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Illuminating Talent

Test Results and Interview Guide

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

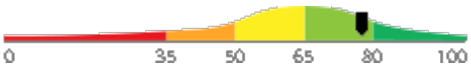
What's Included

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

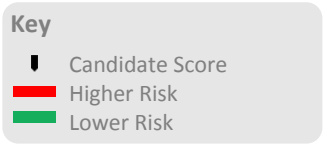
Important Note: The Apache Cassandra Database Administration assessment measures one or more important competencies, and collects audio or video responses to specific questions. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional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

Proprietary and Confidential

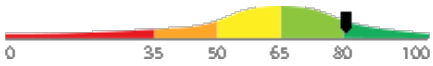
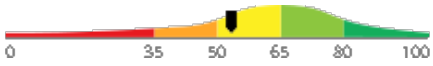
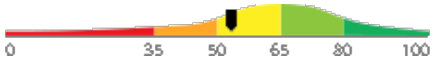
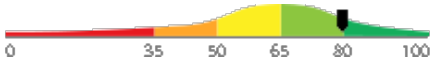
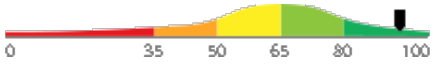
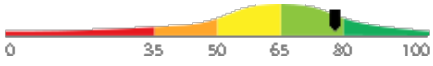
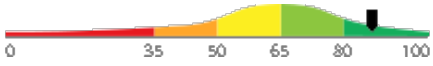
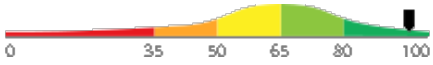
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Apache Cassandra Database Administration July 1, 2026	77	

The candidate demonstrates a solid and broad understanding of Apache Cassandra administration, including data modeling, replication strategies, consistency levels, nodetool usage, and node lifecycle operations. Most operational and configuration topics appear to be well understood, though some advanced or nuanced areas such as multi-datacenter rack awareness, SSTable internals, or complex compaction tuning may benefit from further development. This individual is likely capable of performing the majority of Cassandra administration tasks with a reasonable degree of independence.



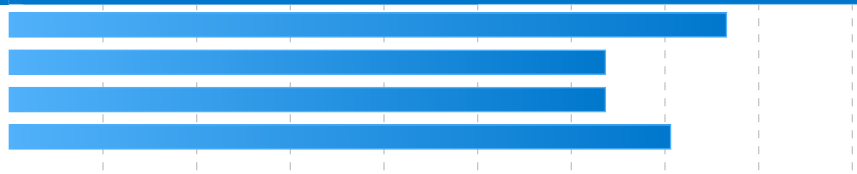
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Backup, Restore, and Node Lifecycle Operations	80	
CQL Syntax and Data Modeling (Free Text Responses)	53	
Replication, Consistency, and Read/Write Behavior (Free Text Responses)	53	
CQL Syntax and Data Modeling	80	
Cassandra Configuration and Security	93	
Compaction Strategies and SSTable Management	78	
Nodetool and Cluster Operations	87	
Replication, Consistency, and Read/Write Behavior	95	

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	77th
North America	64th
United States	64th
Example Company	71st



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Artificial Intelligence (AI) Generated Scores

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

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

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Detail

Candidate:	Elizabeth Wantsajob, beth.wantsajob@gmail.com
Assessment:	Apache Cassandra Database Administration
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 5:00:40PM EDT
Completed:	July 1, 2026, 5:00:40PM EDT
Overall Score:	77

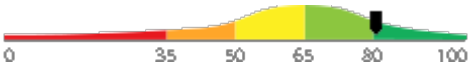
Knowledge and Skills Detail

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

Detail | Interview Guide

Backup, Restore, and Node Lifecycle Operations

Score: 80



Description:

Covers how to back up and restore Cassandra data using snapshots and incremental backups. Includes understanding of node lifecycle operations such as bootstrapping a new node, decommissioning a node, and running repair to ensure data consistency across replicas. These operations are essential for maintaining a healthy and recoverable cluster.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive mastery of Cassandra backup, restore, and node lifecycle operations, reflecting deep expertise in snapshot and incremental backup strategies, data recovery procedures, and the full spectrum of node management tasks including bootstrapping, decommissioning, and repair. They are well-equipped to independently design, execute, and troubleshoot these operations in complex, high-availability production environments. This individual represents a strong asset for ensuring cluster health, data consistency, and operational resilience.

