hr | avatar
Illuminating Talent

Test Results and Interview Guide

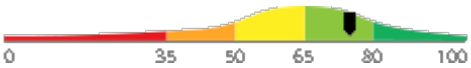
Candidate: **Elizabeth Wantsajob**
Assessment: MongoDB Database Administration
Completed: July 2, 2026
Prepared for: Sara Maple
Example Company

What's Included

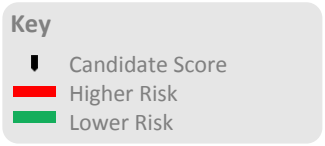
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

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

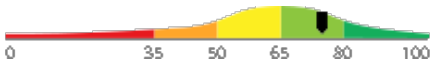
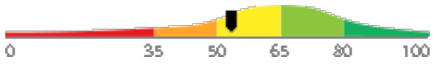
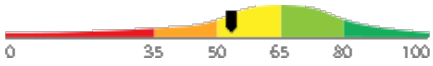
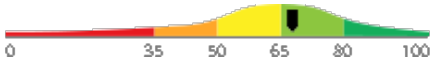
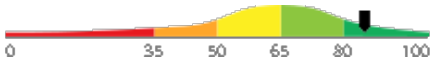
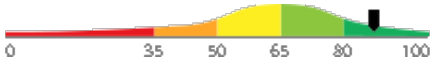
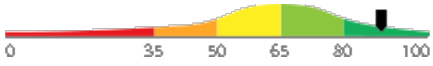
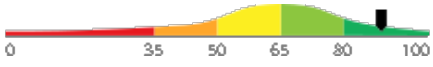
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com MongoDB Database Administration July 2, 2026	75	

The candidate exhibits a solid and competent understanding of MongoDB database administration, including replica set management, indexing strategies, user authentication, and performance diagnostics. They are likely capable of independently managing most day-to-day administrative responsibilities, with opportunities to further refine expertise in advanced optimization, capacity planning, and complex operational scenarios.



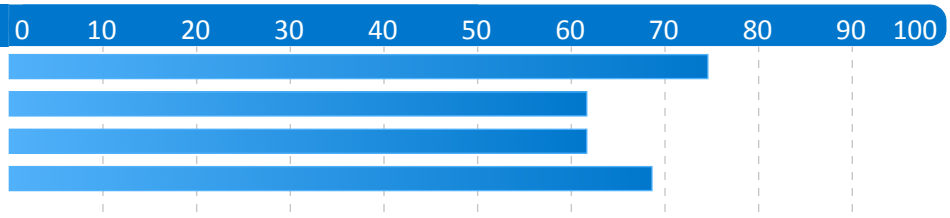
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Backup and Restore Operations	75	
Backup and Restore Operations (Free Text Responses)	53	
Replica Sets and High Availability (Free Text Responses)	53	
Installation, Configuration, and Upgrades	68	
Performance Monitoring and Query Optimization	85	
Replica Sets and High Availability	87	
Security, Authentication, and Authorization	89	
Sharding and Horizontal Scaling	89	

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	75th
North America	62nd
United States	62nd
Example Company	69th



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:	MongoDB Database Administration
Authorized:	July 2, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 2, 2026, 7:32:37PM EDT
Completed:	July 2, 2026, 7:32:37PM EDT
Overall Score:	75

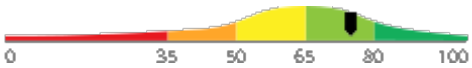
Knowledge and Skills Detail

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 Operations

Score: 75



Description:

Covers the tools and procedures used to back up and restore MongoDB data. Includes using mongodump and mongorestore, taking filesystem snapshots, and understanding when and how to apply each method to protect data and recover from failures.

Interpretation:

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

The candidate exhibits a solid and proficient understanding of MongoDB backup and restore operations, including the use of core tools and filesystem snapshot techniques. They are likely capable of selecting and applying appropriate methods to protect data and recover from most failure scenarios with minimal guidance.

Describe the steps you would take to perform a consistent backup of a running MongoDB replica set and then restore it to a new environment.

1	2	3	4	5
Cannot describe a consistent backup strategy or a restore process.		Mentions mongodump/mongorestore but misses consistency considerations like oplog or snapshot timing.		Covers consistent snapshot or mongodump with --oplog, transfer steps, mongorestore with --oplogReplay, and validation.

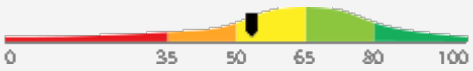
What is mongodump and when would you use it to back up a MongoDB database?

1	2	3	4	5
Cannot accurately describe mongodump or its basic use case.		Correctly identifies mongodump as a backup tool but does not address limitations or alternatives.		Explains mongodump usage, flags like --oplog, limitations with large datasets, and when snapshots are preferred.

Detail

Backup and Restore Operations (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.

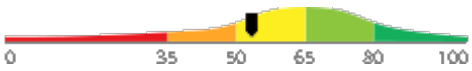
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Replica Sets and High Availability (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.

