

Test Results and Interview Guide

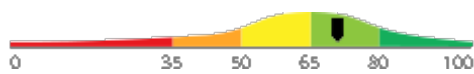
Candidate: **Elizabeth Wantsajob**
Assessment: Data Science Fundamentals
Completed: July 2, 2026
Prepared for: Sara Maple
Example Company

What's Included

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

Important Note: The Data Science Fundamentals assessment measures key factors related to high performance and tenure in this job. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. This report includes a one page summary, followed by detailed results with an embedded interview guide. 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

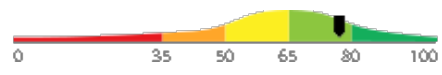
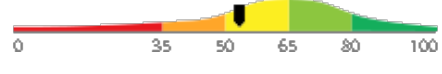



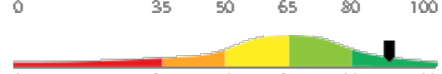
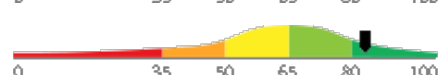

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Data Science Fundamentals July 2, 2026	71	

The candidate demonstrates a solid and competent understanding of data science concepts and practices, including machine learning techniques, model evaluation, data preparation, and statistical foundations. They are likely capable of applying data science methods to address common business needs with reasonable independence, though some advanced or nuanced topics may warrant further development. This individual shows the knowledge base expected of a capable entry-level to mid-level data science professional.

Key





- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

Competency	Score	Interpretation
<i>Skills/Knowledge (relates to immediate readiness)</i>		
Data Preparation and Feature Engineering	77	
Data Preparation and Feature Engineering (Free Text Responses)	53	
Supervised Learning: Regression and Classification (Free Text Responses)	53	
Data Visualization and Communication of Findings	67	
Model Evaluation and Validation	80	
Probability and Statistics for Data Analysis	66	
Supervised Learning: Regression and Classification	89	
Unsupervised Learning and Clustering	83	

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	71st												
North America	59th												
United States	59th												
Example Company	65th												

Artificial Intelligence (AI) Generated Scores

This table includes one or more scores derived from a large language model AI query. AI-derived scores are non-deterministic. That is, they are not precisely repeatable. Therefore, these scores should always be treated as supplementary information and should never be used exclusively or compared to hard cutoff values.

Estimated Value	Score	Confidence	Interpretation
Knowledge, Skills, and Abilities Summary	-	-	<p>Summary Points (AI):</p> <ul style="list-style-type: none"> (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. <p>Narrative (AI): Elizabeth Wantsajob demonstrates a mixed profile of knowledge, skills, and abilities across the assessed competencies.</p> <p>Elizabeth shows a strong aptitude in Drag and Drop Files, performing well on this technical task and suggesting she is comfortable with this type of computer interaction. This is a notable strength that would translate well into roles requiring file management and basic computer navigation tasks.</p> <p>In the area of Analytical Thinking and Attention to Detail, Elizabeth performs at a moderate level. She demonstrates solid ability in Recognizing and Confirming Numbers, which suggests she is careful and accurate when working with numerical data — a valuable skill in detail-oriented work environments. Her Grammar performance is adequate but leaves room for improvement, indicating she may occasionally make written communication errors. Her weakest area within this competency is Reading and Analyzing Problems, where she struggled to consistently interpret and work through written problem scenarios. This may impact her effectiveness in roles that require critical reading, written comprehension, or complex problem-solving.</p> <p>Elizabeth's most significant area for development is Navigating Between Screens, where she scored considerably lower than the other competencies. This suggests she may have difficulty efficiently moving through software interfaces or multi-screen workflows, which could slow productivity in roles that rely heavily on navigating computer applications or data entry systems.</p> <p>Overall, Elizabeth brings some useful technical strengths, particularly in file management and numerical accuracy, but would benefit from targeted development in software navigation and analytical problem-solving to be fully effective in roles that demand these skills.</p> <p>Computed on: April 2, 2026, 11:09:49PM EDT</p>

Detail

Candidate: Elizabeth Wantsajob, beth.wantsajob@gmail.com
 Assessment: Data Science Fundamentals
 Authorized: July 2, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
 Started: July 2, 2026, 5:23:01PM EDT
 Completed: July 2, 2026, 5:23:01PM EDT
 Overall Score: 71

Knowledge and Skills Detail

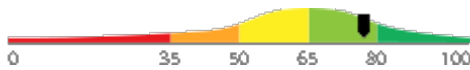
This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail

Interview Guide

Data Preparation and Feature Engineering

Score: 77



Description:

Covers the steps needed to clean, transform, and prepare raw data for analysis and modeling. Includes handling missing values, removing or treating outliers, encoding categorical variables, scaling features, and creating new features that improve model performance. These tasks are performed routinely before any modeling work begins.

Interpretation:

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

The candidate demonstrates a solid and well-rounded understanding of data science fundamentals, including the data science lifecycle, supervised and unsupervised learning techniques, model evaluation methods, and statistical principles. They are likely capable of framing business problems as data science tasks and communicating findings effectively to stakeholders. Minor gaps in advanced topics or specialized techniques may exist but should not significantly hinder performance in an entry- to mid-level data science role.

Can you walk us through a time you prepared a messy or incomplete dataset for a modeling task? What specific steps did you take, and why did you make those choices?



1

Provides a vague or generic answer with no specific steps or reasoning.



2

Describes a real or plausible scenario with several concrete steps and some justification.



3



4

Clearly explains a structured process, justifies decisions with domain and data context, and reflects on outcomes.



