hr | avatar
Illuminating Talent

Test Results and Interview Guide

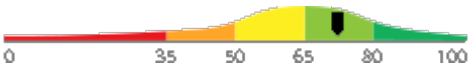
Candidate: **Elizabeth Wantsajob**
Assessment: Microsoft Azure Cloud Administration (Core) (Short)
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

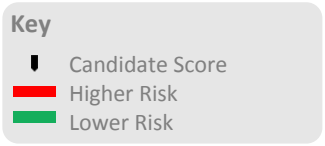
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Microsoft Azure 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.

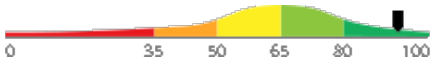
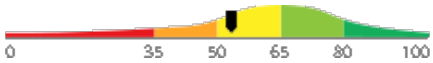
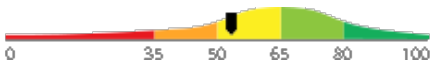
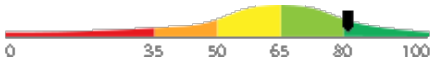
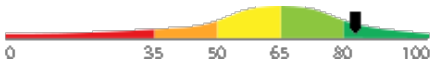
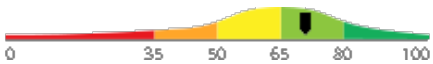
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Microsoft Azure Cloud Administration (Core) (Short) July 1, 2026	72	

The candidate demonstrates a solid and competent understanding of essential Azure cloud administration concepts, including virtual machine management, networking, storage, monitoring, and access control. This individual is likely capable of independently performing most core Azure administrative tasks and supporting cloud-based operations with a reasonable degree of proficiency. Some targeted development in specialized or advanced areas may further strengthen overall effectiveness.



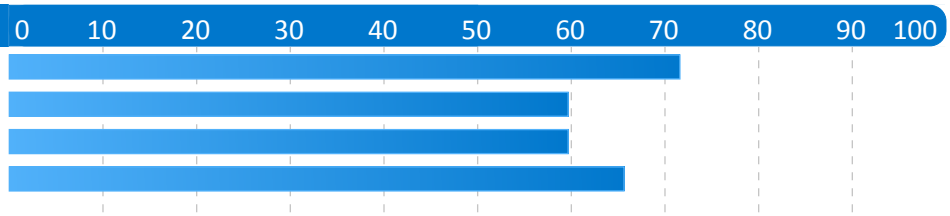
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Azure Active Directory and Role-Based Access Control (RBAC)	93	
Azure Storage Accounts (Free Text Responses)	53	
Azure Virtual Networks and Network Security (Free Text Responses)	53	
Azure Resource Management and Monitoring	81	
Azure Storage Accounts	83	
Azure Virtual Networks and Network Security	71	

Comparison

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

Test-Taker Group	Percentile
Global	72nd
North America	60th
United States	60th
Example Company	66th



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:	Microsoft Azure Cloud Administration (Core) (Short)
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 7:52:56PM EDT
Completed:	July 1, 2026, 7:52:56PM EDT
Overall Score:	72

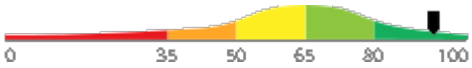
Knowledge and Skills Detail

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

Azure Active Directory and Role-Based Access Control (RBAC)

Score: 93



Description:

Covers managing identities and access in Azure using Azure Active Directory (Azure AD), including creating and managing users and groups, assigning built-in and custom roles, and applying role-based access control (RBAC) to resources. Access management is a constant responsibility for Azure administrators across all resource types.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of Azure Active Directory and Role-Based Access Control, including the creation and management of users, groups, built-in roles, and custom role definitions. They are well-equipped to independently manage all aspects of identity and access control across Azure resources at a high level of proficiency.

How does role-based access control work in Azure, and how would you go about giving a team member access to manage only the virtual machines in a specific resource group without giving them broader permissions?

1	2	3	4	5
Cannot explain RBAC scope or how to limit permissions to a specific resource group.		Understands RBAC basics and resource group scope but is unclear on selecting or assigning the right built-in role.		Explains RBAC scope levels, identifies the correct built-in role (e.g., Virtual Machine Contributor), and describes the assignment process accurately.

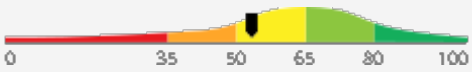
Can you explain the difference between a user and a group in Azure Active Directory, and why you might assign a role to a group rather than to individual users?

