hr | avatar
Illuminating Talent

Test Results and Interview Guide

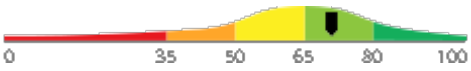
Candidate: **Elizabeth Wantsajob**
Assessment: NoSQL Database Concepts (Short)
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

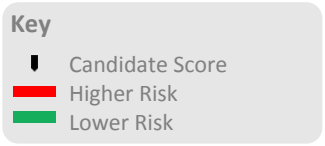
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The NoSQL Database Concepts (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.

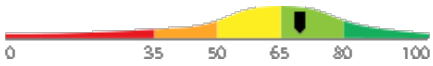
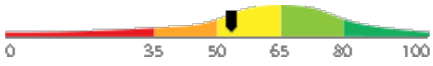
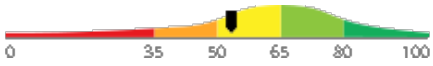
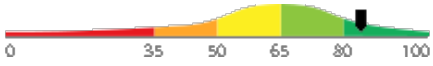
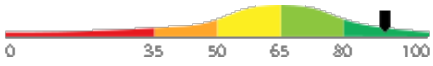
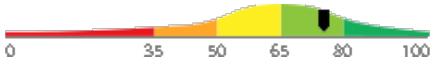
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com NoSQL Database Concepts (Short) July 1, 2026	71	

The candidate demonstrates a solid and competent understanding of NoSQL database concepts and practices suitable for entry-level to mid-level professional work. They are likely proficient in most key areas, including data modeling, CRUD operations, indexing strategies, horizontal scaling, and selecting appropriate database types, though some advanced or nuanced topics may benefit from additional experience.



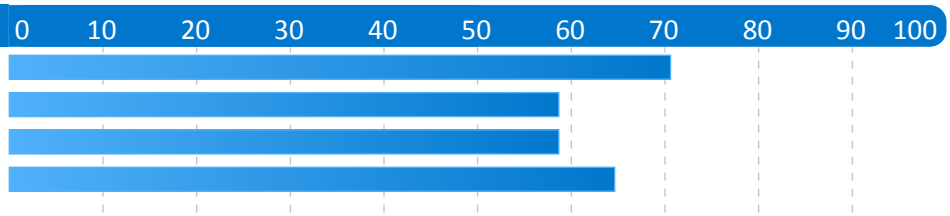
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
CRUD Operations in NoSQL Systems	69	
CRUD Operations in NoSQL Systems (Free Text Responses)	53	
NoSQL Database Types and Use Cases (Free Text Responses)	53	
Data Modeling for NoSQL Databases	84	
Indexing and Query Performance	90	
NoSQL Database Types and Use Cases	75	

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:	NoSQL Database Concepts (Short)
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 4:58:33PM EDT
Completed:	July 1, 2026, 4:58:33PM EDT
Overall Score:	71

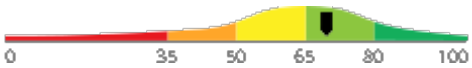
Knowledge and Skills Detail

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

CRUD Operations in NoSQL Systems

Score: 69



Description:

Covers how to create, read, update, and delete data within NoSQL database systems. Focuses on the practical syntax and commands used in common NoSQL platforms and understanding how these operations differ from SQL-based equivalents.

Interpretation:

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

The candidate demonstrates a solid working knowledge of CRUD operations across common NoSQL platforms, including practical syntax and commands. They show a competent understanding of how these operations differ from SQL-based equivalents, with only minor gaps in knowledge remaining.

How would you update a specific field in a document within a document store like MongoDB without overwriting the entire document? What command or approach would you use?

1	2	3	4	5
Cannot describe the approach or suggests overwriting the full document.		Knows partial updates are possible but is unclear on the specific command or syntax.		Accurately describes using an update operator like $set and explains why it avoids full document replacement.

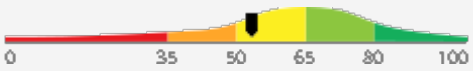
Can you walk me through what a basic read and write operation looks like in a NoSQL database you have worked with, such as MongoDB or DynamoDB?