You need to add a new node to an existing Cassandra cluster that is under moderate load. What steps would you take, and what would you monitor during and after the bootstrap process?

1	2	3	4	5
Cannot describe the bootstrap process or does not mention streaming, token assignment, or post-bootstrap verification.		Describes starting the node and watching it join the ring but misses monitoring streaming progress or running cleanup afterward.		Explains bootstrap steps, monitors streaming with nodetool netstats, verifies ring status, and runs cleanup on existing nodes.

How would you take a backup of a Cassandra node, and what files would you need to save to be able to restore it later?

1	2	3	4	5
Cannot describe how to take a snapshot or does not know which files are needed for a restore.		Knows to use nodetool snapshot but is unclear about which directories to copy or how schema is handled.		Describes nodetool snapshot, identifies SSTable and schema files to copy, and explains restore steps including schema recreation.

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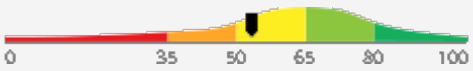
Detail

CQL Syntax and Data Modeling (Free Text Responses)

Score: 53



Description:

Covers the end-to-end process of planning, building, testing, and deploying AI-enabled applications for both internal staff and external customers. Includes managing iteration cycles, versioning, model monitoring, and coordinating cross-functional teams through each phase of the product lifecycle.

Interpretation:

The candidate exhibits average writing skills, which can hinder high performance in some jobs.

The candidate possesses a moderate understanding of AI product management, demonstrating basic familiarity with lifecycle management, strategic assessment, and process orchestration, though proficiency across these areas is inconsistent. With targeted coaching and hands-on experience, this individual has the potential to develop into a capable contributor in managing AI-enabled application initiatives.

Overall AI Score:	60.0
High words per minute detected while composing one or more essays:	27.3 words per minute. Possible copy/paste or use of AI tools. Average WPM while composing is about 15.
AI Confidence Level:	80
Argument Strength (AI):	70.0
Clarity and Coherence (AI):	80.0
Match with Ideal Response (AI):	60.0
Other Errors per 100 Words:	0.0
Spelling errors per 100 words:	0.0

Please see below to view the essay submitted.

Interview Guide

Describe a time you managed or contributed to an AI product through multiple lifecycle stages. What were the most significant challenges you encountered between phases, and how did you address them?

1	2	3	4	5
Candidate provides a generic or superficial example that lacks detail about AI-specific lifecycle challenges. Does not clearly articulate their personal role or the decisions they made between phases.		Candidate shares a relevant example with reasonable detail, identifying at least one meaningful challenge such as stakeholder alignment or testing delays. However, the response may lack specificity about how AI-related factors (e.g., model performance, data readiness) influenced lifecycle decisions.		Candidate provides a detailed, concrete example that demonstrates ownership across multiple lifecycle phases. Clearly describes AI-specific challenges such as model validation failures, shifting requirements, or deployment infrastructure issues, and articulates the specific actions they took to resolve them and keep the product on track.

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

1	2	3	4	5
Candidate provides a vague or incomplete description of the lifecycle, omitting key phases such as testing, validation, or deployment. May conflate AI product development with general software development without acknowledging AI-specific considerations like model training or data pipelines.		Candidate identifies the major phases (discovery, development, testing, deployment) and acknowledges some AI-specific considerations, but struggles to articulate how the phases connect or how cross-functional teams are coordinated throughout.		Candidate clearly outlines a structured lifecycle including discovery, requirements, development, model validation, testing, deployment, and monitoring. Demonstrates awareness of AI-specific challenges such as data quality, model drift, and iterative retraining, and explains how they would coordinate stakeholders across phases.