1	2	3	4	5
Cannot clearly distinguish users from groups or explain the purpose of role assignment.		Correctly distinguishes users and groups but gives only a basic reason for group-based role assignment.		Clearly explains the distinction and articulates scalability, consistency, and manageability benefits of group-based RBAC.

Detail

Azure Storage Accounts (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.

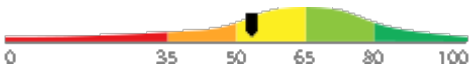
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Azure Virtual Networks and Network Security (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:

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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?

1	2	3	4	5
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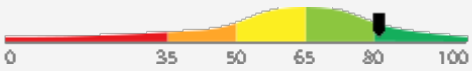
Detail

Azure Resource Management and Monitoring

Score: 81



Description:

Covers organizing, deploying, and monitoring Azure resources using resource groups, Azure Resource Manager (ARM) templates, resource tagging, Azure Policy, and monitoring tools such as Azure Monitor, alerts, metrics, and logs. These practices are essential for maintaining visibility, governance, and operational efficiency across Azure environments.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of Azure Resource Management and Monitoring. They are highly proficient in all aspects of resource organization, ARM template deployment, policy governance, and the full suite of Azure monitoring tools, including alerts, metrics, and log management, reflecting a strong capacity to maintain efficiency and governance across complex Azure environments.

Interview Guide

How would you set up monitoring for an Azure Virtual Machine to alert your team if CPU usage stays above 90% for more than five minutes?

1	2	3	4	5
Cannot describe how to create an alert or identify the relevant monitoring tool.		Identifies Azure Monitor and knows alerts exist but cannot accurately describe configuring a metric alert rule.		Accurately describes creating a metric alert rule in Azure Monitor, setting the condition, threshold, evaluation period, and action group for notifications.

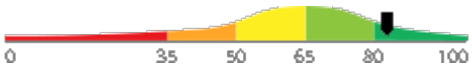
What is a resource group in Azure, and why is it important to organize your resources into resource groups?

1	2	3	4	5
Cannot define a resource group or explain why organization matters.		Correctly defines resource groups but gives only a surface-level reason for their use.		Defines resource groups clearly and explains lifecycle management, access control scoping, and billing organization benefits.

Detail

Azure Storage Accounts

Score: 83



Description:

Covers the creation and management of Azure Storage accounts, including configuring blob, file, queue, and table storage. Administrators regularly work with storage accounts to support applications, VM disks, backups, and data sharing across services.

Interpretation:

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

The candidate exhibits a comprehensive and advanced understanding of Azure Storage Accounts, demonstrating strong proficiency across all major storage services and administrative functions. They are well-equipped to independently design, configure, and manage storage solutions that support complex application workloads, VM disks, backups, and data sharing across Azure services.

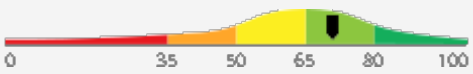
Interview Guide

How would you control who can access data in an Azure Storage account, and what options are available for securing and managing that access?

1	2	3	4	5
Cannot describe access control options beyond basic awareness of keys.		Mentions access keys and possibly SAS tokens but cannot explain RBAC or Azure AD integration.		Explains access keys, SAS tokens, RBAC, Azure AD authentication, and when each method is most appropriate.

What is an Azure Storage account, and can you name the different types of storage it can contain?

1	2	3	4	5
Cannot define a storage account or name more than one storage type.		Correctly names most storage types but cannot describe their differences or use cases.		Defines storage account clearly and accurately describes blob, file, queue, and table storage with appropriate use cases.

Detail	Interview Guide
Azure Virtual Networks and Network Security Score: 71  *Description:* Covers the configuration and management of Azure Virtual Networks (VNets), including subnets, IP addressing, DNS settings, Network Security Groups (NSGs), VPN gateways, and VNet peering. Network configuration is a core daily task for Azure administrators managing connectivity and security between resources. *Interpretation:* Candidate should achieve above average job performance in this area with little or no training. The candidate demonstrates a solid and competent understanding of Azure Virtual Networks and Network Security, including the configuration and management of VNets, subnets, NSGs, and related components. They are likely capable of independently handling most day-to-day Azure network administration tasks, with room for growth in more complex or specialized scenarios.	If two Azure Virtual Networks need to communicate with each other, what options are available to enable that connectivity, and what factors would influence your choice? 1 — Cannot name valid connectivity options or confuses VNet peering with VPN gateway. 2 3 — Identifies VNet peering and VPN gateway but cannot clearly explain when to use each. 4 5 — Compares VNet peering and VPN gateway clearly, discusses latency, cost, cross-region, and transit routing considerations. --- Can you explain what a Network Security Group is in Azure and describe a situation where you would use one? 1 — Cannot define NSG or confuses it with other security tools. 2 3 — Correctly defines NSG and gives a basic use case but cannot explain rule priority or association. 4 5 — Defines NSG clearly, explains inbound/outbound rules, priority, and association with subnets or NICs.

