hr avatar
Illuminating Talent

Test Results and Interview Guide

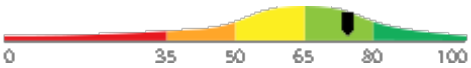
Candidate: **Elizabeth Wantsajob**
Assessment: Docker - Usage and Concepts
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

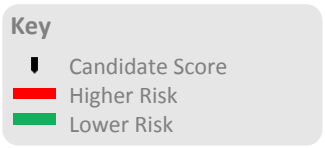
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Docker - Usage and Concepts 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.

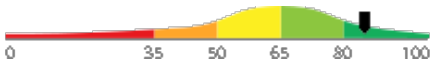
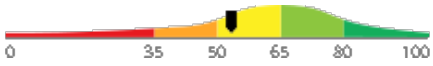
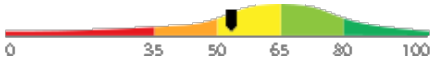
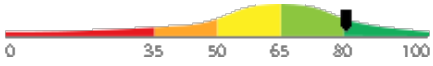
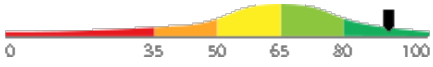
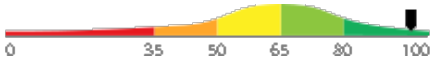
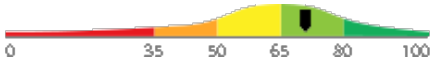
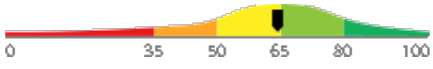
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Docker - Usage and Concepts July 1, 2026	74	

The candidate exhibits a solid and competent understanding of Docker, including the ability to work with containers and images, write Dockerfiles, manage volumes and environment variables, and use Docker Compose. Some gaps may exist in advanced topics such as image layer optimization, container networking configurations, or registry management.



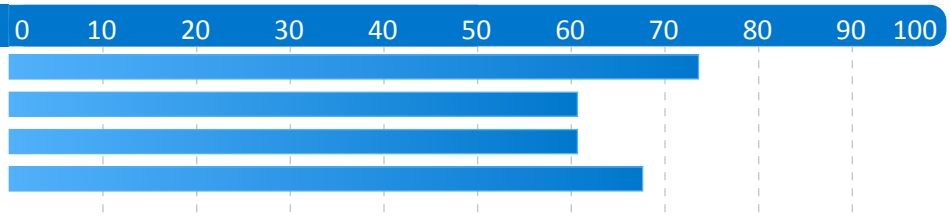
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Containers and Images	85	
Containers and Images (Free Text Responses)	53	
Dockerfiles (Free Text Responses)	53	
Docker Compose	80	
Dockerfiles	91	
Image Management and Registries	96	
Port Mapping and Networking	71	
Volumes and Data Persistence	64	

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	74th
North America	61st
United States	61st
Example Company	68th



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:	Docker - Usage and Concepts
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 5:04:16PM EDT
Completed:	July 1, 2026, 5:04:16PM EDT
Overall Score:	74

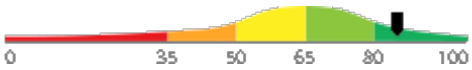
Knowledge and Skills Detail

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

Containers and Images

Score: 85



Description:

Understanding the relationship between Docker containers and images, including how to pull, run, stop, and remove them using the command line. This also covers listing and inspecting containers and images, as well as basic container lifecycle management such as viewing logs and executing commands in running containers.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced understanding of Docker concepts, syntax, and usage across all major areas, including container lifecycle management, Dockerfile authoring, networking, volume management, Docker Compose, image registries, and layered filesystem efficiency. They are well-equipped to independently design, deploy, and manage containerized applications in professional environments.

Walk me through how you would find a running container's logs, execute a command inside it, and then stop and remove it — including the specific Docker commands you would use.

1	2	3	4	5
Cannot recall the correct commands or confuses the order of operations.		Correctly identifies docker logs, docker exec, docker stop, and docker rm.		Provides correct commands with useful flags (e.g., -f for logs, -it for exec) and explains what each does.

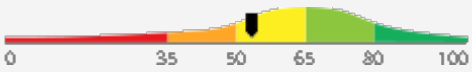
Can you explain the difference between a Docker image and a Docker container, and describe how you would start a container from an image using the command line?

1	2	3	4	5
Confuses images and containers or cannot describe a basic run command.		Correctly distinguishes images from containers and provides a basic run command.		Clearly explains the relationship, provides a correct run command, and mentions useful flags like -d or --name.

Detail

Containers and Images (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.

