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Illuminating Talent

Test Results and Interview Guide

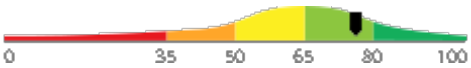
Candidate: **Elizabeth Wantsajob**
Assessment: Elastisearch Administration
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

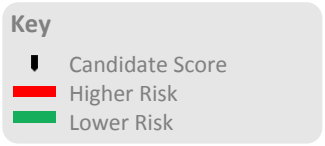
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Elastisearch 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.

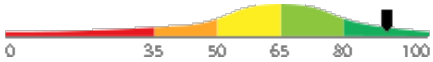
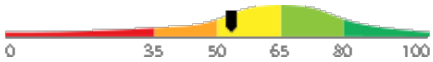
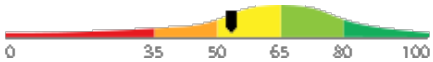
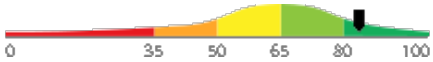
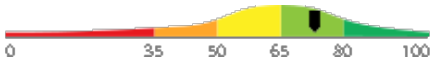
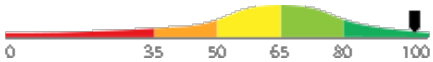
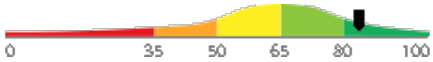
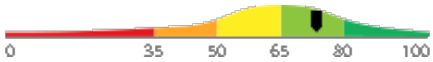
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Elastisearch Administration July 1, 2026	76	

The candidate demonstrates a solid and broad understanding of Elasticsearch administration, including cluster architecture, index lifecycle management, security configuration, and troubleshooting using built-in APIs. They are likely capable of handling most day-to-day administration responsibilities with minimal supervision, though mastery of the most advanced optimization and recovery techniques may still be developing.



Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Cluster Architecture: Nodes, Shards, and Replicas	90	
Cluster Health and Monitoring (Free Text Responses)	53	
Index Management and Lifecycle Policies (Free Text Responses)	53	
Cluster Health and Monitoring	83	
Index Management and Lifecycle Policies	73	
Installation, Configuration, and Upgrades	97	
Security Configuration	83	
Snapshot and Restore	73	

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

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:	Elastisearch Administration
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 5:10:04PM EDT
Completed:	July 1, 2026, 5:10:04PM EDT
Overall Score:	76

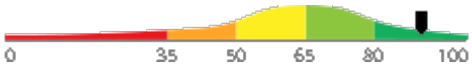
Knowledge and Skills Detail

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

Detail | Interview Guide

Cluster Architecture: Nodes, Shards, and Replicas

Score: 90



Description:

Covers the core building blocks of an Elasticsearch cluster, including the roles of different node types (master, data, coordinating), how indices are divided into primary shards, and how replica shards provide redundancy. Includes understanding shard allocation and rebalancing.

Interpretation:

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

The candidate exhibits a comprehensive and advanced understanding of Elasticsearch cluster architecture, including the precise roles of all node types, the mechanics of index sharding, and the use of replica shards for fault tolerance and redundancy. They are expected to be highly proficient in shard allocation, rebalancing strategies, and the design of resilient, well-structured Elasticsearch clusters.

How would you approach changing the number of replicas for an existing index, and what factors would influence your decision on how many replicas to use?

1	2	3	4	5
Cannot describe how to update replica count or relevant trade-offs.		Knows how to update replicas via settings API but gives limited reasoning about trade-offs.		Uses PUT index/_settings, discusses availability, storage cost, and cluster size as key decision factors.

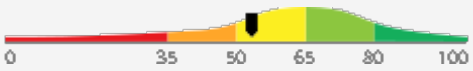
Can you explain the difference between a primary shard and a replica shard, and why replicas are useful?

1	2	3	4	5
Confuses primary and replica shards or cannot explain the purpose of replicas.		Correctly distinguishes primary from replica shards but gives only a partial explanation of their benefits.		Clearly explains both shard types, redundancy benefits, read scalability, and impact on cluster resilience.

Detail

Cluster Health and Monitoring (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.

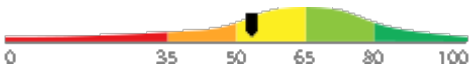
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Index Management and Lifecycle Policies (Free Text Responses)

Score: 53



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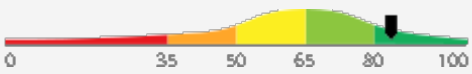
Detail

Cluster Health and Monitoring

Score: 83



Description:

Covers how to check and interpret cluster health, node stats, and index stats using Elasticsearch's built-in APIs. Includes diagnosing common issues like red or yellow cluster status, unassigned shards, and high resource usage using logs and monitoring endpoints.

