hr | avatar
Illuminating Talent

Test Results and Interview Guide

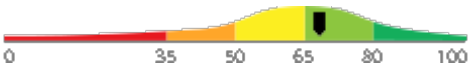
Candidate: **Elizabeth Wantsajob**
Assessment: PostgreSQL Database Administration (Short)
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

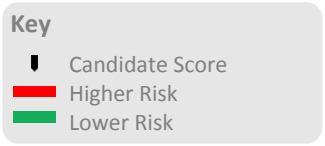
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The PostgreSQL Database Administration (Short) assessment measures one or more important competencies, and collects audio or video responses to specific questions. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. Various types of analysis may be conducted on the recorded responses depending on the test configuration. Note that these results should always be used as a part of a balanced candidate selection process that includes independent evaluation steps, such as interviews and reference checks.

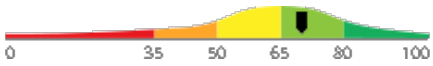
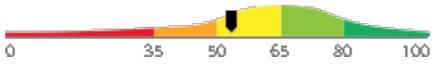
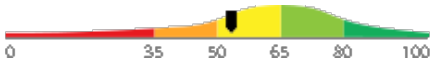
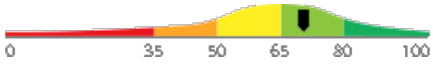
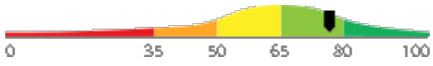
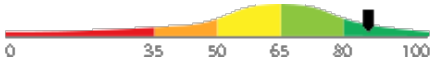
Overall

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

The candidate exhibits a solid and broad understanding of PostgreSQL administration, including instance configuration, schema and object management, backup and recovery strategies, performance monitoring, and routine maintenance operations. Some depth may still be developing in specialized areas such as replication management, connection pooling, or advanced concurrency and lock monitoring.



Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Backup and Recovery	70	
Database Object Creation and Management (Free Text Responses)	53	
User, Role, and Access Control Management (Free Text Responses)	53	
Database Object Creation and Management	71	
Performance Monitoring and Query Optimization	77	
User, Role, and Access Control Management	86	

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	68th	
North America	56th	
United States	56th	
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:	PostgreSQL Database Administration (Short)
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 7:57:42PM EDT
Completed:	July 1, 2026, 7:57:42PM EDT
Overall Score:	68

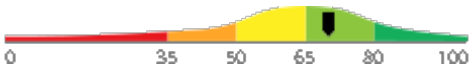
Knowledge and Skills Detail

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

Backup and Recovery

Score: 70



Description:

Covers performing and restoring backups using pg_dump, pg_restore, and pg_basebackup, as well as understanding continuous archiving with write-ahead logs (WAL). Reliable backup and recovery procedures are critical to protecting data and ensuring business continuity.

Interpretation:

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

The candidate demonstrates a solid understanding of PostgreSQL backup and recovery principles, including proficiency with standard backup utilities and a working knowledge of continuous archiving using write-ahead logs. Minor gaps may exist in more advanced or nuanced scenarios, but this individual is generally capable of maintaining reliable backup and recovery procedures.

Can you explain what Write-Ahead Logging (WAL) is and how it supports point-in-time recovery in PostgreSQL?

1	2	3	4	5
Cannot explain WAL's purpose or how it relates to recovery; confuses it with regular logging.		Correctly explains WAL's role in durability but gives a vague or incomplete description of point-in-time recovery setup.		Clearly explains WAL archiving, recovery.conf or recovery parameters, and how to perform a point-in-time restore.

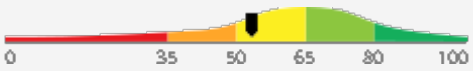
How would you take a backup of a PostgreSQL database and then restore it to a different server?

1	2	3	4	5
Cannot describe basic pg_dump or pg_restore usage; unclear on backup formats or restore steps.		Correctly describes pg_dump and pg_restore at a basic level but omits format options or connection parameters.		Explains dump formats (plain, custom, directory), pg_restore options, and considerations for restoring to a different server.

