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Illuminating Talent

Test Results and Interview Guide

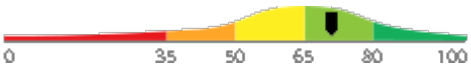
Candidate: **Elizabeth Wantsajob**
Assessment: Redis Administration
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

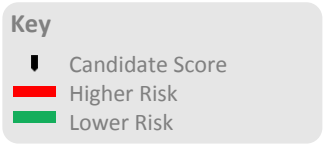
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Redis 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.

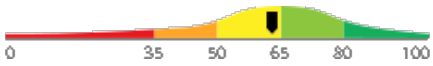
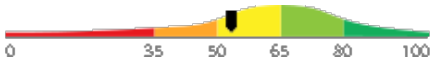
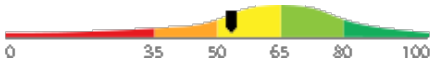
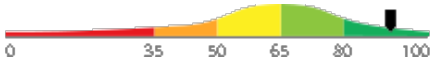
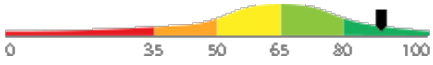
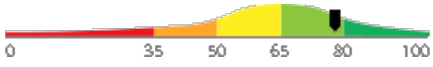
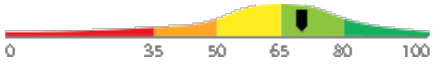
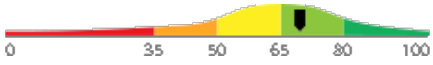
Overall

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

The candidate demonstrates a solid and broad understanding of Redis administration, including replication, persistence, memory management, security configuration, and operational tooling such as redis-cli and monitoring commands. Minor gaps may exist in specialized areas, but the candidate is well-equipped to handle most Redis administration responsibilities with limited oversight.



Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Memory Management and Eviction Policies	63	
Redis Configuration and Persistence (Free Text Responses)	53	
Redis Data Structures (Free Text Responses)	53	
Monitoring and Performance Troubleshooting	91	
Redis Configuration and Persistence	89	
Redis Data Structures	78	
Replication and High Availability	70	
Security Configuration	70	

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	0 10 20 30 40 50 60 70 80 90 100
Global	71st	
North America	59th	
United States	59th	
Example Company	65th	

Artificial Intelligence (AI) Generated Scores

This table includes one or more scores derived from a large language model AI query. AI-derived scores are non-deterministic. That is, they are not precisely repeatable. Therefore, these scores should always be treated as supplementary information and should never be used exclusively or compared to hard cutoff values.

Estimated Value	Score	Confidence	Interpretation
Knowledge, Skills, and Abilities Summary	-	-	Summary Points (AI): • (Generic Text for Sample Report) Strong performer in Drag and Drop Files tasks, indicating comfort with file management and basic computer interactions. • Demonstrates solid numerical accuracy in Recognizing and Confirming Numbers, a valuable asset in detail-oriented roles. • Moderate overall performance in Analytical Thinking and Attention to Detail, with adequate grammar skills but room for improvement. • Struggles with Reading and Analyzing Problems, which may limit effectiveness in roles requiring critical reading and complex problem-solving. • Lowest performance in Navigating Between Screens, suggesting difficulty with multi-screen software workflows that could impact productivity in computer-intensive roles. Narrative (AI): Elizabeth Wantsajob demonstrates a mixed profile of knowledge, skills, and abilities across the assessed competencies. Elizabeth shows a strong aptitude in Drag and Drop Files, performing well on this technical task and suggesting she is comfortable with this type of computer interaction. This is a notable strength that would translate well into roles requiring file management and basic computer navigation tasks. In the area of Analytical Thinking and Attention to Detail, Elizabeth performs at a moderate level. She demonstrates solid ability in Recognizing and Confirming Numbers, which suggests she is careful and accurate when working with numerical data — a valuable skill in detail-oriented work environments. Her Grammar performance is adequate but leaves room for improvement, indicating she may occasionally make written communication errors. Her weakest area within this competency is Reading and Analyzing Problems, where she struggled to consistently interpret and work through written problem scenarios. This may impact her effectiveness in roles that require critical reading, written comprehension, or complex problem-solving. Elizabeth's most significant area for development is Navigating Between Screens, where she scored considerably lower than the other competencies. This suggests she may have difficulty efficiently moving through software interfaces or multi-screen workflows, which could slow productivity in roles that rely heavily on navigating computer applications or data entry systems. Overall, Elizabeth brings some useful technical strengths, particularly in file management and numerical accuracy, but would benefit from targeted development in software navigation and analytical problem-solving to be fully effective in roles that demand these skills. Computed on: April 2, 2026, 11:09:49PM EDT

