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Illuminating Talent

Test Results and Interview Guide

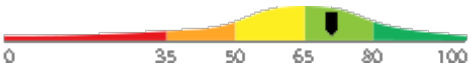
Candidate: **Elizabeth Wantsajob**
Assessment: Graphics Design Principles (Short)
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

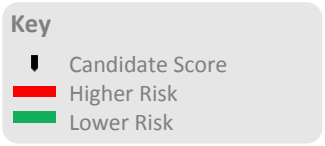
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Graphics Design Principles (Short) 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.

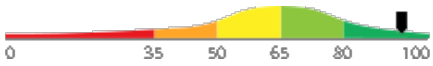
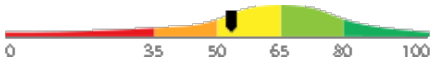
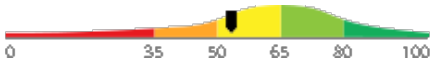
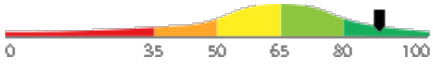
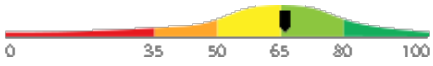
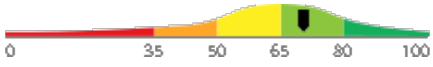
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Graphics Design Principles (Short) July 1, 2026	71	

The candidate exhibits a solid and above-average knowledge of graphic design principles, reflecting competence across most key areas including color theory, typography, layout, branding, and file preparation for print and digital media. Minor gaps may exist in specialized or advanced topics, but the candidate is well-positioned to perform effectively in a professional design role with minimal supervision.



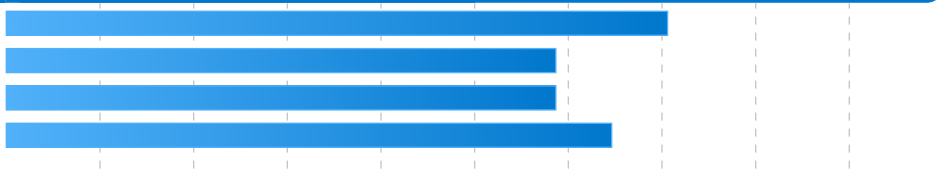
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Color Theory and Application	94	
Color Theory and Application (Free Text Responses)	53	
Typography (Free Text Responses)	53	
Image Types, Resolution, and File Formats	88	
Layout, Composition, and Visual Hierarchy	66	
Typography	71	

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	71st
North America	59th
United States	59th
Example Company	65th



Artificial Intelligence (AI) Generated Scores

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

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

Detail

Candidate:	Elizabeth Wantsajob, beth.wantsajob@gmail.com
Assessment:	Graphics Design Principles (Short)
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 5:17:01PM EDT
Completed:	July 1, 2026, 5:17:01PM EDT
Overall Score:	71

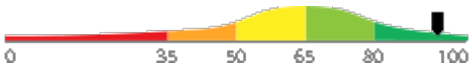
Knowledge and Skills Detail

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

Detail | Interview Guide

Color Theory and Application

Score: 94



Description:

Understanding how colors work together, including color harmony, contrast, and the use of color palettes to communicate meaning and emotion. This includes knowledge of color modes (RGB vs. CMYK) for digital and print contexts.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced mastery of graphics design principles, reflecting strong knowledge across all evaluated areas including color theory, typography, visual hierarchy, accessibility, copyright considerations, and design for both print and digital media. This level of performance is indicative of a highly skilled design professional capable of producing work that consistently meets or exceeds industry standards.

How do you decide which color palette to use for a project, and how do you ensure the colors work well together for the intended audience or message?

1	2	3	4	5
Relies on personal preference with no mention of harmony, contrast, or audience.		Mentions color harmony or audience but lacks a clear, structured process.		Describes a deliberate process using harmony principles, contrast, and audience/brand context.

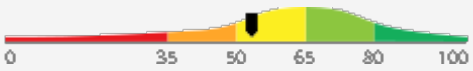
Can you explain the difference between warm and cool colors, and give an example of how you might use that difference in a design?

1	2	3	4	5
Vague or incorrect explanation; no practical example given.		Correct basic distinction; example is generic or loosely connected to design.		Clear explanation with a specific, purposeful design example showing communication intent.

Detail

Color Theory and Application (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.

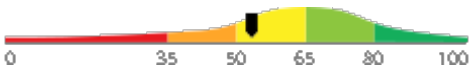
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Typography (Free Text Responses)

Score: 53



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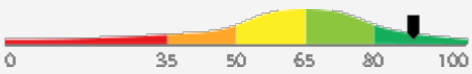
Detail

Image Types, Resolution, and File Formats

Score: 88



Description:

Knowledge of the differences between raster and vector graphics, appropriate image resolution for print and digital use, and when to use common file formats (e.g., JPEG, PNG, SVG, PDF). This knowledge is essential for delivering work that is technically correct for its intended use.

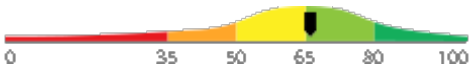
Interpretation:

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

The candidate exhibits a comprehensive and advanced understanding of image types, resolution, and file formats as applied to graphic design. They are well-equipped to consistently deliver technically correct work across a wide range of print and digital contexts, demonstrating confident and accurate command of raster and vector graphics, resolution standards, and appropriate file format selection.

Layout, Composition, and Visual Hierarchy

Score: 66



Description:

Understanding how to arrange elements on a page or screen using principles such as alignment, balance, proximity, grids, and white space. Includes guiding the viewer's eye through a design in a clear and intentional way.