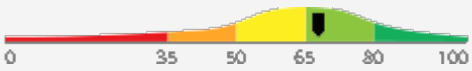
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Installation, Configuration, and Upgrades

Score: 68



Description:

Covers the steps needed to install, configure, and upgrade MongoDB instances. Includes setting key configuration file options such as storage paths, network settings, and log locations, as well as following safe procedures to upgrade MongoDB versions in a running environment.

Interpretation:

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

The candidate demonstrates a solid understanding of MongoDB installation, configuration, and upgrade workflows, including the proper use of key configuration file settings and safe upgrade practices. They are generally capable of managing these tasks in a production environment with minimal supervision.

Interview Guide

Describe the steps you would take to upgrade a MongoDB replica set to a new major version with minimal downtime.

1	2	3	4	5
Cannot describe a safe upgrade sequence or mention version compatibility checks.		Mentions upgrading secondaries first but omits featureCompatibilityVersion or rollback planning.		Describes rolling upgrade order, setting featureCompatibilityVersion, testing, and rollback strategy for each step.

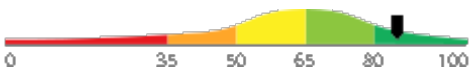
What are the most important settings you would configure in MongoDB's configuration file when setting up a new instance?

1	2	3	4	5
Cannot name relevant configuration options or explain their purpose.		Names a few options like dbPath or port but misses important settings like bindIp, auth, or logPath.		Covers dbPath, logPath, bindIp, port, security.authorization, and replication/sharding settings with clear explanations.

Detail

Performance Monitoring and Query Optimization

Score: 85



Description:

Covers the tools and methods used to monitor MongoDB performance and improve query efficiency. Includes using mongostat, mongotop, and the database profiler to identify bottlenecks, and creating or optimizing indexes to speed up queries.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of MongoDB performance monitoring and query optimization. They demonstrate a strong command of diagnostic tools, the database profiler, and sophisticated indexing strategies, indicating the ability to independently identify, analyze, and resolve performance issues at a high level.

Interview Guide

A specific query in your application has become noticeably slow. Walk me through how you would investigate and resolve the performance issue.

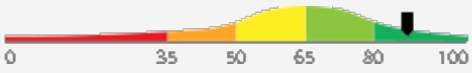
1	2	3	4	5
Cannot describe a structured approach to diagnosing or fixing a slow query.		Mentions indexes and explain() but lacks a complete diagnostic workflow.		Describes using explain('executionStats'), identifying COLLSCAN, creating a targeted index, and verifying improvement.

What tools does MongoDB provide to help you identify slow queries, and how would you use one of them?

1	2	3	4	5
Cannot name relevant tools or describe how to identify slow queries.		Names the profiler or mongostat but cannot explain how to enable or interpret their output.		Explains enabling the profiler with db.setProfilingLevel(), querying system.profile, and using explain() to analyze queries.

Replica Sets and High Availability

Score: 87



Description:

Covers the setup, configuration, and ongoing management of MongoDB replica sets. Includes initiating replica sets, adding and removing members, understanding primary and secondary roles, handling failover, and recovering from replication issues.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of MongoDB database administration, reflecting strong proficiency across all major domains including replication, sharding, security, performance optimization, capacity planning, troubleshooting, and operational maintenance. This individual is well-equipped to independently manage complex MongoDB environments, resolve sophisticated issues, and contribute expertise across the full lifecycle of MongoDB administration operations.

Walk me through how you would diagnose and resolve replication lag in a MongoDB replica set.

1	2	3	4	5
Cannot identify replication lag causes or describe any diagnostic steps.		Mentions rs.status() and oplog but lacks a structured troubleshooting approach.		Describes using rs.status(), oplog window analysis, network/disk checks, and remediation steps.

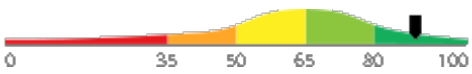
Can you describe what a replica set is in MongoDB and explain what happens when the primary node goes down?

1	2	3	4	5
Vague or incorrect description; little understanding of failover or member roles.		Correctly defines replica set and mentions automatic failover, but lacks detail on elections.		Clearly explains replica sets, election process, priority settings, and failover recovery steps.

Detail

Security, Authentication, and Authorization

Score: 89



Description:

Covers how to secure a MongoDB deployment by enabling authentication, creating and managing users and roles, configuring role-based access control (RBAC), and applying security settings such as TLS/SSL encryption and auditing.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced mastery of MongoDB security, authentication, and authorization principles. They are well-equipped to independently design and implement secure MongoDB deployments, including robust RBAC policies, TLS/SSL encryption, user and role lifecycle management, and security auditing best practices.

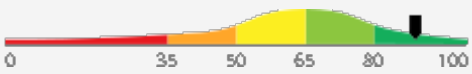
Interview Guide

How would you audit which users have access to a sensitive MongoDB database and ensure that only the minimum necessary permissions are in place?

1	2	3	4	5
Cannot describe how to review user roles or identify over-privileged accounts.		Mentions db.getUsers() or show users but does not describe a systematic review or remediation process.		Describes querying system.users, reviewing role assignments, using built-in roles vs. custom roles, and revoking excess privileges.

