hr | avatar
Illuminating Talent

Test Results and Interview Guide

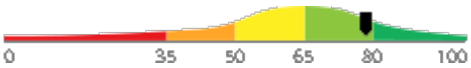
Candidate: **Elizabeth Wantsajob**
Assessment: Computer Network Administration (Short)
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

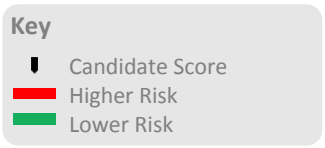
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Computer Network Administration (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.

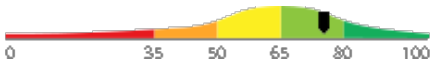
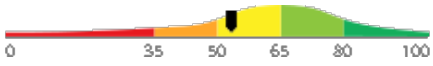
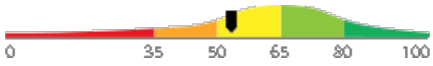
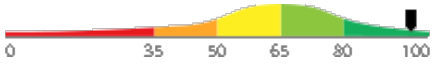
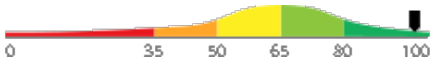
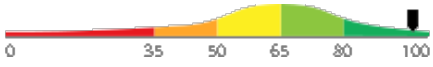
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Computer Network Administration (Short) July 1, 2026	78	

The candidate exhibits a solid and well-rounded understanding of network administration concepts, including network protocols, routing and switching, security practices, troubleshooting methodologies, and network services. Minor gaps may exist in specialized or advanced areas, but the individual demonstrates the knowledge base expected of a competent network administration practitioner.



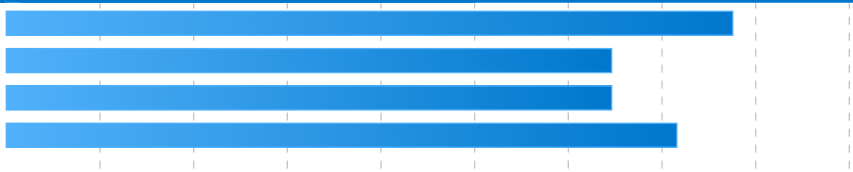
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Core Network Services: DNS and DHCP	75	
IP Addressing, Subnetting, and Routing (Free Text Responses)	53	
Network Troubleshooting (Free Text Responses)	53	
IP Addressing, Subnetting, and Routing	96	
Network Troubleshooting	97	
Switching, VLANs, and Layer 2 Concepts	96	

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	78th
North America	65th
United States	65th
Example Company	72nd



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:	Computer Network Administration (Short)
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 5:09:40PM EDT
Completed:	July 1, 2026, 5:09:40PM EDT
Overall Score:	78

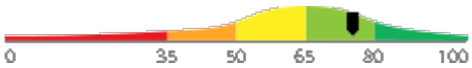
Knowledge and Skills Detail

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

Core Network Services: DNS and DHCP

Score: 75



Description:

Covers the two services most critical to day-to-day network operation: DNS, which resolves hostnames to IP addresses, and DHCP, which automatically assigns IP configuration to devices. Administrators interact with these services constantly when onboarding devices, resolving connectivity issues, and managing network infrastructure.

Interpretation:

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

The candidate exhibits a solid and applied knowledge of DNS and DHCP, indicating the ability to independently manage device onboarding, IP configuration, and common connectivity issues. Minor gaps may exist in advanced or edge-case scenarios, but overall competence in these core network services is evident.

A user can reach websites by IP address but not by name. What service is most likely at fault, and what steps would you take to diagnose and fix the issue?

1	2	3	4	5
Cannot identify DNS as the failing service or suggests unrelated fixes.		Correctly identifies DNS but describes only one diagnostic step such as flushing the DNS cache.		Identifies DNS, uses nslookup or dig to test resolution, checks DNS server assignment, verifies DNS server responsiveness, and considers forwarder or zone issues.

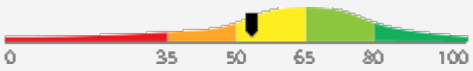
A new computer is plugged into the network but cannot connect to anything, and you notice it has an IP address starting with 169.254. What does this tell you, and what would you check first?