Free Text Responses

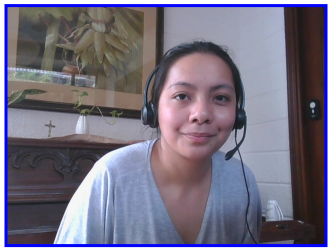
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

Question or Task	Response
After an AI product is deployed, what is model monitoring and why is it a necessary part of the product lifecycle?	Model monitoring is a technique for ensuring that the model does not wander or become overtrained after an extended period of repeated queries that have the same or similar prompts. This is very important for preventing hallucinization. It's also a key aspect of any guardrails strategy. **Comments (AI):** The answer is clear and coherent but lacks depth in explaining the importance of model monitoring. The phrase 'hallucinization' is not commonly used in this context and may confuse readers. The answer could be improved by providing more specific examples of model performance metrics and how they are tracked. The argument strength is moderate as it does not fully explain why model monitoring is necessary in the product lifecycle. **Misspelled Words:** guardrails (1), hallucinization (1)

Identity Confirmation Photos

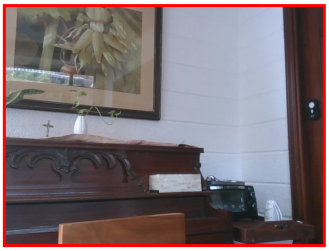
The following photos of the candidate and any identification were uploaded during the assessment session.

Photo Analysis Results	
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



Pre/Post-Test Photo

ID Photo



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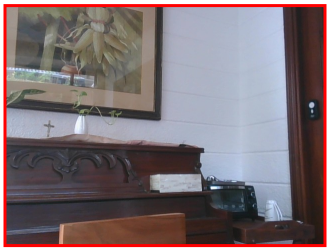

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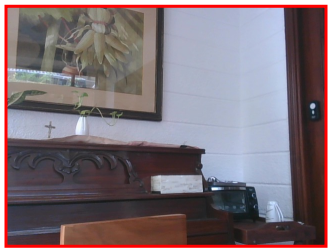

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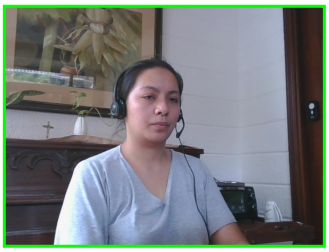
In-Test Photo



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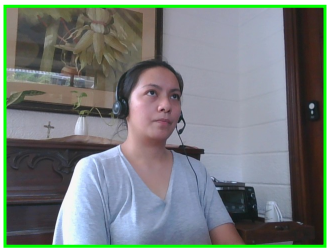
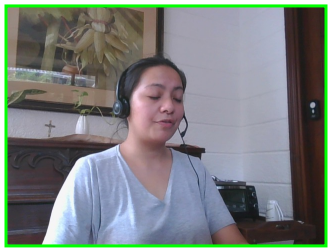
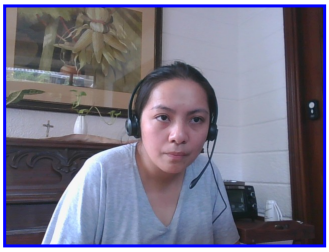


In-Test Photo



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.
- 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: 20871-1, Key: 0-0, Rpt: 104, Prd: 9691, Created: 2026-07-01 19:52 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 (%)
Azure Active Directory and Role-Based Access Control (RBAC)	93.2702	Numeric Score	93.2702	16.6667
Azure Resource Management and Monitoring	81.2764	Numeric Score	81.2764	16.6667
Azure Storage Accounts	83.2781	Numeric Score	83.2781	16.6667
Azure Storage Accounts (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Azure Virtual Networks and Network Security	71.1328	Numeric Score	71.1328	16.6667
Azure Virtual Networks and Network Security (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Weighted Average:				72.7804
Final Overall Score:				72

Notes

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