1	2	3	4	5
Cannot describe any operations or provides only vague, inaccurate details.		Describes one operation with some accuracy but lacks detail or makes minor errors.		Clearly describes both operations with accurate syntax or commands and relevant context.

Detail

CRUD Operations in NoSQL Systems (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.

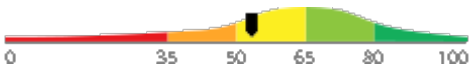
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

NoSQL Database Types and Use Cases (Free Text Responses)

Score: 53



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Other Errors per 100 Words:	0.0
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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?

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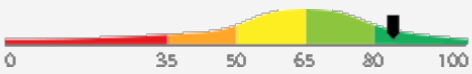
Detail

Data Modeling for NoSQL Databases

Score: 84



Description:

Covers how to structure and organize data in NoSQL databases, including when to embed related data within a single document versus when to reference it across separate records. Focuses on designing data models that match how data will be queried, rather than following traditional normalization rules.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive mastery of NoSQL data modeling concepts, including nuanced judgment in choosing between embedding and referencing strategies to optimize for performance and scalability. They are well-equipped to design sophisticated, query-driven data models that deviate deliberately and effectively from traditional normalization paradigms.

Interview Guide

You are building a blogging platform where each post has many comments. How would you decide whether to embed comments inside the post document or store them separately? What factors would influence your decision?

1	2	3	4	5
Cannot identify relevant factors or gives an answer that ignores practical trade-offs.		Identifies one or two factors like read performance or document size but misses others.		Discusses multiple factors such as read frequency, comment volume, update patterns, and document size limits.

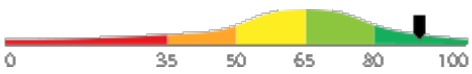
In a NoSQL database, what does it mean to embed data versus reference data, and can you give an example of when you might choose one approach over the other?

1	2	3	4	5
Cannot explain the difference or provides a confused or inaccurate answer.		Explains the basic difference but gives a weak or generic example without clear reasoning.		Clearly explains both approaches and gives a specific, well-reasoned example tied to query patterns.

Detail

Indexing and Query Performance

Score: 90



Description:

Covers how indexes work in NoSQL databases and how to use them to make queries faster and more efficient. Focuses on choosing the right fields to index based on common query patterns and understanding the basic trade-offs of adding indexes, such as increased storage and slower writes.

Interpretation:

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

The candidate exhibits a strong and comprehensive understanding of indexing in NoSQL databases and query performance optimization. They are highly proficient in identifying optimal fields to index based on query patterns and can clearly articulate the trade-offs of indexing strategies, including effects on storage consumption and write throughput.

Interview Guide

A query on a large NoSQL collection is running slowly. What steps would you take to diagnose the problem and improve performance using indexing?

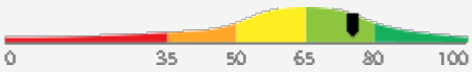
1	2	3	4	5
Cannot describe a diagnostic approach or suggests only non-indexing solutions.		Suggests adding an index but cannot explain how to identify the right fields or verify improvement.		Describes using query explain plans, identifying unindexed fields, creating targeted indexes, and checking trade-offs.

What is an index in a NoSQL database, and why would you create one? Can you give an example of a situation where an index would help?

1	2	3	4	5
Cannot explain what an index is or provides an inaccurate description.		Gives a basic definition and a simple example but does not explain the underlying benefit clearly.		Clearly explains indexes, their purpose, and gives a specific, relevant example tied to query speed.

NoSQL Database Types and Use Cases

Score: 75



Description:

Covers the four main types of NoSQL databases — document stores, key-value stores, column-family stores, and graph databases — and when to use each. Focuses on recognizing which type of NoSQL database best fits a given set of real-world requirements and understanding the advantages NoSQL offers over traditional SQL databases.

