

# Test Results and Interview Guide

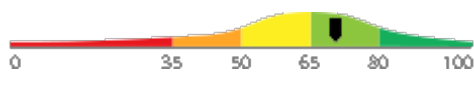
Candidate: **Elizabeth Wantsajob**  
Assessment: AWS Cloud Administration (Core) (Short)  
Completed: July 1, 2026  
Prepared for: Sara Maple  
Example Company

## What's Included

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

**Important Note:** The AWS Cloud Administration (Core) (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.

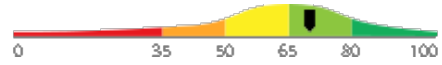
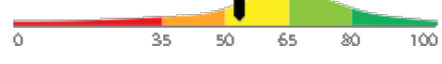


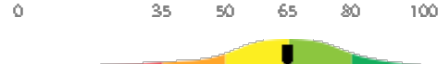

## Overall

Candidate	Score	Interpretation
<b>Elizabeth Wantsajob</b> beth.wantsajob@gmail.com AWS Cloud Administration (Core) (Short) July 1, 2026 The candidate demonstrates a solid and broadly competent understanding of essential AWS cloud services and account administration. They are likely proficient in most key areas, including EC2 management, VPC configuration, IAM, monitoring with CloudWatch, and messaging services, with only minor gaps in advanced or specialized topics. This individual should be capable of supporting AWS cloud-based implementations and operations with minimal oversight.	<span style="font-size: 24pt; font-weight: bold; color: green;">70</span>	

**Key**





- Higher Risk
- Lower Risk

## Competency Summary

Competency	Score	Interpretation
<b>Skills/Knowledge (relates to immediate readiness)</b>		
AWS Identity and Access Management (IAM)	70	
AWS Identity and Access Management (IAM) (Free Text Responses)	53	
Amazon EC2 Instance Management (Free Text Responses)	53	
Amazon EC2 Instance Management	82	
Amazon S3 Storage Management	98	
Amazon VPC Networking	64	

## Comparison

Percentile scores indicate how the candidate compares to other test-takers within various groups. The candidate scored equal to or better than the fraction of test-takers indicated by the percentile.

Test-Taker Group	Percentile	0	10	20	30	40	50	60	70	80	90	100	
Global	70th												
North America	58th												
United States	58th												
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	-	-	<p>Summary Points (AI):</p> <ul style="list-style-type: none"> <li>(Generic Text for Sample Report) Strong performer in Drag and Drop Files tasks, indicating comfort with file management and basic computer interactions.</li> <li>Demonstrates solid numerical accuracy in Recognizing and Confirming Numbers, a valuable asset in detail-oriented roles.</li> <li>Moderate overall performance in Analytical Thinking and Attention to Detail, with adequate grammar skills but room for improvement.</li> <li>Struggles with Reading and Analyzing Problems, which may limit effectiveness in roles requiring critical reading and complex problem-solving.</li> <li>Lowest performance in Navigating Between Screens, suggesting difficulty with multi-screen software workflows that could impact productivity in computer-intensive roles.</li> </ul> <p>Narrative (AI): Elizabeth Wantsajob demonstrates a mixed profile of knowledge, skills, and abilities across the assessed competencies.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Computed on: April 2, 2026, 11:09:49PM EDT</p>

## Detail

Candidate: Elizabeth Wantsajob, beth.wantsajob@gmail.com  
 Assessment: AWS Cloud Administration (Core) (Short)  
 Authorized: July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com  
 Started: July 1, 2026, 7:57:31PM EDT  
 Completed: July 1, 2026, 7:57:31PM EDT  
 Overall Score: 70

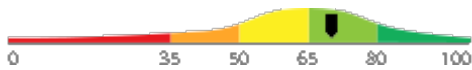
## Knowledge and Skills Detail

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

### AWS Identity and Access Management (IAM)

Score: 70



*Description:*

IAM is the foundation of AWS account security and administration. It covers creating and managing users, groups, roles, and policies to control who can access AWS resources and what actions they can perform. Proper IAM configuration is required for nearly every AWS task.

*Interpretation:*

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

The candidate exhibits a solid and broadly competent understanding of core AWS cloud services and account administration, including instance management, networking, storage, identity management, and monitoring. Most foundational and intermediate concepts are well understood, though some advanced or specialized areas may benefit from additional refinement. This individual is likely capable of supporting AWS cloud-based implementations and operations with moderate supervision.

