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Illuminating Talent

Test Results and Interview Guide

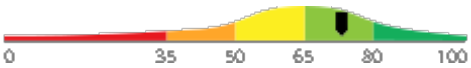
Candidate:	**Elizabeth Wantsajob**
Assessment:	Kubernetes - Usage and Concepts
Completed:	July 1, 2026
Prepared for:	Sara Maple Example Company

What's Included

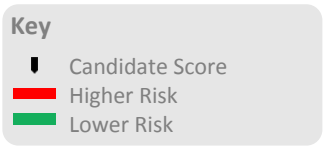
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Kubernetes - 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.

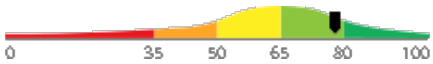
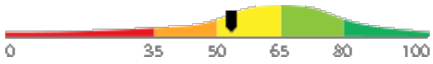
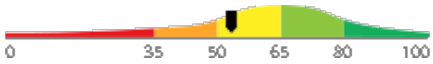
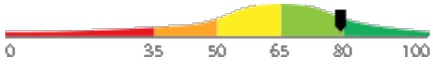
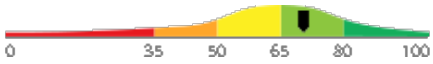
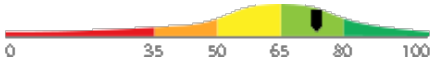
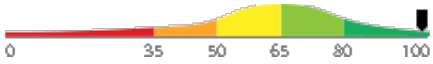
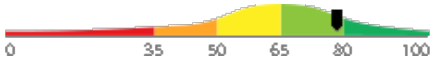
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Kubernetes - Usage and Concepts July 1, 2026	73	

The candidate exhibits a solid and broadly competent understanding of Kubernetes, including resource management, workload scaling, service networking, configuration via ConfigMaps and Secrets, and basic troubleshooting. Some gaps may exist in advanced or specialized topics, but the candidate is well-equipped to perform most standard Kubernetes tasks with confidence.



Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Configuration with ConfigMaps and Secrets	78	
Pods and Deployments (Free Text Responses)	53	
kubectl Commands and Resource Management (Free Text Responses)	53	
Namespaces, Labels, and Selectors	79	
Pod Troubleshooting and Health Monitoring	70	
Pods and Deployments	74	
Services and Networking	98	
kubectl Commands and Resource Management	78	

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	73rd	
North America	60th	
United States	60th	
Example Company	67th	

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:	Kubernetes - Usage and Concepts
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 5:02:39PM EDT
Completed:	July 1, 2026, 5:02:39PM EDT
Overall Score:	73

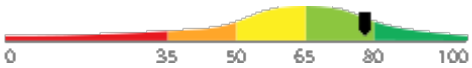
Knowledge and Skills Detail

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

Configuration with ConfigMaps and Secrets

Score: 78



Description:

The ability to use ConfigMaps and Secrets to supply configuration data and sensitive values to pods. This includes creating these resources and injecting their values into containers as environment variables or mounted files.

Interpretation:

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

The candidate demonstrates a solid working knowledge of ConfigMaps and Secrets, including creating these resources and injecting their values into containers through environment variables or mounted files. Minor gaps may exist in handling advanced or edge-case configuration scenarios.

What is the difference between a ConfigMap and a Secret, and what precautions should you take when using Secrets in a cluster?

1	2	3	4	5
Cannot distinguish between the two or is unaware of any security considerations for Secrets.		Knows Secrets are for sensitive data and are base64-encoded but cannot discuss access controls or encryption at rest.		Explains Secrets are base64-encoded and intended for sensitive data; mentions RBAC, avoiding secrets in image/env, encryption at rest.

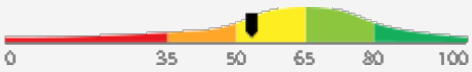
What is a ConfigMap in Kubernetes, and how would you make its values available to a running container?

1	2	3	4	5
Cannot define a ConfigMap or has no knowledge of how to pass its data to a container.		Correctly defines ConfigMap and knows it can be used in pods but cannot describe env var injection or volume mounting.		Defines ConfigMap as key-value config store; describes envFrom/env with configMapKeyRef or mounting as a volume in pod spec.

Detail

Pods and Deployments (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.

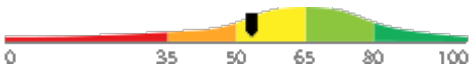
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

kubectl Commands and Resource Management (Free Text Responses)

Score: 53



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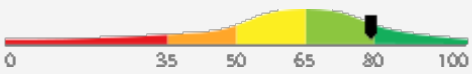
Detail

Namespaces, Labels, and Selectors

Score: 79



Description:

Understanding of how namespaces separate workloads within a cluster and how labels and selectors are used to organize, group, and query Kubernetes resources. This includes practical use of these features to manage and filter resources.

Interpretation:

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

The candidate demonstrates a solid understanding of namespaces, labels, and selectors, including how they are used to organize, group, and query Kubernetes resources. They are capable of applying these concepts in practical scenarios, though there may be occasional gaps in more advanced use cases.

