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Illuminating Talent

Test Results and Interview Guide

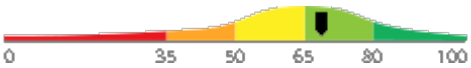
Candidate: **Elizabeth Wantsajob**
Assessment: Google Cloud Administration (Core) (Short)
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

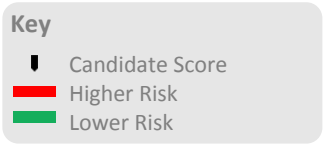
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Google 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.

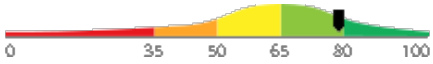
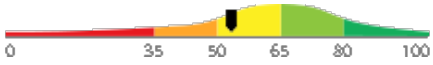
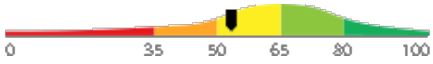
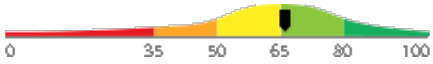
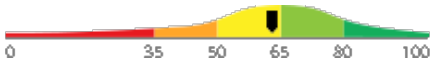
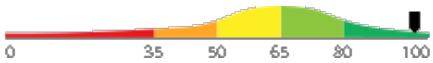
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Google Cloud Administration (Core) (Short) July 1, 2026	68	

The candidate exhibits a solid and competent understanding of Google Cloud administration concepts, tools, and techniques across most key service areas. They are likely capable of performing a broad range of cloud administration tasks, including resource management, networking configuration, security controls, and monitoring, with only occasional gaps in more advanced topics.



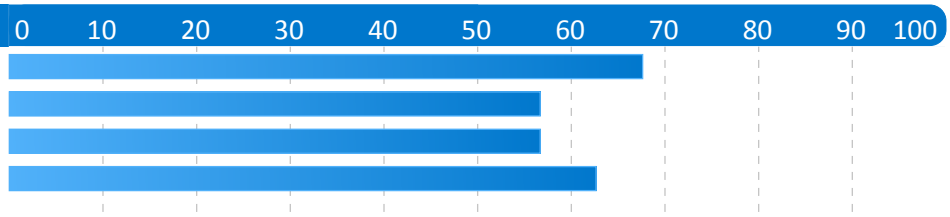
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Cloud Storage Management	79	
Compute Engine Virtual Machine Management (Free Text Responses)	53	
Identity and Access Management (IAM) (Free Text Responses)	53	
Compute Engine Virtual Machine Management	66	
Identity and Access Management (IAM)	63	
Virtual Private Cloud (VPC) Networking	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	68th
North America	57th
United States	57th
Example Company	63rd



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:	Google Cloud Administration (Core) (Short)
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 8:02:22PM EDT
Completed:	July 1, 2026, 8:02:22PM EDT
Overall Score:	68

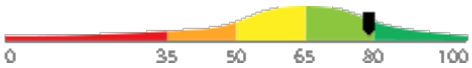
Knowledge and Skills Detail

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

Cloud Storage Management

Score: 79



Description:

Covers the use of Google Cloud Storage for storing and managing objects and files. Includes creating and configuring buckets, setting access controls at the bucket and object level, and configuring object lifecycle policies to automatically manage data retention and storage costs.

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 Google Cloud Storage Management, including configuring buckets, managing access controls at both the bucket and object level, and implementing lifecycle policies. They are capable of performing most related tasks with moderate independence, with only minor gaps in more advanced or nuanced areas.

Your team stores log files in a Cloud Storage bucket and wants to automatically delete files older than 90 days to save on storage costs. How would you set this up?

1	2	3	4	5
Cannot identify lifecycle policies or describe how to configure an age-based deletion rule.		Identifies lifecycle policies as the solution but provides limited detail on configuration steps.		Clearly describes creating a lifecycle rule with an age condition and delete action, including where to configure it.

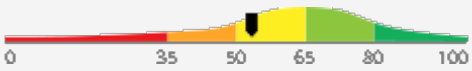
Can you describe what a Cloud Storage bucket is and explain how you would control who has access to the files stored in it?

1	2	3	4	5
Cannot accurately describe a bucket or identify any access control mechanisms.		Describes buckets at a basic level and mentions IAM or ACLs without explaining how to apply them.		Accurately describes buckets, explains IAM vs. ACL access controls, and describes applying them at bucket or object level.