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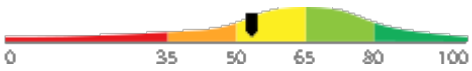
Detail

Replication, Consistency, and Read/Write Behavior (Free Text Responses)

Score: 53



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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.

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Detail

CQL Syntax and Data Modeling

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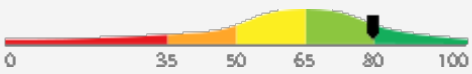

Description:

Covers the use of Cassandra Query Language (CQL) to create and manage keyspaces, tables, and indexes. Includes understanding of partition keys, clustering columns, and how table design decisions affect read and write performance. This is the foundation of day-to-day Cassandra work.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive mastery of Apache Cassandra database administration, reflecting deep expertise across data modeling, cluster topology, replication, compaction, authentication, diagnostics, and multi-datacenter operations. This individual is well-equipped to independently manage complex Cassandra environments, mentor others, and make informed architectural and operational decisions.

Interview Guide

Walk me through how you would design a Cassandra table to support a query that retrieves all orders for a specific customer, sorted by order date. What CQL would you write, and what tradeoffs would you consider?

1	2	3	4	5
Produces incorrect CQL or designs a table without considering query patterns, partition size, or sort order.		Writes mostly correct CQL with appropriate partition and clustering keys but misses one or two important tradeoffs.		Writes correct CQL, explains query-first design, addresses partition sizing, TTL, and clustering order tradeoffs clearly.

Can you explain what a partition key is in Cassandra and why choosing the right one matters when designing a table?

1	2	3	4	5
Cannot define partition key or confuses it with a primary key in relational databases.		Defines partition key correctly but gives only a vague explanation of its impact on data distribution.		Clearly explains partition key role in data distribution, hotspot risks, and query-driven design principles.

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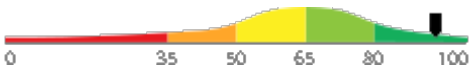
Detail

Cassandra Configuration and Security

Score: 93



Description:

Covers key settings in the cassandra.yaml configuration file that control memory allocation, storage paths, network addresses, and snitch configuration for topology awareness. Also includes basic authentication and authorization setup to control user access to the cluster. These settings are configured when deploying and hardening a Cassandra cluster.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive mastery of Cassandra configuration and security, including deep knowledge of memory allocation tuning, storage and network configuration, topology-aware snitch setup, and robust authentication and authorization practices. This individual is highly capable of independently deploying, configuring, and hardening a Cassandra cluster to production standards. They represent a strong asset for any team managing a Cassandra environment.

Interview Guide

You are deploying a Cassandra cluster across two datacenters and need to ensure nodes are topology-aware. What snitch would you configure, and what changes would you need to make to support this setup?

1	2	3	4	5
Cannot name an appropriate snitch or does not understand how snitches relate to replication and topology awareness.		Names GossipingPropertyFileSnitch but is unclear about the cassandra-rackdc.properties file or how it works with replication.		Specifies GossipingPropertyFileSnitch, explains cassandra-rackdc.properties, DC/rack assignment, and how it integrates with NetworkTopologyStrategy.

What is the cassandra.yaml file used for, and can you name two or three settings that are commonly changed when setting up a new Cassandra node?

1	2	3	4	5
Cannot identify the purpose of cassandra.yaml or cannot name any commonly configured settings.		Identifies cassandra.yaml as the main config file and names one or two settings but cannot explain their purpose.		Identifies cassandra.yaml clearly and explains settings like listen_address, seeds, endpoint_snitch, and heap memory options.

