Score: 76



Description:

Covers using transactions in SQLite to group multiple SQL operations so they either all succeed or all fail together. Includes BEGIN, COMMIT, and ROLLBACK statements, as well as understanding why transactions matter for keeping data accurate and consistent.

Interpretation:

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

The candidate exhibits a solid and competent understanding of SQLite transactions and data integrity, including the correct use of transaction control statements to group operations atomically. They can generally apply these concepts effectively to maintain data accuracy and consistency, with only minor gaps in advanced or edge-case knowledge.

If you were writing a script that transfers funds between two account records in a database, how would you use transactions to make sure the data stays consistent if something goes wrong during the transfer?



1

Does not apply transactions to the scenario or cannot explain how rollback protects data consistency.



2

Correctly wraps the operations in a transaction but does not fully address error handling or rollback logic.



3



4

Fully describes wrapping both operations in a transaction with error handling and rollback to prevent partial updates.



5



1

Cannot explain what a transaction is or how to use BEGIN, COMMIT, or ROLLBACK.



2

Provides a basic explanation of transactions and identifies the three commands but gives a vague or incomplete example.



3



4

Clearly explains transactions, provides a concrete practical example, and explains the benefit of rollback on failure.



5

Can you explain what a transaction is in SQLite and give an example of when you would use BEGIN, COMMIT, and ROLLBACK?

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 hallucination. 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 'hallucination' 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.

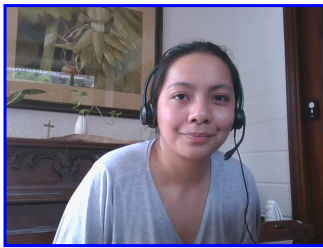
Misspelled Words: guardrails (1), hallucination (1)

Identity Confirmation Photos

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

Photo Analysis Results

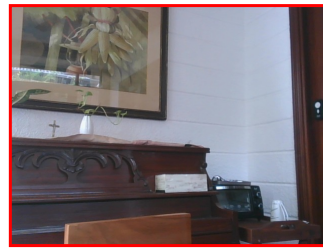
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



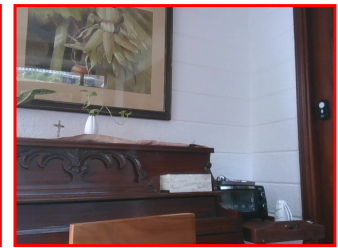
Pre/Post-Test Photo



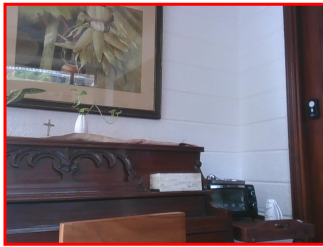
ID Photo



In-Test Error Detected (No Face Detected)



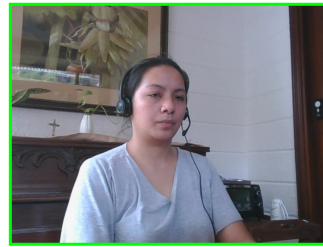
In-Test Error Detected (No Face Detected)



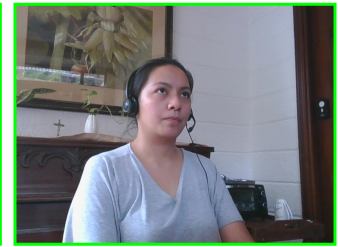
In-Test Error Detected (No Face Detected)



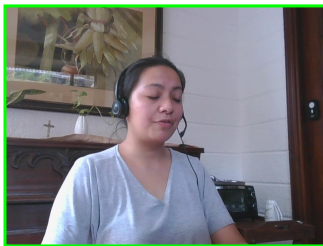
In-Test Photo



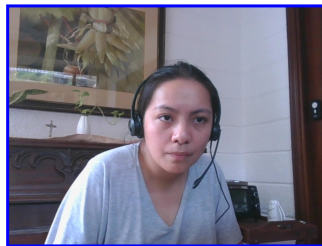
In-Test Photo



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: 20849-1, Key: 0-0, Rpt: 104, Prd: 9672, Created: 2026-07-01 17:03 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 (%)
Indexes, Views, and Query Performance	64.0641	Numeric Score	64.0641	12.5000
PRAGMA Commands and Database Configuration	88.4427	Numeric Score	88.4427	12.5000
SQL Statements and Data Manipulation	96.4942	Numeric Score	96.4942	12.5000
SQL Statements and Data Manipulation (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
SQLite Command-Line Shell Usage	86.0106	Numeric Score	86.0106	12.5000
Table Design, Data Types, and Constraints	96.8828	Numeric Score	96.8828	12.5000
Table Design, Data Types, and Constraints (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Transactions and Data Integrity	76.3992	Numeric Score	76.3992	12.5000
Weighted Average:				77.0023
Final Overall Score:				77

Notes

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