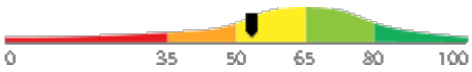
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Dockerfiles (Free Text Responses)

Score: 53



Description:

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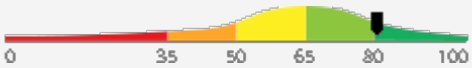
Detail

Docker Compose

Score: 80



Description:

Using Docker Compose to define and run multi-container applications through a docker-compose.yml file. This includes defining services, networks, volumes, environment variables, and port mappings, as well as using common Compose commands to start, stop, and manage the application.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced knowledge of Docker Compose, reflecting strong proficiency in defining and managing multi-container applications. They are highly competent in configuring services, networks, volumes, port mappings, and environment variables, as well as effectively utilizing the full range of Compose commands to start, stop, and manage application lifecycles.

Interview Guide

Walk me through the Docker Compose commands you would use to start your application in the background, check the status of its services, view its logs, and then shut it all down and remove the containers.

1	2	3	4	5
Cannot recall the correct Compose commands or confuses them with standard Docker commands.		Correctly identifies docker compose up -d, docker compose ps, docker compose logs, and docker compose down.		Provides all correct commands with relevant flags and explains what each one does, such as --volumes with down to remove volumes.

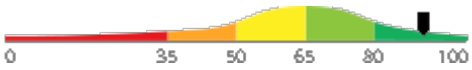
What is Docker Compose used for, and can you describe what a basic docker-compose.yml file looks like for a simple two-service application?

1	2	3	4	5
Cannot explain the purpose of Docker Compose or describe a basic Compose file structure.		Explains that Compose manages multi-container apps and describes a file with at least two services and basic configuration.		Provides a clear explanation and a detailed example including services, ports, volumes, and environment variables.

Detail

Dockerfiles

Score: 91



Description:

Writing and understanding Dockerfiles to define how Docker images are built. This includes knowledge of common instructions such as FROM, RUN, COPY, EXPOSE, and CMD, and how the order of instructions affects image layer caching and build efficiency.

Interpretation:

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

The candidate exhibits a strong and comprehensive understanding of Dockerfiles, including proficient use of core instructions and best practices for structuring image builds. They are well-versed in how instruction ordering affects layer caching and build efficiency, demonstrating the ability to write optimized, production-quality Dockerfiles.

Interview Guide

Why does the order of instructions in a Dockerfile matter, and how would you structure a Dockerfile to take best advantage of Docker's layer caching during builds?

1	2	3	4	5
Does not understand layer caching or cannot explain why instruction order matters.		Explains that each instruction creates a layer and that unchanged layers are cached, speeding up builds.		Explains caching clearly and gives a concrete example, such as placing dependency installation before copying source code.

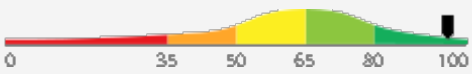
What is a Dockerfile, and can you name and describe at least three instructions commonly found in one?

1	2	3	4	5
Cannot name or correctly describe basic Dockerfile instructions.		Names and correctly describes three or more instructions such as FROM, RUN, and COPY.		Names and describes multiple instructions accurately and mentions their purpose in the build process.

Detail

Image Management and Registries

Score: 96



Description:

Building, tagging, and pushing Docker images to registries such as Docker Hub. This includes understanding image naming and tagging conventions, using docker build, docker tag, and docker push, and pulling images from public or private registries.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced understanding of Docker image management and registries. They are highly proficient with the full image lifecycle — including building, tagging, pushing, and pulling images — and possess a strong command of naming conventions and registry operations across both public and private environments.

Interview Guide

Describe the steps you would take to tag an existing local image and push it to a repository on Docker Hub, including how you would authenticate.

1	2	3	4	5
Cannot describe the tagging or push process or does not know about docker login.		Correctly describes docker login, docker tag with the registry/repo:tag format, and docker push.		Provides all steps in correct order with accurate syntax and may mention best practices like using specific tags instead of latest.

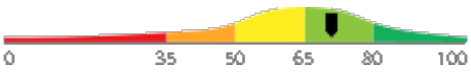
How would you build a Docker image from a Dockerfile in your current directory and give it a name and tag?

1	2	3	4	5
Cannot recall the docker build command or does not know how to apply a name and tag.		Correctly uses docker build with the -t flag and provides a valid name:tag format.		Provides the correct command with proper syntax and explains the role of the build context and the dot at the end.

Detail

Port Mapping and Networking

Score: 71



Description:

Understanding how to map ports between a host machine and a container so that containerized services are accessible. This also covers basic Docker networking concepts, including how containers communicate with each other using Docker networks.

Interpretation:

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

The candidate exhibits a solid understanding of port mapping and Docker networking, and is capable of configuring containerized services for accessibility and enabling inter-container communication in most scenarios. Minor gaps in knowledge may exist, but they are generally proficient in applying these concepts effectively.

Interview Guide

How do containers on the same Docker network communicate with each other, and how would you create a custom network and connect containers to it?

1	2	3	4	5
Cannot explain container-to-container communication or does not know how to create a network.		Explains that containers on the same network can reach each other by container name and knows docker network create.		Gives a complete explanation including the --network flag on docker run and explains why custom networks are preferred over the default bridge.