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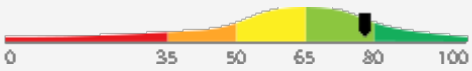
Detail

Compaction Strategies and SSTable Management

Score: 78



Description:

Covers how Cassandra merges and cleans up SSTables on disk through compaction, and how to choose between strategies such as SizeTieredCompactionStrategy, LeveledCompactionStrategy, and TimeWindowCompactionStrategy. Includes understanding of the write path from memtable to commit log to SSTable and when to trigger or tune compaction.

Interpretation:

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

The candidate demonstrates a solid working knowledge of Cassandra compaction strategies and SSTable management, including the ability to distinguish between major strategy types and apply them to common administrative scenarios. Minor gaps may exist in advanced tuning or edge-case decision-making, but overall competence in this area is evident.

Interview Guide

You have a table that stores time-series sensor data and is written to heavily but rarely read for older data. Which compaction strategy would you choose and why?

1	2	3	4	5
Cannot name an appropriate strategy or chooses one without any justification related to the workload.		Correctly identifies TimeWindowCompactionStrategy but gives only a basic explanation without addressing tuning considerations.		Chooses TWCS, explains time-bucketing behavior, why it suits time-series workloads, and discusses window size and TTL alignment.

Can you describe what compaction does in Cassandra and why it is necessary?

1	2	3	4	5
Cannot explain compaction or confuses it with a concept from a relational database.		Explains that compaction merges SSTables and removes deleted data but does not explain why it matters for performance.		Explains compaction's role in merging SSTables, removing tombstones, reclaiming disk space, and improving read performance.

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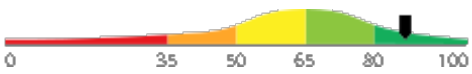
Detail

Nodetool and Cluster Operations

Score: 87



Description:

Covers the use of the nodetool command-line utility to monitor and manage a Cassandra cluster. Includes common operations such as checking node status, running repair, managing compaction, and viewing ring and statistics information. These tasks are performed routinely by Cassandra administrators.

Interpretation:

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

The candidate exhibits a strong, comprehensive command of the nodetool utility and Cassandra cluster administration. They are well-equipped to independently and proficiently execute the full range of routine and complex cluster management tasks. This level of proficiency reflects the knowledge expected of an experienced Cassandra administrator.

Interview Guide

A node in your Cassandra cluster is showing as DN (Down/Normal) in nodetool status. Walk me through the steps you would take to investigate and resolve the issue.

1	2	3	4	5
Cannot interpret DN status or suggests only restarting the node without any investigation steps.		Identifies DN as down but normal in the ring and checks logs, but misses nodetool or system table diagnostic steps.		Interprets DN correctly, checks logs, uses nodetool commands, reviews gossip state, and outlines a structured recovery plan.

What is nodetool and can you name two or three nodetool commands you would use to check whether a Cassandra cluster is healthy?

1	2	3	4	5
Cannot name nodetool or can only recall one command without explaining what it does.		Names two or more commands such as status and info but provides limited explanation of what the output means.		Names multiple commands, explains their output, and describes how to interpret results to assess cluster health.

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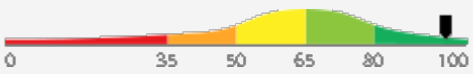
Detail	Interview Guide

Replication, Consistency, and Read/Write Behavior

Score: 95



Description:

Covers how Cassandra replicates data across nodes and datacenters using replication strategies such as SimpleStrategy and NetworkTopologyStrategy. Includes understanding of consistency levels and how the combination of replication factor and consistency level affects the availability and accuracy of reads and writes.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive mastery of Cassandra replication, consistency levels, and read/write behavior. They are well-equipped to design, configure, and optimize replication strategies across complex multi-node and multi-datacenter environments with a strong command of how consistency and replication factor trade-offs affect system performance and data accuracy.

A team wants strong consistency for reads and writes in a two-datacenter Cassandra cluster. What replication strategy and consistency levels would you recommend, and what are the risks?