Detail

Database Object Creation and 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.

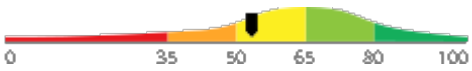
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

User, Role, and Access Control 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.

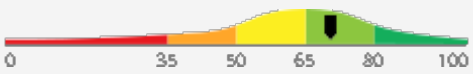
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Database Object Creation and Management

Score: 71



Description:

Covers creating and managing core database objects including databases, schemas, tables, indexes, and views using SQL and PostgreSQL utilities. This is the foundation of day-to-day database administration and development support tasks.

Interpretation:

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

The candidate demonstrates a solid and broadly competent understanding of PostgreSQL database administration, with working knowledge across most key subject areas including configuration, backup and recovery, user and role management, and performance monitoring. They are likely capable of independently handling most day-to-day administration responsibilities with occasional reference to documentation for more advanced or less frequently encountered tasks. Some refinement may be needed in specialized areas such as advanced replication strategies, connection pooling, or complex lock and concurrency management.

Interview Guide

How would you decide when to use a partial index versus a full index in PostgreSQL, and can you give a practical example of each?

1	2	3	4	5
Cannot distinguish between partial and full indexes or provides an incorrect or vague explanation.		Correctly defines both index types but gives a generic or incomplete practical example.		Clearly explains trade-offs, provides concrete examples, and discusses performance and storage implications.

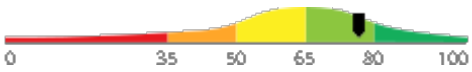
Can you walk me through how you would create a new table in PostgreSQL, including how you would add an index to improve query performance on that table?

1	2	3	4	5
Cannot describe basic CREATE TABLE or INDEX syntax; shows little familiarity with SQL fundamentals.		Describes basic CREATE TABLE and CREATE INDEX syntax correctly but omits details like data types or index types.		Clearly explains syntax, appropriate data types, index types (e.g., B-tree, partial), and when each is useful.

Detail

Performance Monitoring and Query Optimization

Score: 77



Description:

Covers using EXPLAIN and EXPLAIN ANALYZE to interpret query plans, querying system catalog tables and statistics views to identify performance issues, and understanding how the query planner uses statistics. This is a frequently applied skill for maintaining healthy database performance.

Interpretation:

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

The candidate exhibits a solid and largely proficient understanding of PostgreSQL performance monitoring and query optimization. They are generally capable of interpreting query execution plans, querying system catalog tables and statistics views, and applying knowledge of the query planner to identify and address performance issues.

Interview Guide

When you run EXPLAIN ANALYZE on a query, what specific parts of the output do you focus on to identify a performance bottleneck, and why?

1	2	3	4	5
Cannot interpret EXPLAIN ANALYZE output or identifies irrelevant parts of the output.		Identifies cost estimates and actual rows but does not discuss node types, seq scans, or row estimate accuracy.		Discusses actual vs. estimated rows, sequential vs. index scans, expensive nodes, and loop counts with clear reasoning.

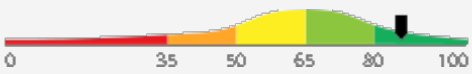
If a query in your PostgreSQL database is running slowly, what steps would you take to investigate and address the problem?

1	2	3	4	5
Cannot describe a structured approach; unaware of EXPLAIN, pg_stat_activity, or index usage.		Mentions EXPLAIN and possibly indexes but does not describe how to interpret the output or use statistics views.		Describes using EXPLAIN ANALYZE, reading query plans, checking pg_stat_activity, and considering index or rewrite options.

Detail	Interview Guide

User, Role, and Access Control Management

Score: 86



Description:

Covers creating and managing users and roles, granting and revoking privileges, and configuring authentication rules in pg_hba.conf. Proper access control is a core responsibility for any PostgreSQL administrator.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive understanding of PostgreSQL user, role, and access control management, reflecting a high level of expertise across all key areas of this domain. They are well-equipped to independently manage users and roles, configure fine-grained privileges, and administer authentication rules in pg_hba.conf with precision and confidence. This individual is likely capable of serving as a subject matter resource for PostgreSQL access control within an organization.