Interpretation:

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

The candidate exhibits a solid working knowledge of NoSQL database concepts, including the major database types, data modeling approaches, CRUD operations, and general scaling principles. Minor gaps may exist in more nuanced areas such as advanced schema design patterns, sharding strategies, or the finer aspects of the CAP theorem.

You are designing a system to store and query highly connected data, such as a social network's friend relationships. Which type of NoSQL database would you choose and why? Are there any trade-offs to consider?

1	2	3	4	5
Cannot identify the appropriate database type or provides a poorly reasoned answer.		Identifies graph databases but gives a surface-level explanation of reasoning or trade-offs.		Clearly selects graph databases, explains why with specifics, and thoughtfully addresses trade-offs.

Can you name the four types of NoSQL databases and give a simple example of a situation where you might choose one over a traditional SQL database?

1	2	3	4	5
Cannot name the types or provides no meaningful use case examples.		Names most types and gives a basic use case with limited explanation.		Clearly names all four types and gives relevant, well-reasoned use case examples for each.

Free Text Responses

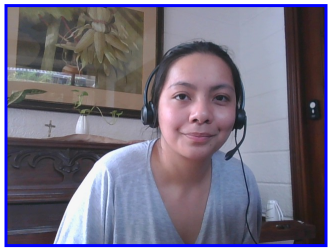
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

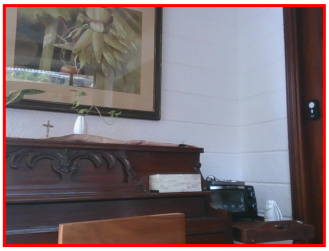
The following photos of the candidate and any identification were uploaded during the assessment session.

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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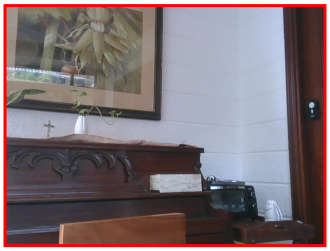
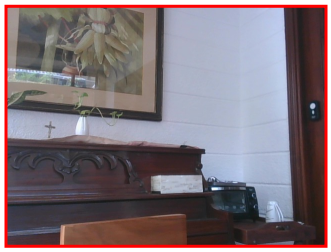
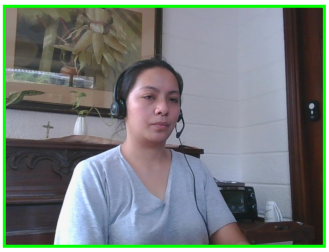


In-Test Error Detected (No Face Detected)

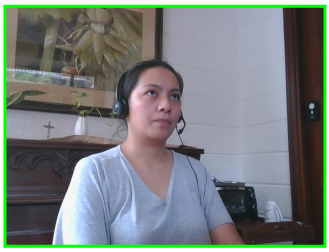


In-Test Error Detected (No Face Detected)

In-Test Photo



In-Test Photo



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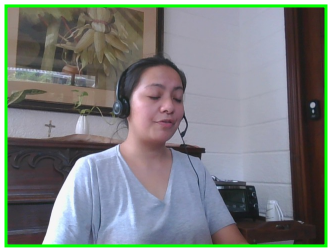
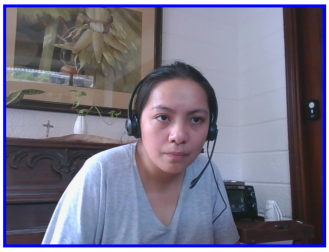


In-Test Photo



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: 20865-1, Key: 0-0, Rpt: 104, Prd: 9688, Created: 2026-07-01 16:58 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 (%)
CRUD Operations in NoSQL Systems	69.9064	Numeric Score	69.9064	16.6667
CRUD Operations in NoSQL Systems (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Data Modeling for NoSQL Databases	84.5849	Numeric Score	84.5849	16.6667
Indexing and Query Performance	90.1230	Numeric Score	90.1230	16.6667
NoSQL Database Types and Use Cases	75.6085	Numeric Score	75.6085	16.6667
NoSQL Database Types and Use Cases (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Weighted Average:				71.3246
Final Overall Score:				71

Notes

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