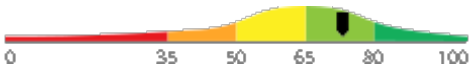
Interpretation:

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

The candidate exhibits an advanced and comprehensive command of Elasticsearch administration, encompassing complex topics such as performance optimization, shard rebalancing, role-based access control, rolling restarts, and network configuration for split-brain prevention. They are well-equipped to independently manage, troubleshoot, and optimize Elasticsearch environments at an expert level.

Index Management and Lifecycle Policies

Score: 73



Description:

Covers creating, configuring, updating, and deleting indices, including defining mappings and settings. Also includes managing Index Lifecycle Management (ILM) policies to automate index transitions through phases such as hot, warm, cold, and delete.

Interpretation:

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

The candidate exhibits a solid and well-rounded understanding of Elasticsearch index management, including defining mappings, configuring settings, and managing ILM policies across lifecycle phases. They can reliably apply these skills in most administrative scenarios with only minor gaps in advanced or edge-case knowledge.

Interview Guide

Walk me through how you would diagnose and resolve a situation where your Elasticsearch cluster suddenly goes red.

1	2	3	4	5
Vague response; cannot identify specific APIs or steps to isolate the problem.		Mentions checking cluster health and logs but lacks a structured troubleshooting approach.		Uses _cluster/health, _cat/shards, _cat/nodes, and logs systematically to isolate and resolve the issue.

If you ran a GET _cluster/health request and saw a status of 'yellow', what would that tell you, and what would you do next?

1	2	3	4	5
Cannot explain yellow status or identify unassigned shards as the cause.		Correctly identifies yellow as unassigned replicas but unsure how to investigate further.		Explains yellow status, checks _cat/shards for unassigned shards, and describes remediation steps clearly.

How would you set up an ILM policy to automatically move index data from a hot phase to a warm phase and eventually delete it after 90 days?

1	2	3	4	5
Unfamiliar with ILM or cannot describe the phases and policy structure.		Understands ILM phases conceptually but struggles to describe the full policy configuration.		Accurately describes defining phases, rollover conditions, and linking the policy to an index template.

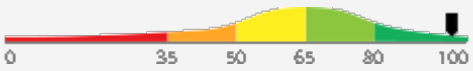
Can you describe what an index is in Elasticsearch and how you would create one with a basic mapping?

1	2	3	4	5
Cannot describe an index accurately or provide a valid creation request with mappings.		Describes an index correctly and provides a basic PUT request but omits key mapping details.		Clearly explains indices, provides a well-formed PUT request with field types and settings defined.

Detail

Installation, Configuration, and Upgrades

Score: 97



Description:

Covers installing Elasticsearch in different environments, editing core configuration files such as elasticsearch.yml and jvm.options, and performing rolling upgrades to newer versions with minimal downtime. Includes key settings for network, discovery, and memory allocation.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of Elasticsearch installation, configuration, and upgrade administration. They can be expected to confidently manage complex, multi-environment deployments, perform rolling upgrades with minimal downtime, and expertly tune core configuration settings for network, discovery, and memory allocation.

Interview Guide

Can you describe how you would perform a rolling upgrade of an Elasticsearch cluster and what steps you would take to avoid downtime or data loss?

1	2	3	4	5
Unaware of rolling upgrade process or key precautions like disabling shard allocation.		Understands the general concept of rolling upgrades but misses critical steps like shard allocation disabling.		Describes disabling shard allocation, upgrading nodes one at a time, re-enabling allocation, and verifying health at each step.

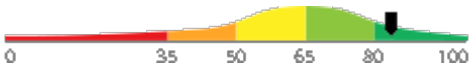
What are one or two important settings you would configure in elasticsearch.yml when setting up a new Elasticsearch node?

1	2	3	4	5
Cannot name relevant settings or confuses elasticsearch.yml with other configuration files.		Names one or two settings like cluster.name or network.host but cannot explain their purpose fully.		Names and explains multiple key settings such as cluster.name, node.name, network.host, and discovery.seed_hosts.

Detail

Security Configuration

Score: 83



Description:

Covers setting up and managing Elasticsearch's built-in security features, including enabling TLS/SSL for encrypted communication, configuring user authentication, and applying role-based access control (RBAC) to manage what users and applications can access.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of Elasticsearch security configuration. They are highly capable of independently designing, implementing, and managing secure Elasticsearch environments, including encrypted communications, robust authentication mechanisms, and granular role-based access control policies.

Interview Guide

How would you create a new user in Elasticsearch and assign them a role that only allows them to read data from a specific index?

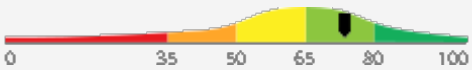
1	2	3	4	5
Cannot describe how to create users or assign roles using built-in tools.		Knows users and roles exist but cannot accurately describe the API calls or role definition structure.		Describes using the Security API or Kibana to create a role with index-level read privileges and assign it to a user.