Detail

Compute Engine Virtual Machine 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.

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.

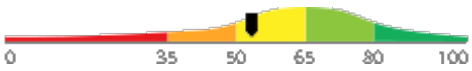
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Identity and Access Management (IAM) (Free Text Responses)

Score: 53



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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
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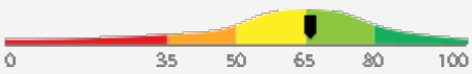
Detail

Compute Engine Virtual Machine Management

Score: 66



Description:

Covers the creation, configuration, and management of virtual machine (VM) instances in Google Cloud. Includes selecting machine types, configuring boot disks, managing instance lifecycle (start, stop, delete), and working with persistent disks, snapshots, and custom images for data protection and reuse.

Interpretation:

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

The candidate demonstrates a solid and broad understanding of essential Google Cloud administration concepts, tools, and techniques across most core subject areas. They are likely capable of performing the majority of standard cloud administration tasks, including resource management, network configuration, identity and access control, and monitoring. Some refinement or additional experience may be beneficial in more specialized or advanced areas.

Interview Guide

You need to preserve the state of a VM before making significant changes to it. What options does Google Cloud give you, and how would you decide which one to use?

1	2	3	4	5
Cannot distinguish between snapshots and images or describe when to use each.		Identifies snapshots and custom images but gives limited explanation of when to use each.		Clearly compares snapshots vs. custom images, explains use cases, costs, and restoration steps.

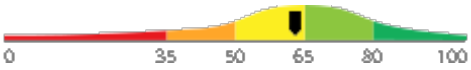
Can you walk me through the steps you would take to create a new virtual machine in Google Cloud and explain what key settings you would configure during setup?

1	2	3	4	5
Vague or incomplete steps; cannot name key settings like machine type or boot disk.		Describes basic creation steps and names a few key settings with limited detail.		Clearly outlines full creation process, naming machine type, disk, networking, and region settings.

Detail

Identity and Access Management (IAM)

Score: 63



Description:

Covers how access to Google Cloud resources is controlled through roles, permissions, and service accounts. Includes understanding the difference between basic, predefined, and custom roles, how to assign roles to users and service accounts, and how to apply the principle of least privilege to protect resources.

Interpretation:

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

The candidate possesses a moderate understanding of Identity and Access Management within Google Cloud, demonstrating familiarity with core concepts such as role types and permission assignment. However, their knowledge may be inconsistent, and they may require additional guidance when applying least privilege principles or managing service accounts in complex scenarios.

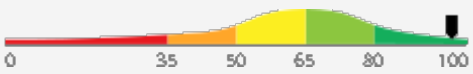
Interview Guide

A developer on your team needs read-only access to Cloud Storage buckets but should not be able to modify or delete anything. How would you set this up using IAM, and what would you watch out for?

1	2	3	4	5
Cannot identify the correct predefined role or describe how to scope access appropriately.		Identifies a suitable role and describes assignment but misses scoping or least-privilege considerations.		Selects correct predefined role, scopes it to the right resource level, and explains least-privilege rationale.

Can you explain what a role is in Google Cloud IAM and give an example of how you would use one to give someone access to a resource?

1	2	3	4	5
Cannot clearly define a role or describe how to assign one to a user.		Defines roles at a basic level and describes assigning one with limited context or accuracy.		Clearly defines roles, distinguishes role types, and gives a concrete, accurate access assignment example.

Detail	Interview Guide
Virtual Private Cloud (VPC) Networking Score: 96  *Description:* Covers the setup and management of private networks in Google Cloud, including creating and configuring subnets, writing firewall rules to control traffic, and setting up load balancing to distribute traffic across resources. Includes understanding how VPCs connect resources and control network access. *Interpretation:* Candidate should achieve superior job performance in this area with little or no training. The candidate demonstrates an advanced and comprehensive mastery of Virtual Private Cloud networking within Google Cloud Administration, including the setup and management of private networks, subnet configuration, firewall rule authoring, load balancing, and resource connectivity. They are well-equipped to independently lead and manage complex VPC networking tasks in a Google Cloud environment.	A VM in your project is not able to receive web traffic on port 80. Walk me through how you would diagnose and fix the issue using VPC networking tools. 1 Cannot identify firewall rules as a likely cause or describe how to inspect or modify them. 2 3 Identifies firewall rules as the likely cause and describes checking them but lacks detail on resolution. 4 5 Systematically checks firewall rules, identifies missing ingress rule, and describes creating a targeted fix. --- Can you explain what a VPC is in Google Cloud and describe how subnets and firewall rules are used within it? 1 Cannot accurately define VPC or explain the role of subnets and firewall rules. 2 3 Provides a basic definition of VPC and mentions subnets and firewall rules with limited detail. 4 5 Clearly defines VPC, explains subnet scoping by region, and describes how firewall rules control traffic.