Interview Guide

How do labels and selectors work together in Kubernetes, and can you give an example of where this relationship is critical to how the cluster functions?

1	2	3	4	5
Cannot explain labels or selectors, or does not know how they relate to each other.		Understands labels are key-value pairs and selectors filter by them but cannot give a concrete functional example.		Explains services use selectors to route traffic to pods with matching labels; same mechanism used by deployments and ReplicaSets.

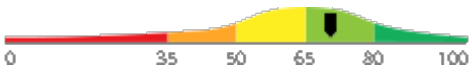
What is a Kubernetes namespace, and why would you use more than one namespace in a cluster?

1	2	3	4	5
Cannot define a namespace or sees no practical reason to use multiple namespaces.		Correctly defines namespace as a logical separator but gives only vague reasons like 'organization' without practical examples.		Explains namespaces isolate workloads by team/environment /app; enables scoped RBAC, resource quotas, and avoids naming conflicts.

Detail

Pod Troubleshooting and Health Monitoring

Score: 70



Description:

The ability to diagnose and fix pods that are not running correctly. This includes reading pod logs, executing commands inside containers, interpreting pod status and events, and understanding liveness and readiness probes.

Interpretation:

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

The candidate demonstrates a solid and practical understanding of pod troubleshooting and health monitoring within Kubernetes. They are proficient in diagnosing pod issues by reading logs, executing commands inside containers, and interpreting pod status and events, with a good grasp of liveness and readiness probe concepts.

Interview Guide

What is the difference between a liveness probe and a readiness probe, and what happens to a pod when each type of probe fails?

1	2	3	4	5
Cannot distinguish between the two probe types or incorrectly describes their effects.		Correctly defines both probes but is unclear or incorrect about what Kubernetes does when each one fails.		Liveness failure triggers container restart; readiness failure removes pod from service endpoints without restarting it.

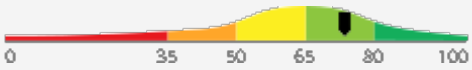
A pod is stuck in a CrashLoopBackOff state. What steps would you take to find out what is going wrong?

1	2	3	4	5
Does not know what CrashLoopBackOff means or has no structured approach to investigating the issue.		Knows to check logs with kubectl logs but does not mention kubectl describe, events, or previous container logs.		Describes kubectl describe pod for events, kubectl logs --previous for crash output, checking image, env vars, and probes.

Detail

Pods and Deployments

Score: 74



Description:

Understanding of pods as the basic unit of work in Kubernetes and deployments as the standard way to manage and run sets of pods. This includes how deployments use ReplicaSets, how to scale workloads, and how to perform rolling updates.

Interpretation:

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

The candidate demonstrates a solid understanding of Kubernetes Pods and Deployments, including how Deployments utilize ReplicaSets and how to manage workload scaling and rolling updates. Minor gaps in knowledge may exist in more nuanced or advanced areas of these concepts.

Interview Guide

How would you update a running deployment to use a new container image and ensure the rollout happens without downtime?

1	2	3	4	5
Suggests deleting and recreating pods or is unaware of rolling update strategies.		Knows kubectl set image or editing the manifest but cannot describe how to monitor or roll back the update.		Describes kubectl set image or updating the manifest, using kubectl rollout status, and kubectl rollout undo if needed.

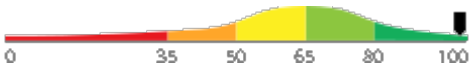
Can you explain what a pod is in Kubernetes and describe how a deployment helps manage pods?

1	2	3	4	5
Confuses pods with containers or cannot explain the relationship between deployments and pods.		Correctly defines a pod and deployment but cannot explain ReplicaSets or the update/rollback mechanism.		Explains pod as one or more containers sharing network/storage; deployment manages ReplicaSets for scaling and rolling updates.

Detail

Services and Networking

Score: 98



Description:

Understanding of how Kubernetes services expose pods to network traffic, both inside and outside the cluster. This includes the different service types (ClusterIP, NodePort, LoadBalancer) and how ingress resources route external HTTP traffic to services.

Interpretation:

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

The candidate exhibits a comprehensive and advanced understanding of Kubernetes services and networking concepts, including the full range of service types and ingress resource routing for both internal and external traffic. This level of proficiency reflects strong expertise and the ability to confidently design and manage Kubernetes networking in complex environments.

Interview Guide

Can you explain the difference between a ClusterIP, NodePort, and LoadBalancer service, and describe a use case for each?

1	2	3	4	5
Cannot differentiate the service types or describes them incorrectly.		Correctly names the types and their basic behavior but struggles to articulate clear, practical use cases.		ClusterIP for internal communication; NodePort for direct node access/dev; LoadBalancer for production external traffic via cloud.

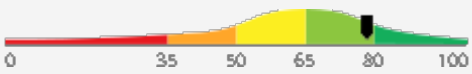
What is a Kubernetes service, and why is it needed if pods already have their own IP addresses?