Can you explain how pg_hba.conf controls client authentication in PostgreSQL, and describe a scenario where you would modify it?

1	2	3	4	5
Has little understanding of pg_hba.conf structure, entry order, or authentication methods.		Correctly describes the file's purpose and basic structure but is vague on entry order or method options.		Clearly explains record order, authentication methods (md5, scram, peer, etc.), and gives a specific real-world scenario.

How would you create a new database user in PostgreSQL and give that user read-only access to a specific table?

1	2	3	4	5
Cannot describe basic CREATE USER or GRANT syntax; unclear on the difference between users and roles.		Correctly describes CREATE USER and GRANT SELECT but misses details like schema-level permissions or role inheritance.		Explains CREATE ROLE, GRANT, schema permissions, and role inheritance clearly and accurately.

Free Text Responses

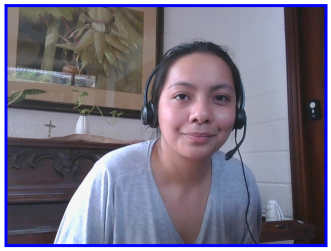
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

Identity Confirmation Photos

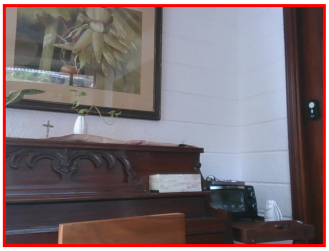
The following photos of the candidate and any identification were uploaded during the assessment session.

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

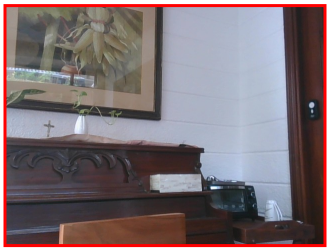


Pre/Post-Test Photo

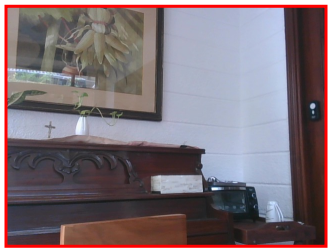
ID Photo



In-Test Error Detected (No Face Detected)

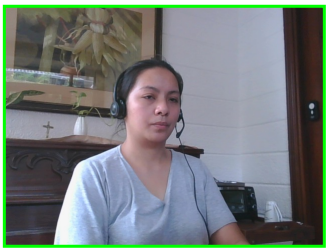


In-Test Error Detected (No Face Detected)

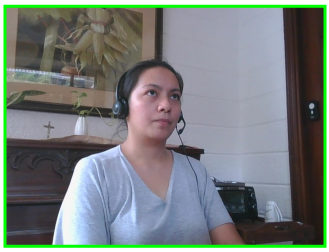


In-Test Error Detected (No Face Detected)

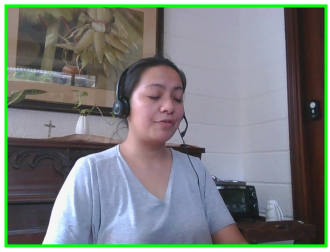
In-Test Photo



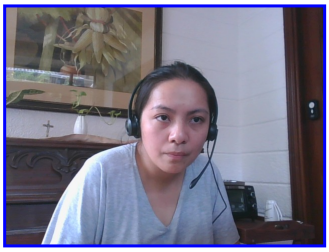
In-Test Photo



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.
- 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: 20875-1, Key: 0-0, Rpt: 104, Prd: 9695, 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 (%)
Backup and Recovery	70.2557	Numeric Score	70.2557	16.6667
Database Object Creation and Management	71.0468	Numeric Score	71.0468	16.6667
Database Object Creation and Management (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Performance Monitoring and Query Optimization	77.0791	Numeric Score	77.0791	16.6667
User, Role, and Access Control Management	86.2436	Numeric Score	86.2436	16.6667
User, Role, and Access Control Management (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Weighted Average:				68.7250
Final Overall Score:				68

Notes

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