Detail

Candidate:	Elizabeth Wantsajob, beth.wantsajob@gmail.com
Assessment:	Redis Administration
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 5:10:46PM EDT
Completed:	July 1, 2026, 5:10:46PM EDT
Overall Score:	71

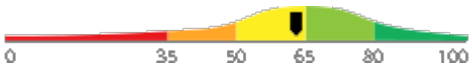
Knowledge and Skills Detail

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

Detail | Interview Guide

Memory Management and Eviction Policies

Score: 63



Description:

Redis stores data in memory, so managing memory use is a critical day-to-day responsibility. Administrators must know how to set memory limits using maxmemory, understand the available eviction policies, and configure TTLs on keys to control how long data is retained. Poor memory management is one of the most common causes of Redis performance problems.

Interpretation:

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

The candidate possesses a moderate understanding of Redis memory management and eviction policies, demonstrating familiarity with key concepts but inconsistent depth of knowledge. They may be able to perform routine memory configuration tasks but likely require guidance when addressing more complex or performance-critical scenarios.

Describe the difference between the allkeys-lru and volatile-lru eviction policies. When would you choose one over the other?

1	2	3	4	5
Cannot distinguish between the two policies or confuses their behavior.		Correctly explains that one targets all keys and the other only keys with TTLs, but gives a vague or incomplete recommendation.		Clearly explains both policies, correctly ties volatile-lru to use cases with explicit TTLs, and gives a practical recommendation with reasoning.

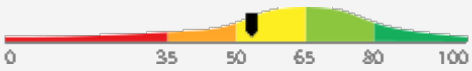
What happens in Redis when the server runs out of available memory, and what is one way you can control this behavior?

1	2	3	4	5
Cannot describe what happens or gives an inaccurate answer with no mention of eviction or maxmemory.		Mentions that Redis may reject writes or evict keys but cannot name a specific eviction policy.		Correctly explains that behavior depends on the eviction policy, names at least one policy, and mentions the maxmemory setting.

Detail

Redis Configuration and Persistence (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.

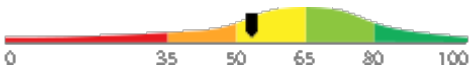
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Redis Data Structures (Free Text Responses)

Score: 53



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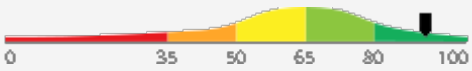
Detail

Monitoring and Performance Troubleshooting

Score: 91



Description:

Keeping a Redis instance healthy requires ongoing monitoring using tools like the INFO command, MONITOR command, SLOWLOG, and LATENCY commands. Administrators use these tools to identify slow queries, memory pressure, connection issues, and other performance problems. This is a routine part of Redis administration in any production environment.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of Redis monitoring and performance troubleshooting. They are highly proficient with the full suite of diagnostic tools and can proactively identify, analyze, and resolve complex performance issues, making them well-suited for ownership of Redis administration in demanding production environments.

Interview Guide

Walk me through how you would use SLOWLOG to diagnose a performance issue in Redis. What information does it provide, and what would you do with that information?

1	2	3	4	5
Cannot describe how SLOWLOG works or what information it returns.		Correctly explains that SLOWLOG records slow commands but gives a vague description of next steps.		Explains SLOWLOG GET and SLOWLOG RESET, describes the output fields, and outlines a clear process for using the data to identify and fix slow commands.

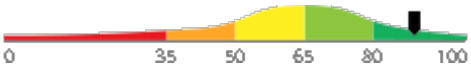
If a Redis instance seemed to be running slowly, what is one command or tool you would use to start investigating the problem?

1	2	3	4	5
Cannot name a relevant command or describes an approach unrelated to Redis.		Names one relevant command such as INFO or SLOWLOG but cannot describe what information it provides.		Names one or more relevant commands and clearly explains what information each provides and how it would guide troubleshooting.

Detail

Redis Configuration and Persistence

Score: 89



Description:

Redis behavior is controlled through the redis.conf file and runtime configuration commands. Key settings include memory limits, network bindings, and persistence options. Administrators must understand both RDB snapshots and AOF logging to ensure data is saved reliably and Redis behaves as expected in their environment.

