hr | avatar
Illuminating Talent

Test Results and Interview Guide

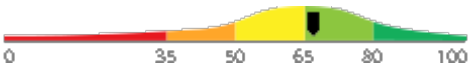
Candidate: **Elizabeth Wantsajob**
Assessment: AWS Aurora Database Administration (Short)
Completed: July 1, 2026
Prepared for: Sara Maple
Example Company

What's Included

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

Important Note: The AWS Aurora 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

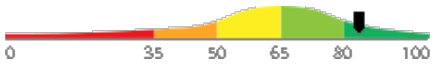
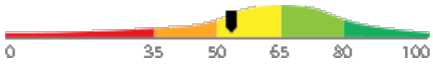
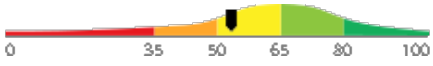
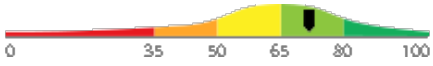
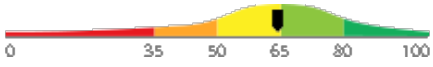
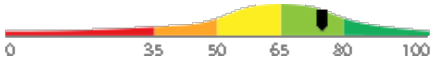
Candidate	Score	Interpretation
Elizabeth Wantsajob	67	

beth.wantsajob@gmail.com
AWS Aurora Database Administration (Short)
July 1, 2026

The candidate demonstrates a solid and competent understanding of Aurora database administration, with working knowledge across most core subject areas. Minor gaps may exist in advanced topics such as blue-green deployments, global database replication, or fine-grained performance tuning, but the candidate is generally well-prepared to support Aurora environments.

Key
- Candidate Score
- Higher Risk
- Lower Risk

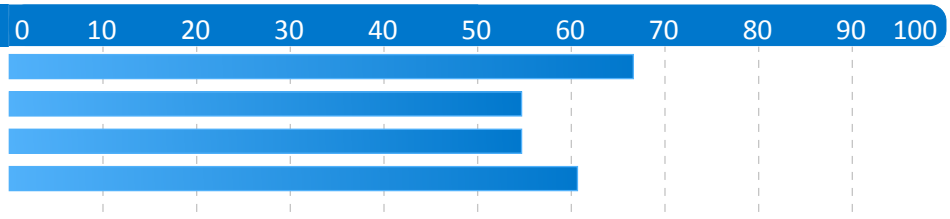
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Aurora Cluster Architecture	83	
Aurora Cluster Architecture (Free Text Responses)	53	
Endpoints and Connections (Free Text Responses)	53	
Backup, Snapshots, and Recovery	72	
Endpoints and Connections	64	
Failover and High Availability	75	

Comparison

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

Test-Taker Group	Percentile
Global	67th
North America	55th
United States	55th
Example Company	61st



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:	AWS Aurora Database Administration (Short)
Authorized:	July 1, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 1, 2026, 8:04:35PM EDT
Completed:	July 1, 2026, 8:04:35PM EDT
Overall Score:	67

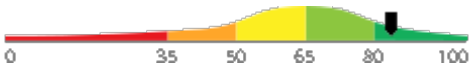
Knowledge and Skills Detail

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

Aurora Cluster Architecture

Score: 83



Description:

Understanding the structure of an Aurora cluster, including the roles of writer and reader instances, how storage is shared across instances, and how Aurora distributes data across multiple availability zones. This is the foundational knowledge required to manage and operate any Aurora environment.

Interpretation:

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

The candidate exhibits comprehensive and advanced mastery of AWS Aurora database administration concepts, tools, and best practices across all major subject areas. They demonstrate deep expertise in cluster architecture, high availability and failover, security, performance optimization, encryption, engine upgrades, and cross-region replication, reflecting the knowledge expected of a highly experienced Aurora database administrator.

How does Aurora's shared storage architecture differ from a traditional database replication setup, and what practical advantages does this provide when managing a cluster?