Walk me through how you would apply the principle of least privilege when setting up IAM policies for a team of developers who need read-only access to S3 but full access to EC2.



1

Cannot describe least privilege or proposes overly broad permissions such as AdministratorAccess.



2

Understands least privilege and describes attaching managed policies but may miss inline policy nuances.



3



4

Describes creating a custom policy with specific S3 read and EC2 full-access actions, attaching to a group.



5

Can you explain the difference between an IAM user and an IAM role, and give an example of when you would use each?



1

Confuses users and roles or cannot provide a clear use case for either.



2

Correctly distinguishes users from roles but provides only a basic or vague use case.



3



4

Clearly explains both, with a practical example such as roles for EC2 instances or cross-account access.



5

Detail

Interview Guide

**AWS Identity and Access Management (IAM) (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.

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  
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.

2  
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.

3  
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  
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.

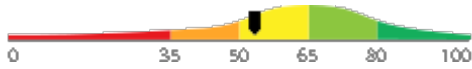
2  
Candidate identifies the major phases (discovery, development, testing, deployment) and acknowledges some AI-specific considerations, but struggles to articulate how the phases connect or how cross-functional teams are coordinated throughout.

3  
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 Interview Guide

**Amazon EC2 Instance Management (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.

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Please see below to view the essay submitted.

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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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.

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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.

3  
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?



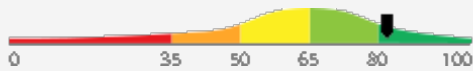
1  
Candidate provides a vague or incomplete description of the lifecycle, omitting key phases such as testing, validation, or deployment. May conflate AI product development with general software development without acknowledging AI-specific considerations like model training or data pipelines.

2  
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.

3  
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**
**Interview Guide**
**Amazon EC2 Instance Management**

Score: 82


*Description:*

EC2 is one of the most widely used AWS services and forms the backbone of many cloud workloads. This area covers launching, stopping, and terminating instances, selecting appropriate instance types, configuring security groups, and managing key pairs and storage volumes.

*Interpretation:*

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

The candidate exhibits a strong and comprehensive mastery of Amazon EC2 instance management within AWS Cloud Administration. They are highly proficient across all core competencies, including instance lifecycle management, instance type selection, security group configuration, and key pair and storage volume management.

Describe the steps you would take to launch a new EC2 instance for a web application, including the key configuration decisions you would make along the way.



1

Skips critical steps or cannot explain configuration choices such as instance type or security group setup.



2

Covers most major steps but may overlook details like IAM roles, storage configuration, or key pairs.



3



4



5

Walks through AMI selection, instance type, VPC/subnet, security group, key pair, and storage with clear reasoning.

What is a security group in AWS, and how does it control traffic to an EC2 instance?



1

Cannot explain security groups or confuses them with network ACLs or firewalls.



2

Correctly describes security groups as instance-level firewalls but lacks detail on inbound/outbound rules.



3



4

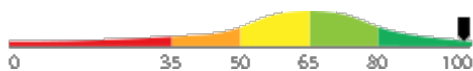
Explains stateful nature, inbound/outbound rules, and gives a practical example such as allowing port 443.



5

**Amazon S3 Storage Management**

Score: 98


*Description:*

Amazon S3 is the primary object storage service in AWS and is used across virtually all cloud environments. This area covers creating and configuring buckets, uploading and managing objects, setting permissions and bucket policies, and configuring lifecycle rules to manage data retention and storage costs.

*Interpretation:*

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

The candidate demonstrates an advanced and comprehensive mastery of Amazon S3 storage management within AWS Cloud Administration. They are highly proficient across all key areas, including bucket and object configuration, access control and bucket policies, and lifecycle rule design for optimizing data retention and storage costs.

How would you set up an S3 lifecycle policy, and what business or operational problem would it help you solve?



1

Cannot describe lifecycle policies or provides an inaccurate explanation of how they work.



2

Correctly describes transitioning objects to cheaper storage tiers but may not mention expiration rules.



3



4

Describes transition rules (e.g., to S3 Glacier), expiration rules, and ties them to cost optimization goals.



5

What is the difference between making an S3 bucket public and using a bucket policy, and what are the risks of each?



1

Cannot distinguish between public access settings and bucket policies or is unaware of associated risks.



2

Understands the difference but provides limited detail on security implications or best practices.



3



4

Explains both concepts clearly, notes Block Public Access settings, and describes risks like unintended data exposure.