How do you create a new user in MongoDB and assign them read-only access to a specific database?

1	2	3	4	5
Cannot write the correct command or describe the role assignment process.		Provides a mostly correct db.createUser() command but makes errors in role syntax or scope.		Writes correct db.createUser() with read role scoped to the correct database and explains authentication requirements.

Detail	Interview Guide
Sharding and Horizontal Scaling Score: 89  *Description:* Covers how MongoDB distributes data across multiple servers using sharding. Includes selecting an appropriate shard key, enabling sharding on collections, understanding how the balancer works, and managing chunk distribution across shards. *Interpretation:* Candidate should achieve superior job performance in this area with little or no training. The candidate demonstrates an advanced and comprehensive mastery of MongoDB sharding and horizontal scaling concepts. They show strong command of shard key strategy, collection-level sharding configuration, balancer operations, and chunk distribution across shards. This individual is well-equipped to architect, manage, and optimize sharded MongoDB deployments in complex, high-demand production environments.	How would you choose a shard key for a high-traffic collection, and what problems can arise from a poor choice? 1 — Cannot describe criteria for shard key selection or identify common pitfalls. 2 3 — Mentions cardinality or write distribution but cannot fully explain hotspots or jumbo chunks. 4 5 — Discusses cardinality, write distribution, avoiding monotonic keys, hotspot risk, jumbo chunks, and balancer impact. What is sharding in MongoDB and why would a database administrator choose to shard a collection? 1 — Cannot accurately define sharding or give a valid reason for its use. 2 3 — Correctly defines sharding as horizontal scaling but does not explain shard key importance or trade-offs. 4 5 — Explains sharding for scalability, describes the role of the shard key, and mentions trade-offs of poor key selection.

Free Text Responses

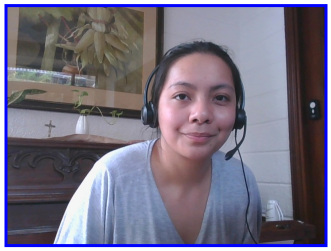
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

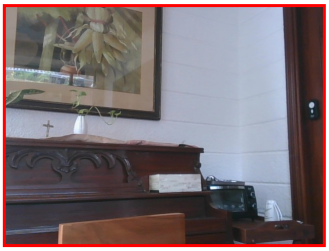
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

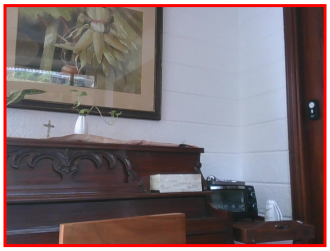


Pre/Post-Test Photo

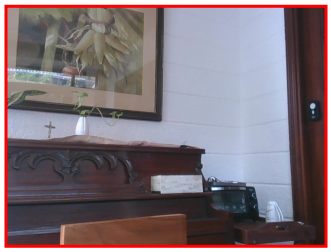
ID Photo



In-Test Error Detected (No Face Detected)

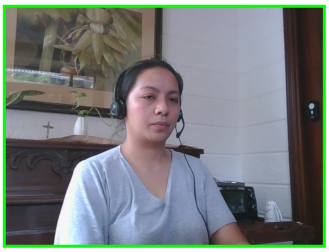


In-Test Error Detected (No Face Detected)

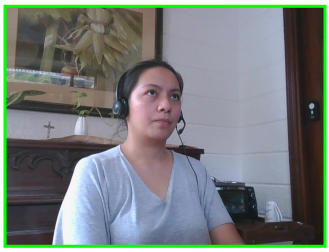


In-Test Error Detected (No Face Detected)

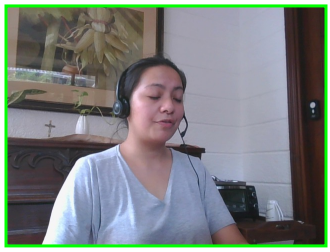
In-Test Photo



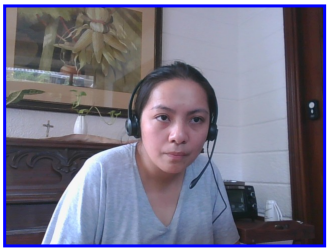
In-Test Photo



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: 20851-1, Key: 0-0, Rpt: 104, Prd: 9674, Created: 2026-07-02 19:32 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 Restore Operations	75.2755	Numeric Score	75.2755	12.5000
Backup and Restore Operations (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Installation, Configuration, and Upgrades	68.0803	Numeric Score	68.0803	12.5000
Performance Monitoring and Query Optimization	85.1822	Numeric Score	85.1822	12.5000
Replica Sets and High Availability	87.3222	Numeric Score	87.3222	12.5000
Replica Sets and High Availability (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Security, Authentication, and Authorization	89.2952	Numeric Score	89.2952	12.5000
Sharding and Horizontal Scaling	89.0591	Numeric Score	89.0591	12.5000
Weighted Average:				75.2424
Final Overall Score:				75

Notes

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