Free Text Responses

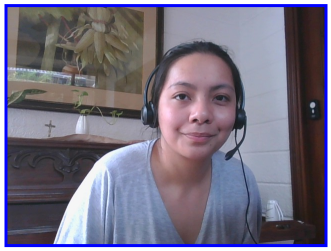
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

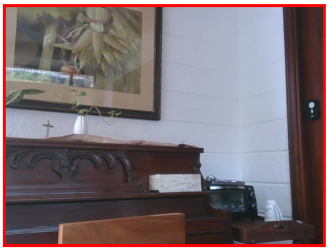
The following photos of the candidate and any identification were uploaded during the assessment session.

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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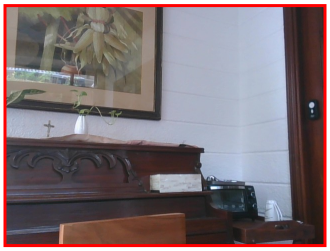

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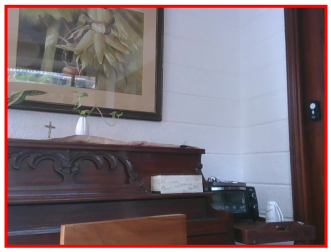
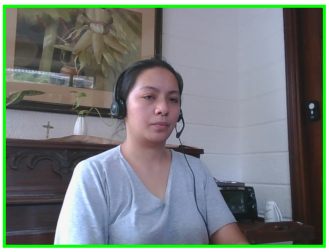


In-Test Error Detected (No Face Detected)

In-Test Photo



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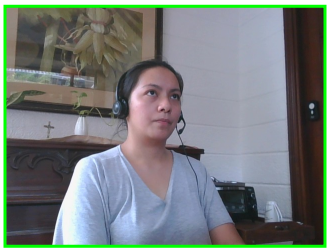

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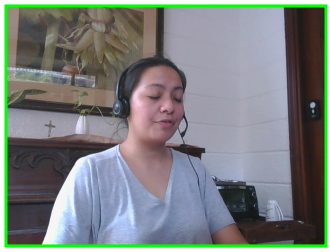

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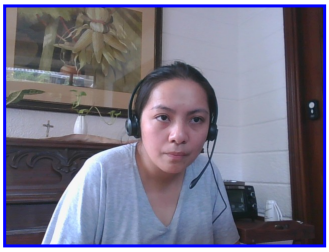

Pre/Post-Test Photo

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: 20870-1, Key: 0-0, Rpt: 104, Prd: 9690, Created: 2026-07-01 20:02 EDT
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

Score Calculation Detail

The following table provides a summary of how the overall score was calculated from each of the individual competency scores. First, all competency scores are calculated on a scale of 0-100. Note that some competencies use their color category rather than their actual numeric score in the overall calculation. For these, a standard score associated with the assigned color category is used in the overall score calculation rather than the actual numeric score. This is reflected in the ''Score Value Used'' column. Next, a weighted average of scores is computed using individual competency weights, typically set using job analysis data provided by the US Government Occupational Information Network (O*Net).

Competency	Score	How applied to overall	Score Value Used	Weight (%)
Cloud Storage Management	79.2094	Numeric Score	79.2094	16.6667
Compute Engine Virtual Machine Management	66.6402	Numeric Score	66.6402	16.6667
Compute Engine Virtual Machine Management (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Identity and Access Management (IAM)	63.1900	Numeric Score	63.1900	16.6667
Identity and Access Management (IAM) (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Virtual Private Cloud (VPC) Networking	96.9503	Numeric Score	96.9503	16.6667
Weighted Average:				68.9524
Final Overall Score:				68

Notes

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