1	2	3	4	5
Confuses Aurora storage with standard replication or cannot identify practical differences.		Identifies that storage is shared and avoids data copying but explanation is vague.		Clearly explains shared distributed storage, faster failover, and reduced replication lag benefits.

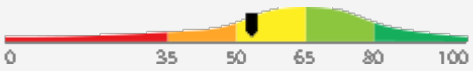
Can you describe the difference between a writer instance and a reader instance in an Aurora cluster, and explain what happens to read and write traffic in a basic Aurora setup?

1	2	3	4	5
Cannot distinguish writer from reader roles or describes them inaccurately.		Correctly identifies writer handles writes and readers handle reads but lacks detail.		Explains shared storage, single writer, multiple readers, and traffic routing clearly.

Detail

Aurora Cluster Architecture (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.

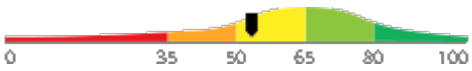
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Endpoints and Connections (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.

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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.

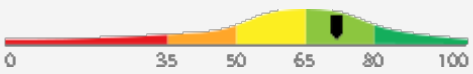
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Backup, Snapshots, and Recovery

Score: 72



Description:

Understanding how to configure automated backups, set retention periods, create manual snapshots, and restore a cluster or instance from a snapshot. This topic also covers how to use point-in-time recovery to restore a database to a specific moment.

Interpretation:

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

The candidate demonstrates a solid and proficient understanding of AWS Aurora backup and recovery administration. They are capable of independently configuring automated backups, setting retention periods, managing manual snapshots, and performing point-in-time recovery with only occasional need for reference or support.

Interview Guide

Walk me through how you would use point-in-time recovery in Aurora to restore a database to a state from two hours ago, and what limitations or considerations you would keep in mind.

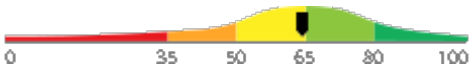
1	2	3	4	5
Does not know what point-in-time recovery is or cannot describe the restore process.		Knows point-in-time recovery exists and can describe initiating it but misses key considerations.		Accurately describes the process, retention window limits, new cluster creation, and downtime impact.

What is the difference between an automated backup and a manual snapshot in Aurora, and how would you restore a database from a snapshot?

1	2	3	4	5
Cannot distinguish automated backups from snapshots or does not know how to restore.		Correctly differentiates the two and describes basic restore steps without full detail.		Explains retention periods, snapshot persistence after deletion, and walks through restore process.

Endpoints and Connections

Score: 64



Description:

Knowledge of the different endpoint types available in Aurora, including the cluster endpoint, reader endpoint, and custom endpoints. This includes understanding when to use each endpoint type and how to configure them to route traffic appropriately for different workloads.

Interpretation:

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

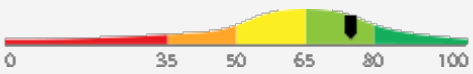
The candidate has a moderate understanding of Aurora endpoint types, including general awareness of cluster, reader, and custom endpoints. They can apply this knowledge in straightforward scenarios but may require guidance when configuring endpoints for more complex or varied workloads.

Describe a scenario where you would configure a custom endpoint in Aurora and explain how you would set it up and why it would be beneficial.

1	2	3	4	5
Cannot describe a valid use case or does not know how to configure a custom endpoint.		Provides a basic use case such as routing analytics traffic and mentions instance grouping.		Details specific instance targeting, workload isolation strategy, and configuration steps clearly.

What is the purpose of the cluster endpoint in Aurora, and how is it different from the reader endpoint?

1	2	3	4	5
Cannot distinguish cluster endpoint from reader endpoint or describes them incorrectly.		Correctly states cluster endpoint is for writes and reader endpoint is for reads.		Explains automatic failover routing for cluster endpoint and load balancing for reader endpoint.