Interpretation:

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

Demonstrates advanced proficiency in Redis configuration and persistence, reflecting a comprehensive understanding of the redis.conf file, runtime configuration commands, memory and network settings, and both RDB and AOF persistence mechanisms. Is well-equipped to design, optimize, and maintain Redis deployments in demanding production environments with a high degree of independence and reliability.

Interview Guide

Explain the difference between RDB and AOF persistence in Redis. In what situation would you choose one over the other, and why?

1	2	3	4	5
Cannot distinguish between RDB and AOF or gives an incorrect explanation of either.		Correctly describes both mechanisms at a basic level but gives a generic or incomplete trade-off comparison.		Clearly explains both mechanisms, their trade-offs in terms of durability and performance, and gives a well-reasoned scenario for choosing each.

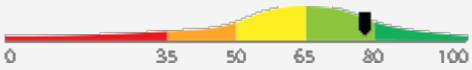
What is the purpose of the redis.conf file, and can you name one setting you would configure there?

1	2	3	4	5
Cannot describe the file's purpose or names an incorrect or irrelevant setting.		Correctly identifies the file's purpose and names one valid setting.		Explains the file's role clearly and names multiple relevant settings with brief explanations of their effect.

Detail

Redis Data Structures

Score: 78



Description:

Redis supports several core data types including strings, lists, sets, sorted sets, and hashes. Administrators and developers must understand how each structure works, when to use each one, and the commands used to read and write data in each type. This knowledge is applied constantly when supporting Redis-backed applications.

Interpretation:

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

The candidate exhibits a solid and broad understanding of Redis administration, including proficiency with data structures, persistence mechanisms, replication, memory management, and monitoring using standard Redis tooling. They are likely capable of configuring and maintaining Redis instances in production environments, though some advanced areas such as Redis Cluster optimization, complex ACL configurations, or advanced Lua scripting may benefit from further refinement. This individual can be expected to contribute effectively to Redis administration tasks with minimal supervision.

Interview Guide

Walk me through the difference between a Redis sorted set and a regular set, and describe a real-world scenario where a sorted set would be the better choice.

1	2	3	4	5
Confuses the two types or cannot describe a meaningful difference.		Correctly explains the scoring mechanism but gives a generic or vague use case.		Clearly explains scoring and ranking, gives a specific practical use case such as leaderboards or priority queues.

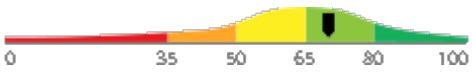
Can you name two Redis data types and describe a situation where you would use each one?

1	2	3	4	5
Names one or no data types; descriptions are vague or incorrect.		Names two data types with basic but plausible use cases.		Clearly names two or more types with specific, practical use cases and relevant commands.

Detail

Replication and High Availability

Score: 70



Description:

Redis supports primary-replica replication to improve read scalability and provide redundancy. Redis Sentinel extends this by automating failover when a primary node becomes unavailable. Administrators need to know how to set up and verify replication, understand how Sentinel monitors nodes, and know what happens during a failover event.

Interpretation:

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

The candidate shows a solid working knowledge of Redis replication and high availability, including configuring and verifying replication and understanding how Sentinel monitors and responds to node failures. They are likely capable of administering these systems effectively, with occasional need for reference or support on advanced scenarios.

Interview Guide

Explain the role of Redis Sentinel. How does it differ from basic replication, and what does it do when a primary node fails?

1	2	3	4	5
Cannot explain what Sentinel does or confuses it with replication or Redis Cluster.		Correctly identifies Sentinel as a high availability tool but gives an incomplete or vague description of the failover process.		Clearly explains Sentinel's monitoring and failover roles, describes the promotion of a replica to primary, and mentions client notification or reconfiguration.

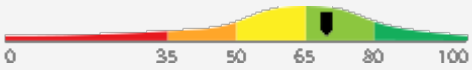
What is Redis replication, and why would you set it up in a production environment?

1	2	3	4	5
Cannot explain what replication does or gives an inaccurate description.		Correctly explains that replicas copy data from a primary for redundancy or read scaling but provides no additional detail.		Explains replication clearly, mentions read scaling and redundancy, and references how to configure it or verify its status.

Detail	Interview Guide

Security Configuration

Score: 70



Description:

Securing a Redis instance involves configuring authentication, setting up Access Control Lists (ACLs), and restricting network access. Because Redis is designed for speed and often deployed in trusted networks, it can be misconfigured and left exposed. Administrators must know how to apply basic security settings to protect data and prevent unauthorized access.