1	2	3	4	5
Recommends incorrect strategy or consistency levels without explaining the tradeoffs or risks of cross-datacenter latency.		Recommends NetworkTopologyStrategy and LOCAL_QUORUM but does not fully address failure scenarios or latency risks.		Recommends NetworkTopologyStrategy with LOCAL_QUORUM, explains quorum math, cross-DC risks, and failure tolerance clearly.

What is a replication factor in Cassandra, and how does it relate to whether a read or write succeeds?

1	2	3	4	5
Cannot define replication factor or does not connect it to consistency level behavior.		Correctly defines replication factor but only loosely explains its relationship to consistency levels.		Clearly explains replication factor, consistency level quorum math, and tradeoffs between consistency and availability.

Free Text Responses

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

Question or Task	Response
After an AI product is deployed, what is model monitoring and why is it a necessary part of the product lifecycle?	Model monitoring is a technique for ensuring that the model does not wander or become overtrained after an extended period of repeated queries that have the same or similar prompts. This is very important for preventing hallucinization. It's also a key aspect of any guardrails strategy. **Comments (AI):** The answer is clear and coherent but lacks depth in explaining the importance of model monitoring. The phrase 'hallucinization' is not commonly used in this context and may confuse readers. The answer could be improved by providing more specific examples of model performance metrics and how they are tracked. The argument strength is moderate as it does not fully explain why model monitoring is necessary in the product lifecycle. **Misspelled Words:** guardrails (1), hallucinization (1)

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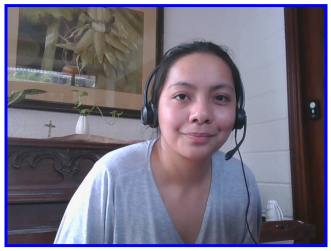
Identity Confirmation Photos

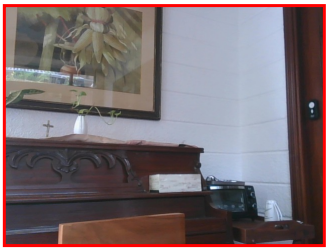
The following photos of the candidate and any identification were uploaded during the assessment session.

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

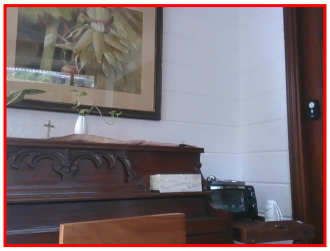


Pre/Post-Test Photo

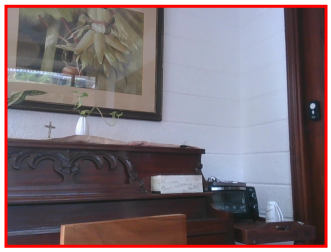
ID Photo



In-Test Error Detected (No Face Detected)

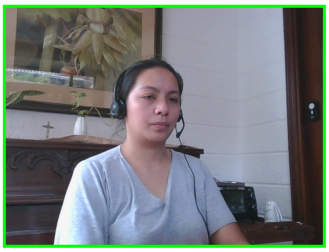


In-Test Error Detected (No Face Detected)

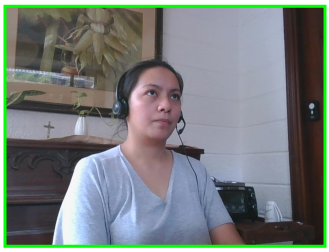


In-Test Error Detected (No Face Detected)

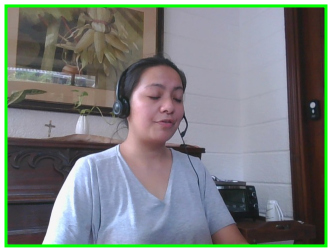
In-Test Photo



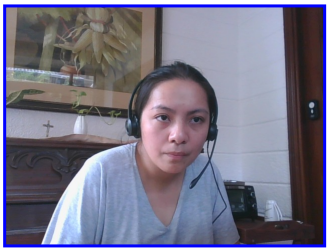
In-Test Photo



In-Test Photo



In-Test Photo



Pre/Post-Test Photo

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Resume or CV

Summary Updated on

Motivated career professional with extensive experience in office administration and management. Proven track record of improving efficiency, reducing costs, and enhancing office operations through strategic initiatives and technology implementation.