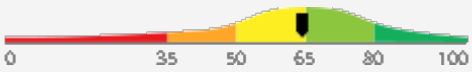
If you have a web server running inside a Docker container on port 80, how would you make it accessible on port 8080 of your host machine?

1	2	3	4	5
Cannot recall the -p flag or does not know the host:container port syntax.		Correctly identifies the -p 8080:80 flag in a docker run command.		Provides the correct command, explains the host:container syntax, and may mention binding to a specific host IP.

Detail	Interview Guide

Volumes and Data Persistence

Score: 64



Description:

Managing Docker volumes and bind mounts to persist data beyond the lifecycle of a container and to share data between the host and containers. This includes creating, attaching, and removing volumes using the command line.

Interpretation:

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

The candidate possesses a moderate understanding of Docker volumes and data persistence, demonstrating familiarity with core concepts such as persisting data beyond a container's lifecycle and sharing data between the host and containers. They may be able to perform common volume management tasks via the command line but could struggle with more advanced or nuanced scenarios. Further development would help solidify and expand their practical capabilities in this area.

What is the difference between a named volume and a bind mount in Docker, and when would you choose one over the other?

1	2	3	4	5
Cannot distinguish between the two or provides an incorrect explanation.		Correctly explains that a bind mount maps a specific host path while a named volume is managed by Docker.		Clearly explains both, gives appropriate use cases for each, and may mention portability or permission considerations.

What problem do Docker volumes solve, and how would you attach a volume to a container when running it?

1	2	3	4	5
Does not understand data persistence or cannot describe how to attach a volume.		Explains that container data is lost when removed and correctly uses the -v flag to attach a volume.		Explains data persistence clearly, distinguishes between named volumes and bind mounts, and provides correct syntax.

Free Text Responses

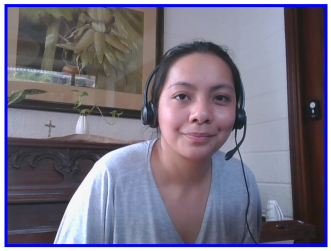
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

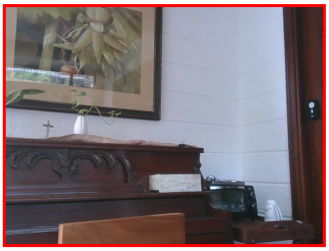
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

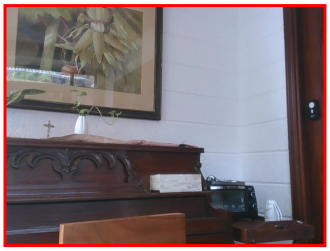


Pre/Post-Test Photo

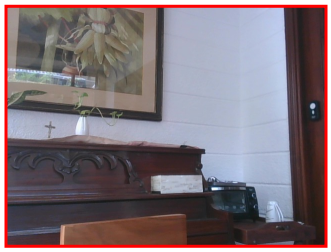
ID Photo



In-Test Error Detected (No Face Detected)

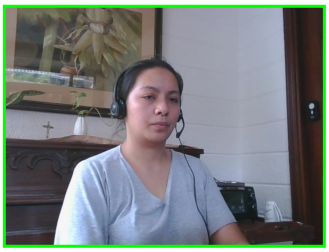


In-Test Error Detected (No Face Detected)

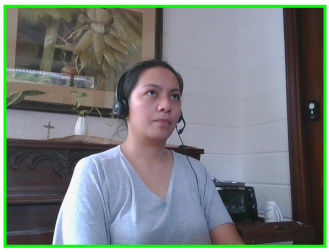


In-Test Error Detected (No Face Detected)

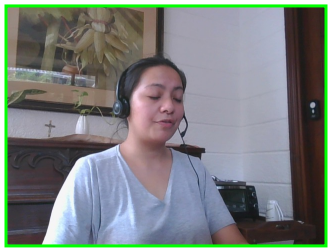
In-Test Photo



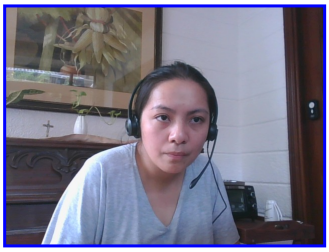
In-Test Photo



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: 20855-1, Key: 0-0, Rpt: 104, Prd: 9678, Created: 2026-07-01 17:04 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 (%)
Containers and Images	85.4671	Numeric Score	85.4671	12.5000
Containers and Images (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Docker Compose	80.9710	Numeric Score	80.9710	12.5000
Dockerfiles	91.2157	Numeric Score	91.2157	12.5000
Dockerfiles (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Image Management and Registries	96.2465	Numeric Score	96.2465	12.5000
Port Mapping and Networking	71.4036	Numeric Score	71.4036	12.5000
Volumes and Data Persistence	64.5578	Numeric Score	64.5578	12.5000
Weighted Average:				74.6983
Final Overall Score:				74

Notes

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