Interpretation:

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

The candidate demonstrates a solid and competent understanding of layout, composition, and visual hierarchy in graphic design. They are proficient in applying principles such as alignment, balance, proximity, grids, and white space to create designs that guide the viewer's eye in a clear and intentional manner.

Interview Guide

A client asks you to provide a logo file that can be used both on a website and on a large printed banner. What file format or formats would you provide, and why?

1	2	3	4	5
Suggests a single raster format without considering scalability or resolution needs.		Mentions vector or SVG but does not fully explain why or address both use cases clearly.		Recommends vector format (e.g., SVG or EPS) and explains scalability; addresses both digital and print needs.

What is the difference between a raster image and a vector image, and when would you use each one?

1	2	3	4	5
Cannot distinguish between raster and vector or gives incorrect use cases.		Correctly distinguishes the two but gives only one use case or an incomplete explanation.		Clearly explains both types and gives accurate, practical use cases for each in real design work.

How do you create visual hierarchy in a design, and how do you make sure a viewer's eye moves through the content in the order you intend?

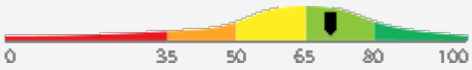
1	2	3	4	5
Mentions size or color but cannot explain how these elements work together to direct attention.		Identifies multiple hierarchy tools (size, contrast, placement) but explanation lacks depth or structure.		Gives a clear, structured explanation of hierarchy using multiple design tools with a practical example.

What does 'alignment' mean in design, and can you give an example of why it matters in a layout?

1	2	3	4	5
Cannot define alignment or gives an unrelated or incorrect example.		Correctly defines alignment but example is vague or does not connect to viewer experience.		Defines alignment clearly and gives a specific example showing how it creates order and professionalism.

Detail	Interview Guide

Typography
Score: 71



Description:

Knowledge of how to select, pair, and arrange fonts to support readability and visual hierarchy. Includes understanding of spacing (kerning, leading, tracking), font pairing, and how typography contributes to the overall tone of a design.

Interpretation:

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

The candidate exhibits a solid and proficient understanding of typography, including font pairing, spacing techniques, and the role of type in establishing visual hierarchy and design tone. Minor gaps in advanced or specialized typographic knowledge may exist, but overall competence in this area is well demonstrated.

Walk me through how you would choose and pair two fonts for a professional brochure, and what factors would guide your decisions.

1	2	3	4	5
Chooses fonts based on aesthetics alone with no mention of contrast, hierarchy, or readability.		Mentions contrast or readability but does not fully explain the pairing logic or hierarchy.		Describes a clear pairing strategy using contrast, hierarchy, brand tone, and readability considerations.

What does the term 'leading' mean in typography, and why does it matter in a design?

1	2	3	4	5
Cannot define leading or confuses it with another typographic term.		Correctly defines leading but gives only a surface-level reason for its importance.		Defines leading accurately and explains its direct impact on readability and visual comfort.

Free Text Responses

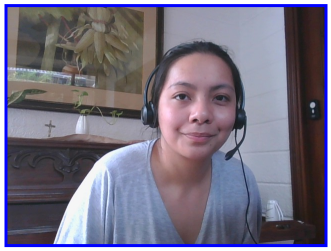
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

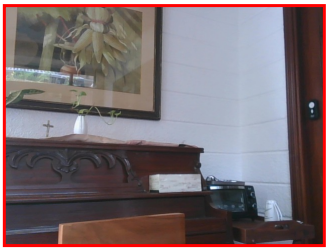
The following photos of the candidate and any identification were uploaded during the assessment session.

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



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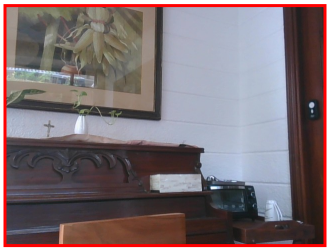

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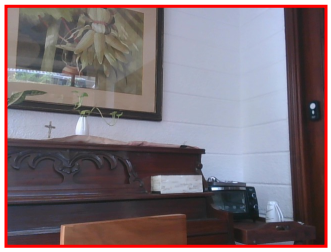

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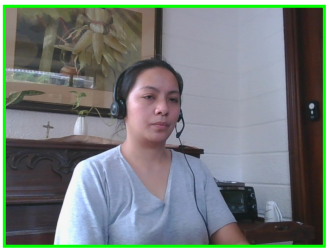
In-Test Photo



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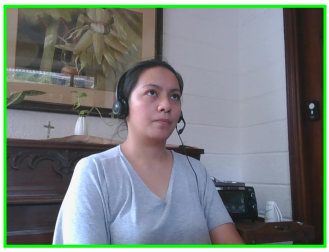

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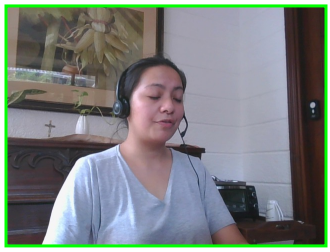
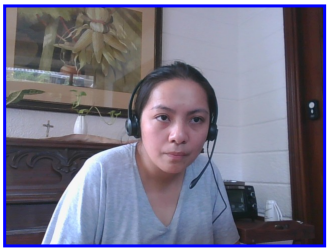


In-Test Photo



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: 20859-1, Key: 0-0, Rpt: 104, Prd: 9682, Created: 2026-07-01 17:17 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 (%)
Color Theory and Application	94.1897	Numeric Score	94.1897	16.6667
Color Theory and Application (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Image Types, Resolution, and File Formats	88.6883	Numeric Score	88.6883	16.6667
Layout, Composition, and Visual Hierarchy	66.4663	Numeric Score	66.4663	16.6667
Typography	71.0227	Numeric Score	71.0227	16.6667
Typography (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Weighted Average:				71.3486
Final Overall Score:				71

Notes

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