Objective

I am seeking a role where I can use my many skills and my exceptional judgment and empathy for customers to make a difference to a growing company.

Education

- Associate of Applied Science in Office Administration, Portland Community College, 2020

Experience

- General Office Clerk, Paramount Office Management, 09/2023 – Present
- Administrative Assistant, Global Enterprises Inc., 04/2021 – 08/2023
- Administrative Assistant, Innovative Business Solutions Ltd., 07/2019 – 03/2021

Other Qualifications

- Microsoft Office Specialist (MOS) Certification
- Certified Administrative Professional (CAP)
- International Association of Administrative Professionals (IAAP) Certification

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Report Preparation Notes

- Hiring decisions should never be based on a single source of information. The most effective use of this assessment report is as a part of a multi-faceted program of candidate evaluation that includes resume review, interviews, and reference checks.
- Overall vs Percentiles Scores: The overall score reflects the success in the test, based on the mean (average) and standard deviation of the test scores. The percentile score reflects the percentage of test-takers who scored equal or below this overall score. We recommend you use the Overall Score as your primary evaluation criteria. However, percentile scores can often be useful in comparing specific candidates against one another and with a group, such as for test takers in a certain organization or within a certain account.
- Note that comparison information is calculated based on completed instances of this assessment at that time the assessment is scored. As additional instances are completed, the comparative data may change. You can always update a report to the current values by clicking on 'Recalculate Percentiles' within the online results viewing pages at www.hravatar.com.
- Most competency scores are norm-based, which means that they can be interpreted in terms of their distance from the average or mean score. For all scales, a score equal to the mean receives a score of 65 and scores above and below this value are set so that a score change of 15 equals one standard deviation.
- For linear competencies, higher is better across the entire scale. For these scales a score between 65 and 80 (light green) represents 0 to 1 standard deviation above the mean and a score above 80 (dark green) represents more than one standard deviation above the mean. Similarly, a score of 50 - 65 (yellow) represents 0 to 1 standard deviation below the mean, while a score of 35 - 50 (orange) equates to 1 to 2 standard deviations below the mean, and a score below 35 represents more than 2 standard deviations below the mean.
- Sim ID: 20854-1, Key: 0-0, Rpt: 104, Prd: 9677, Created: 2026-07-01 17:00 EDT
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

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Score Calculation Detail

The following table provides a summary of how the overall score was calculated from each of the individual competency scores. First, all competency scores are calculated on a scale of 0-100. Note that some competencies use their color category rather than their actual numeric score in the overall calculation. For these, a standard score associated with the assigned color category is used in the overall score calculation rather than the actual numeric score. This is reflected in the ''Score Value Used'' column. Next, a weighted average of scores is computed using individual competency weights, typically set using job analysis data provided by the US Government Occupational Information Network (O*Net).

Competency	Score	How applied to overall	Score Value Used	Weight (%)
Backup, Restore, and Node Lifecycle Operations	80.8769	Numeric Score	80.8769	12.5000
CQL Syntax and Data Modeling	80.1771	Numeric Score	80.1771	12.5000
CQL Syntax and Data Modeling (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Cassandra Configuration and Security	93.5779	Numeric Score	93.5779	12.5000
Compaction Strategies and SSTable Management	78.3845	Numeric Score	78.3845	12.5000
Nodetool and Cluster Operations	87.1062	Numeric Score	87.1062	12.5000
Replication, Consistency, and Read/Write Behavior	95.7850	Numeric Score	95.7850	12.5000
Replication, Consistency, and Read/Write Behavior (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Weighted Average:				77.9541
Final Overall Score:				77

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Notes

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