Interpretation:

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

The candidate exhibits a solid command of Redis security configuration, including authentication mechanisms, ACL setup, and network access controls. They are likely capable of independently securing a Redis instance in most environments, with only occasional need for reference or support on more advanced or edge-case scenarios.

How do Redis ACLs improve on the basic requirepass authentication approach? Describe a scenario where ACLs would be the better choice.

1	2	3	4	5
Cannot explain what ACLs are or how they differ from requirepass.		Correctly explains that ACLs allow per-user permissions but gives a vague or generic scenario.		Clearly explains that ACLs provide granular control over commands and key access per user, and gives a specific scenario such as restricting a read-only application user.

What is one step you would take to secure a Redis instance before deploying it in a production environment?

1	2	3	4	5
Cannot name a relevant security measure or describes a step unrelated to Redis security.		Names one valid step such as setting a password but cannot explain how to configure it.		Names one or more valid steps such as requirepass, binding to a specific interface, or disabling dangerous commands, with a brief explanation of each.

Free Text Responses

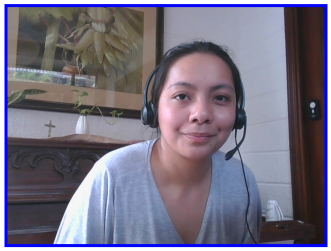
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

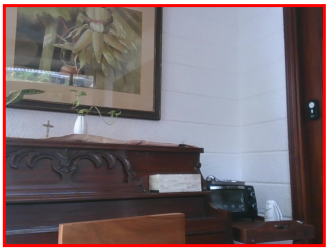
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

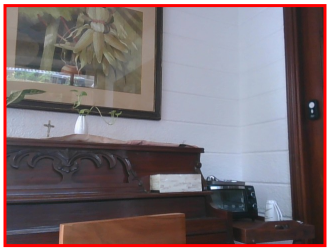


Pre/Post-Test Photo

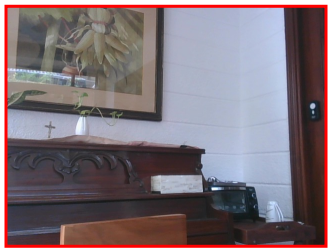
ID Photo



In-Test Error Detected (No Face Detected)

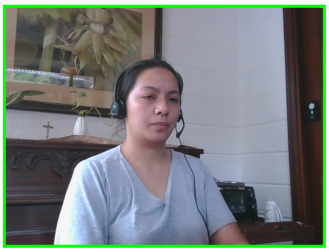


In-Test Error Detected (No Face Detected)

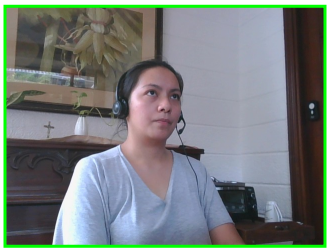


In-Test Error Detected (No Face Detected)

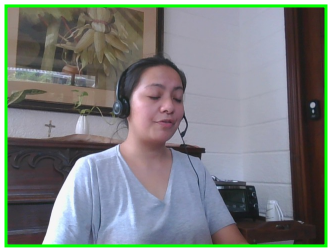
In-Test Photo



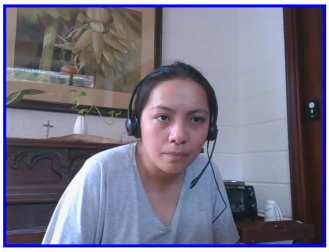
In-Test Photo



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: 20852-1, Key: 0-0, Rpt: 104, Prd: 9675, Created: 2026-07-01 17:10 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 (%)
Memory Management and Eviction Policies	63.4404	Numeric Score	63.4404	12.5000
Monitoring and Performance Troubleshooting	91.6227	Numeric Score	91.6227	12.5000
Redis Configuration and Persistence	89.2582	Numeric Score	89.2582	12.5000
Redis Configuration and Persistence (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Redis Data Structures	78.2983	Numeric Score	78.2983	12.5000
Redis Data Structures (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Replication and High Availability	70.3509	Numeric Score	70.3509	12.5000
Security Configuration	70.0727	Numeric Score	70.0727	12.5000
Weighted Average:				71.3460
Final Overall Score:				71

Notes

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