1	2	3	4	5
Does not recognize the 169.254 APIPA address or cannot connect it to a DHCP failure.		Identifies it as a DHCP failure but cannot describe specific steps to diagnose or resolve it.		Identifies APIPA, confirms DHCP server availability, checks DHCP scope and leases, and verifies network path between client and server.

Detail

IP Addressing, Subnetting, and Routing (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.

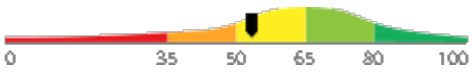
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Network Troubleshooting (Free Text Responses)

Score: 53



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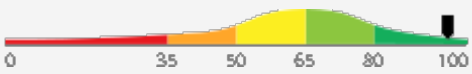
Detail

IP Addressing, Subnetting, and Routing

Score: 96



Description:

Covers how IP addresses are structured, how networks are divided into subnets, and how traffic is directed between networks using routing protocols and static routes. This is a foundational skill applied constantly in network configuration, troubleshooting, and design tasks.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive understanding of computer network administration principles and practices across all major knowledge domains. Proficiency is evident in complex areas such as network security architecture, redundancy and high availability design, VPN and remote access technologies, troubleshooting methodologies, and documentation standards. This individual is well-equipped to operate independently in network administration roles and may be capable of mentoring others or contributing to higher-level network planning and decision-making.

Interview Guide

You are given the network 192.168.10.0/24 and need to divide it into four equal subnets. What subnet mask would you use, and what are the resulting network addresses?

1	2	3	4	5
Cannot perform the subnet calculation or produces incorrect network addresses and masks.		Arrives at the correct subnet mask (/26) but makes errors identifying one or more of the four network addresses.		Correctly calculates /26, identifies all four network addresses, and explains usable host ranges and broadcast addresses.

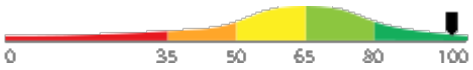
Can you walk me through what an IP address is and explain, in basic terms, how a device on one network is able to send data to a device on a different network?

1	2	3	4	5
Vague or incorrect explanation; cannot describe routing or subnets meaningfully.		Correctly describes IP addresses and mentions routers but lacks detail on subnetting or routing decisions.		Clearly explains IP structure, subnet masks, default gateways, and how routers forward packets between networks.

Detail

Network Troubleshooting

Score: 97



Description:

Covers the methods and tools used to identify and resolve connectivity problems, including working through the OSI model layers, using command-line tools such as ping, traceroute, and nslookup, and isolating faults systematically. This skill is used regularly whenever users or systems experience network issues.

Interpretation:

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

The candidate exhibits an advanced and comprehensive understanding of network troubleshooting, demonstrating strong proficiency with diagnostic tools, systematic fault isolation techniques, and OSI model analysis. They are well-equipped to independently diagnose and resolve complex network connectivity problems and may be capable of mentoring others in this area.

Interview Guide

You run a traceroute from a workstation to a remote server and notice the path stops responding at the third hop. What does this tell you, and what would you do next?

1	2	3	4	5
Cannot interpret traceroute output or describes an unrelated or incorrect next step.		Correctly identifies the third hop as the likely point of failure but offers only one follow-up action.		Identifies the failing hop, considers ICMP filtering as a false positive, checks routing tables, and describes multiple targeted follow-up steps.

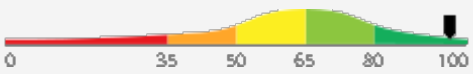
A user tells you they cannot access any websites but they can print to a network printer. Where would you start investigating, and what steps would you take?

1	2	3	4	5
No structured approach; suggests only rebooting or escalating without any diagnostic reasoning.		Identifies DNS or gateway as a likely cause but does not describe a clear, step-by-step diagnostic process.		Uses a layered approach: confirms physical/IP connectivity, tests gateway reachability, checks DNS resolution, and isolates the fault logically.

Detail	Interview Guide

Switching, VLANs, and Layer 2 Concepts

Score: 96



Description:

Covers how network switches operate, how VLANs are used to logically segment devices within a network, and how trunk links carry traffic between switches. These concepts are applied whenever networks are configured, expanded, or reorganized.