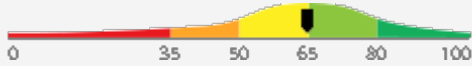


5

**Detail Interview Guide**

**Amazon VPC Networking**

Score: 64



*Description:*

Amazon VPC allows administrators to define and control the network environment in which AWS resources operate. This area covers creating subnets, configuring route tables, attaching internet gateways, and using network access control lists (NACLs) to manage traffic flow and network security.

*Interpretation:*

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

The candidate possesses a moderate understanding of Amazon VPC networking principles and can likely perform some fundamental tasks such as subnet creation or basic route table configuration. However, their knowledge of more advanced topics, such as fine-grained traffic control using NACLs and gateway management, may be inconsistent or incomplete.

**Interview Guide**

Explain the difference between a security group and a network ACL, and describe a scenario where you would use both together.



1

Confuses the two or cannot articulate meaningful differences in how they operate.



2

Correctly identifies stateful vs. stateless behavior but struggles to describe a combined use case.



3



4

Clearly contrasts stateful security groups with stateless NACLs and describes layered defense in a VPC subnet.



5

What is the purpose of an internet gateway in a VPC, and what must be configured for an EC2 instance in a public subnet to access the internet?



1

Cannot explain the role of an internet gateway or does not know how to enable internet access.



2

Correctly identifies the internet gateway but may miss route table configuration or public IP assignment.



3



4

Explains internet gateway attachment, route table entry (0.0.0.0/0), and public IP or Elastic IP requirement.



5

**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 hallucination. 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 'hallucination' 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.

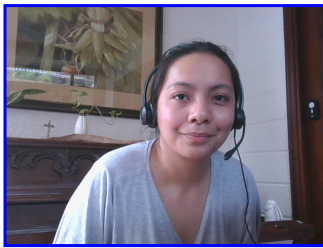
**Misspelled Words:** guardrails (1), hallucination (1)

## Identity Confirmation Photos

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

### Photo Analysis Results

<b>- Risk:</b>	<b>Medium risk of cheating based on image inconsistencies</b>
- 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%)



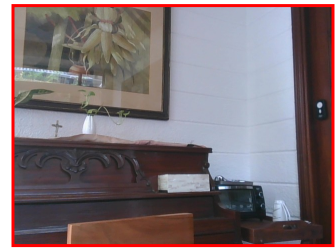
Pre/Post-Test Photo



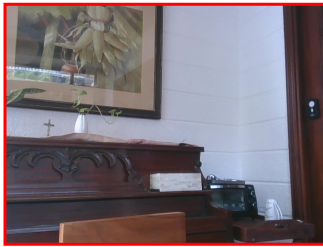
ID Photo



In-Test Error Detected (No Face Detected)



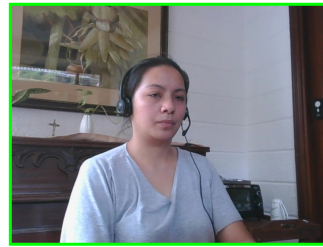
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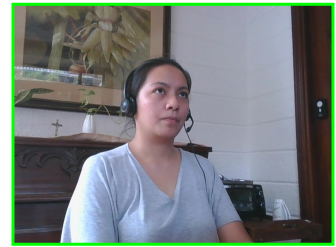
In-Test Error Detected (No Face Detected)



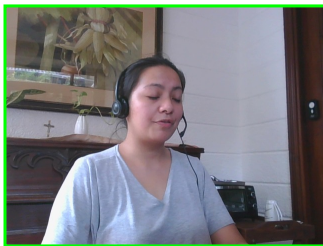
In-Test Photo



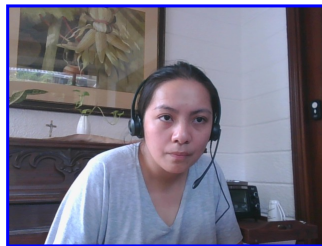
In-Test Photo



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](http://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: 20869-1, Key: 0-0, Rpt: 104, Prd: 9689, Created: 2026-07-01 19:57 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 (%)
AWS Identity and Access Management (IAM)	70.4745	Numeric Score	70.4745	16.6667
AWS Identity and Access Management (IAM) (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Amazon EC2 Instance Management	82.2802	Numeric Score	82.2802	16.6667
Amazon EC2 Instance Management (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Amazon S3 Storage Management	98.8449	Numeric Score	98.8449	16.6667
Amazon VPC Networking	64.9657	Numeric Score	64.9657	16.6667
Weighted Average:				70.7150
Final Overall Score:				70

## Notes

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