Detail	Interview Guide
Failover and High Availability Score: 75  *Description:* Understanding how Aurora handles automatic failover when a writer instance becomes unavailable, including how a reader instance is promoted to writer. This also includes knowledge of failover priority tiers and how to manually trigger a failover. *Interpretation:* Candidate should achieve above average job performance in this area with little or no training. The candidate demonstrates a solid working knowledge of Aurora failover and high availability, including automatic failover mechanisms, reader-to-writer promotion, and failover priority tiers. They are likely capable of managing and configuring most failover scenarios with minimal guidance, though some advanced topics may require further development.	How would you configure an Aurora cluster to minimize failover time, and what steps would you take to test that your failover configuration works as expected? 1 Cannot identify configuration options that affect failover time or has no testing approach. 2 3 Mentions priority tiers or instance sizing but lacks a complete configuration and testing plan. 4 5 Covers priority tiers, instance class matching, testing via manual failover, and monitoring metrics. --- What happens in an Aurora cluster when the writer instance fails, and how does Aurora decide which reader instance becomes the new writer? 1 Does not know failover occurs automatically or cannot describe how a reader is promoted. 2 3 Knows a reader is promoted automatically but cannot explain priority tiers or timing. 4 5 Explains automatic promotion, priority tiers, failover timing, and DNS endpoint update process.

Free Text Responses

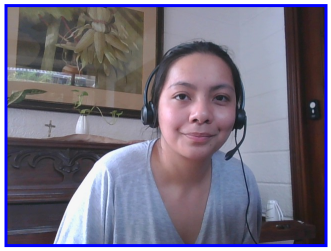
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

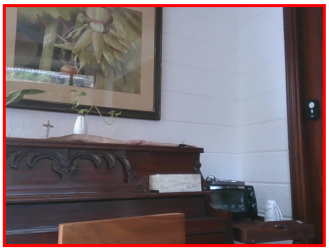
The following photos of the candidate and any identification were uploaded during the assessment session.

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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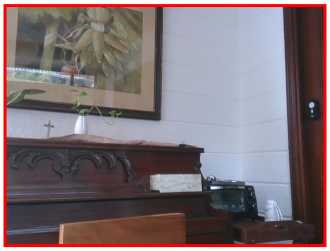

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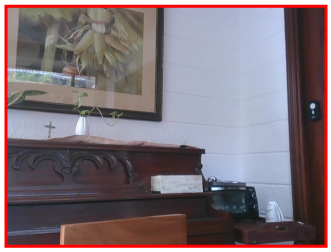
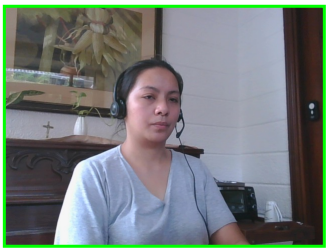


In-Test Error Detected (No Face Detected)

In-Test Photo



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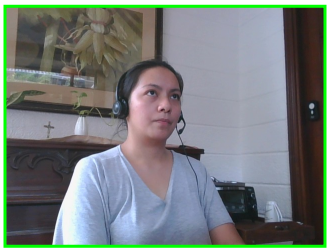
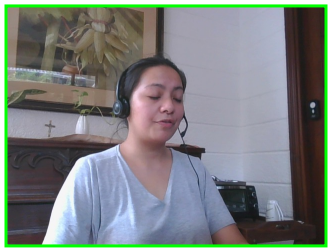
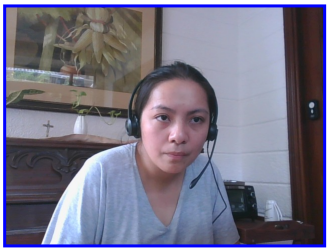


In-Test Photo



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: 20878-1, Key: 0-0, Rpt: 104, Prd: 9698, Created: 2026-07-01 20:04 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 (%)
Aurora Cluster Architecture	83.9459	Numeric Score	83.9459	16.6667
Aurora Cluster Architecture (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Backup, Snapshots, and Recovery	72.2236	Numeric Score	72.2236	16.6667
Endpoints and Connections	64.7351	Numeric Score	64.7351	16.6667
Endpoints and Connections (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Failover and High Availability	75.3734	Numeric Score	75.3734	16.6667
Weighted Average:				67.3338
Final Overall Score:				67

Notes

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