Why is it important to enable security in Elasticsearch, and can you name at least one built-in security feature you would turn on first?

1	2	3	4	5
Cannot explain why security matters or name a relevant built-in security feature.		Understands the importance of security and names one feature but cannot describe how to enable it.		Explains risks of unsecured clusters, names TLS and authentication, and describes basic enablement steps.

Snapshot and Restore

Score: 73



Description:

Covers how to configure snapshot repositories, take snapshots of indices or entire clusters, and restore data from snapshots. Includes understanding when and how to use snapshots for backup, recovery, and migrating data between clusters.

Interpretation:

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

The candidate demonstrates a solid and proficient understanding of Elasticsearch snapshot and restore administration. They are capable of configuring repositories, managing snapshots across indices and clusters, and applying appropriate backup and recovery strategies with minimal guidance.

Walk me through the steps you would take to set up a snapshot repository and take a snapshot of a specific index.

1	2	3	4	5
Cannot describe the repository registration step or the snapshot API call.		Describes the general steps but misses details like repository type configuration or verifying the snapshot.		Accurately covers PUT _snapshot/repo, repository type settings, PUT _snapshot/repo/snap_name, and verification.

What is a snapshot in Elasticsearch and why would you use one?

1	2	3	4	5
Cannot accurately describe what a snapshot is or a valid use case for it.		Correctly describes snapshots as backups but cannot explain how to configure or trigger one.		Explains snapshots clearly, describes repository setup, and gives practical use cases like backup and migration.

Free Text Responses

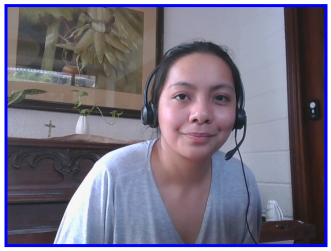
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

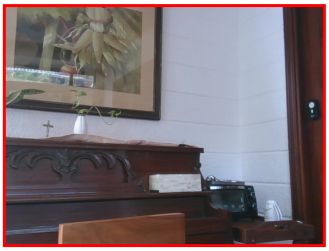
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

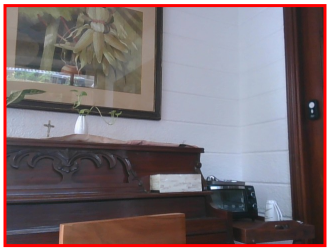


Pre/Post-Test Photo

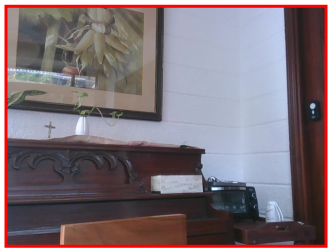
ID Photo



In-Test Error Detected (No Face Detected)

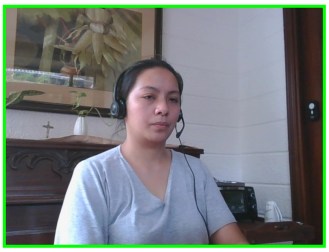


In-Test Error Detected (No Face Detected)

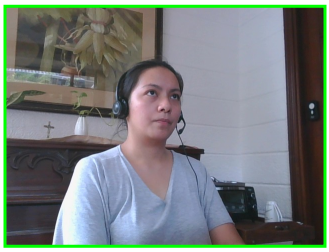


In-Test Error Detected (No Face Detected)

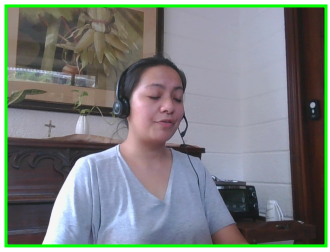
In-Test Photo



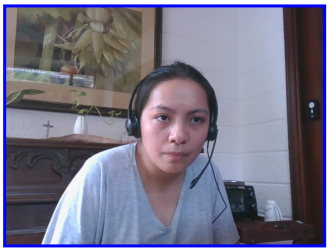
In-Test Photo



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: 20853-1, Key: 0-0, Rpt: 104, Prd: 9676, 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 (%)
Cluster Architecture: Nodes, Shards, and Replicas	90.4290	Numeric Score	90.4290	12.5000
Cluster Health and Monitoring	83.8706	Numeric Score	83.8706	12.5000
Cluster Health and Monitoring (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Index Management and Lifecycle Policies	73.2532	Numeric Score	73.2532	12.5000
Index Management and Lifecycle Policies (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Installation, Configuration, and Upgrades	97.2693	Numeric Score	97.2693	12.5000
Security Configuration	83.9907	Numeric Score	83.9907	12.5000
Snapshot and Restore	73.9980	Numeric Score	73.9980	12.5000
Weighted Average:				76.3170
Final Overall Score:				76

Notes

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