1	2	3	4	5
Cannot explain why services are needed or confuses services with pods/deployments.		Understands services provide a stable endpoint but cannot explain pod IP instability or selector-based routing.		Explains pod IPs are ephemeral; services provide stable DNS/IP, use label selectors to route to healthy pods.

Detail	Interview Guide

kubectl Commands and Resource Management

Score: 78



Description:

The ability to use kubectl to create, inspect, update, and delete Kubernetes resources. This includes applying YAML manifests, viewing resource status, and making changes to live resources in a cluster.

Interpretation:

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

The candidate demonstrates a solid working knowledge of Kubernetes, including the ability to manage common resources, configure workloads, and use core tooling effectively. Some advanced or less frequently used concepts may require additional experience, but this individual is well-positioned to perform most Kubernetes-related tasks in a professional environment.

What is the difference between using kubectl apply and kubectl create, and when would you choose one over the other?

1	2	3	4	5
Cannot distinguish the two commands or incorrectly describes their behavior.		Understands apply is for declarative updates and create is imperative but cannot explain practical trade-offs.		Clearly explains apply supports idempotent, declarative workflows; create fails if resource exists; prefers apply for GitOps/CI.

Can you walk me through how you would use kubectl to check the status of all pods in a namespace and then delete one that is not running correctly?

1	2	3	4	5
Cannot recall basic kubectl commands or confuses syntax; unable to describe a clear workflow.		Knows get and delete commands but struggles with flags like -n for namespaces or --all-namespaces.		Fluently describes kubectl get pods -n , inspecting STATUS, then kubectl delete pod; mentions -o wide or describe.

Free Text Responses

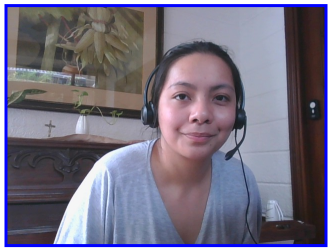
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

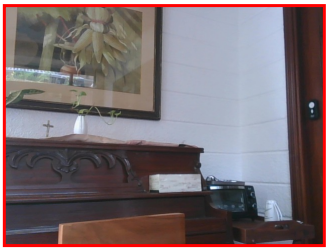
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

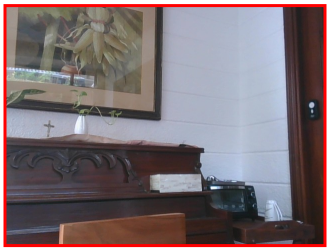


Pre/Post-Test Photo

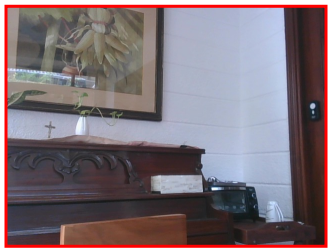
ID Photo



In-Test Error Detected (No Face Detected)

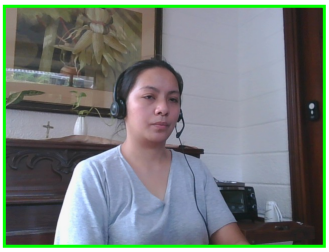


In-Test Error Detected (No Face Detected)

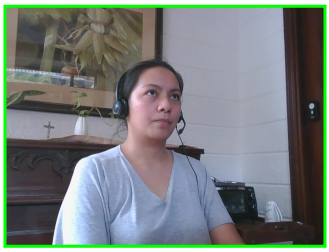


In-Test Error Detected (No Face Detected)

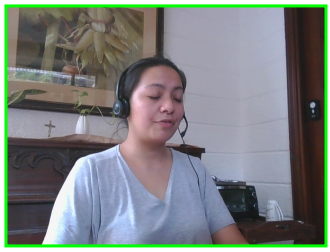
In-Test Photo



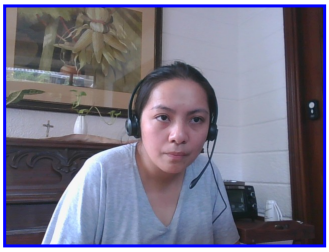
In-Test Photo



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: 20856-1, Key: 0-0, Rpt: 104, Prd: 9679, Created: 2026-07-01 17:02 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 (%)
Configuration with ConfigMaps and Secrets	78.4570	Numeric Score	78.4570	12.5000
Namespaces, Labels, and Selectors	79.6515	Numeric Score	79.6515	12.5000
Pod Troubleshooting and Health Monitoring	70.8493	Numeric Score	70.8493	12.5000
Pods and Deployments	74.0430	Numeric Score	74.0430	12.5000
Pods and Deployments (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Services and Networking	98.7302	Numeric Score	98.7302	12.5000
kubectl Commands and Resource Management	78.6164	Numeric Score	78.6164	12.5000
kubectl Commands and Resource Management (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Weighted Average:				73.5090
Final Overall Score:				73

Notes

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