Interpretation:

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

The candidate demonstrates a strong, comprehensive understanding of switching, VLAN design, and Layer concepts, reflecting a high level of proficiency in this knowledge area. They are well-equipped to independently configure, expand, and reorganize network environments with a high degree of accuracy and competence.

You need to connect two switches and allow multiple VLANs to pass between them. How would you configure the link between the switches, and what protocol is commonly used to manage VLAN tagging on that link?

1	2	3	4	5
Cannot describe trunk configuration or confuses access ports with trunk ports.		Correctly identifies the need for a trunk link and mentions 802.1Q but cannot describe the configuration steps in detail.		Explains trunk port configuration, 802.1Q tagging, native VLAN considerations, and allowed VLAN lists on the trunk.

Can you explain what a VLAN is and describe a situation where you would use one?

1	2	3	4	5
Cannot define VLAN or gives an incorrect definition with no practical use case.		Correctly defines VLAN as a logical network segment but provides only a generic or vague use case.		Defines VLANs clearly, gives a specific practical example such as separating guest and corporate traffic, and mentions trunk ports or inter-VLAN routing.

Free Text Responses

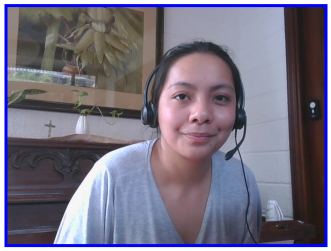
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

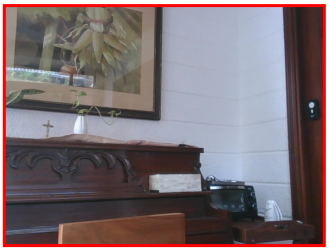
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

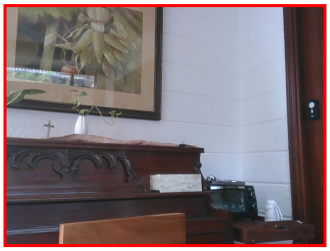


Pre/Post-Test Photo

ID Photo



In-Test Error Detected (No Face Detected)



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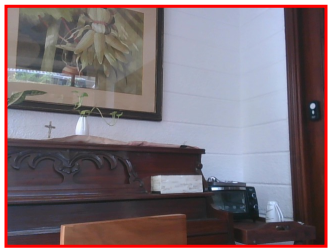

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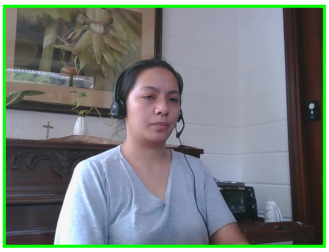

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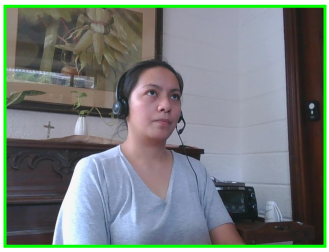

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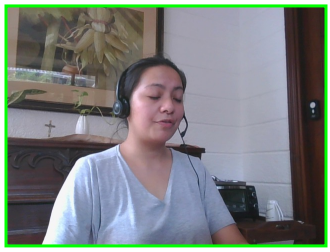

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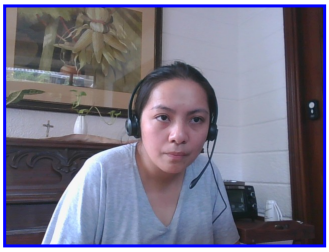

Pre/Post-Test Photo

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: 20862-1, Key: 0-0, Rpt: 104, Prd: 9685, Created: 2026-07-01 17:09 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 (%)
Core Network Services: DNS and DHCP	75.4422	Numeric Score	75.4422	16.6667
IP Addressing, Subnetting, and Routing	96.3680	Numeric Score	96.3680	16.6667
IP Addressing, Subnetting, and Routing (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Network Troubleshooting	97.2737	Numeric Score	97.2737	16.6667
Network Troubleshooting (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Switching, VLANs, and Layer 2 Concepts	96.6263	Numeric Score	96.6263	16.6667
Weighted Average:				78.9058
Final Overall Score:				78

Notes

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