5



1

Mentions only deletion of missing rows with no rationale or alternatives.



2

Describes a couple of strategies (e.g., deletion, mean imputation) with basic reasoning.



3



4

Discusses multiple strategies, considers data type and missingness patterns, and explains trade-offs.



5

Imagine you are given a dataset with several columns that have missing values. What are some ways you might decide how to handle those missing values before building a model?

Detail

Interview Guide

Data Preparation and Feature Engineering (Free Text Responses)

Score: 53



Description:

Covers the end-to-end process of planning, building, testing, and deploying AI-enabled applications for both internal staff and external customers. Includes managing iteration cycles, versioning, model monitoring, and coordinating cross-functional teams through each phase of the product lifecycle.

Interpretation:

The candidate exhibits average writing skills, which can hinder high performance in some jobs.

The candidate possesses a moderate understanding of AI product management, demonstrating basic familiarity with lifecycle management, strategic assessment, and process orchestration, though proficiency across these areas is inconsistent. With targeted coaching and hands-on experience, this individual has the potential to develop into a capable contributor in managing AI-enabled application initiatives.

Overall AI Score:	60.0
High words per minute detected while composing one or more essays:	27.3 words per minute. Possible copy/paste or use of AI tools. Average WPM while composing is about 15.
AI Confidence Level:	80
Argument Strength (AI):	70.0
Clarity and Coherence (AI):	80.0
Match with Ideal Response (AI):	60.0
Other Errors per 100 Words:	0.0
Spelling errors per 100 words:	0.0

Please see below to view the essay submitted.

Describe a time you managed or contributed to an AI product through multiple lifecycle stages. What were the most significant challenges you encountered between phases, and how did you address them?



1

Candidate provides a generic or superficial example that lacks detail about AI-specific lifecycle challenges. Does not clearly articulate their personal role or the decisions they made between phases.



2

Candidate shares a relevant example with reasonable detail, identifying at least one meaningful challenge such as stakeholder alignment or testing delays. However, the response may lack specificity about how AI-related factors (e.g., model performance, data readiness) influenced lifecycle decisions.



3



4

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.



5

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



1

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



2

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



3



4

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.

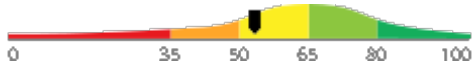


5

Detail Interview Guide

Supervised Learning: Regression and Classification (Free Text Responses)

Score: 53



Description:

Covers the end-to-end process of planning, building, testing, and deploying AI-enabled applications for both internal staff and external customers. Includes managing iteration cycles, versioning, model monitoring, and coordinating cross-functional teams through each phase of the product lifecycle.

Interpretation:

The candidate exhibits average writing skills, which can hinder high performance in some jobs.

The candidate possesses a moderate understanding of AI product management, demonstrating basic familiarity with lifecycle management, strategic assessment, and process orchestration, though proficiency across these areas is inconsistent. With targeted coaching and hands-on experience, this individual has the potential to develop into a capable contributor in managing AI-enabled application initiatives.

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3
Candidate provides a detailed, concrete example that demonstrates ownership across multiple lifecycle phases. Clearly describes AI-specific challenges such as model validation failures, shifting requirements, or deployment infrastructure issues, and articulates the specific actions they took to resolve them and keep the product on track.

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



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

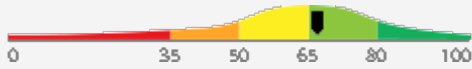
2
Candidate identifies the major phases (discovery, development, testing, deployment) and acknowledges some AI-specific considerations, but struggles to articulate how the phases connect or how cross-functional teams are coordinated throughout.

3
Candidate clearly outlines a structured lifecycle including discovery, requirements, development, model validation, testing, deployment, and monitoring. Demonstrates awareness of AI-specific challenges such as data quality, model drift, and iterative retraining, and explains how they would coordinate stakeholders across phases.

Detail Interview Guide

Data Visualization and Communication of Findings

Score: 67



Description:

Covers the ability to present data and model results clearly to both technical and non-technical audiences. Includes selecting appropriate chart types for different data and messages, applying basic visualization principles, and translating analytical findings into actionable business insights. Effective communication of results is a critical skill for data science professionals at all levels.

Interpretation:

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

The candidate exhibits a solid working knowledge of data visualization principles and is generally capable of communicating analytical findings to both technical and non-technical audiences. They can appropriately select chart types and translate results into business insights, with some room for refinement in more complex or nuanced scenarios.

Describe how you would present the results of a predictive model to a group of business stakeholders who have no data science background. What would you include, and what would you leave out?



1

Would present technical metrics without translating them into business terms.



2

Would simplify the language and focus on business impact with some supporting visuals.



3



4

Tailors content to the audience, leads with business implications, uses visuals, and anticipates stakeholder questions.



5

If you needed to show a non-technical manager how sales have changed over the past 12 months, what type of chart or visualization would you use and why?



1

Chooses an inappropriate chart type or cannot explain the reasoning.



2

Selects a reasonable chart type like a line chart and gives a basic explanation.



3



4

Selects an appropriate chart, explains why it suits the data and audience, and mentions clarity or labeling considerations.



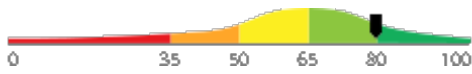
5

Detail

Interview Guide

Model Evaluation and Validation

Score: 80



Description:

Covers the methods used to measure how well a model performs and to ensure it will generalize to new data. Includes understanding metrics such as accuracy, precision, recall, F1 score, and RMSE, as well as techniques like train/test splits and cross-validation. Also includes recognizing overfitting and underfitting and knowing how to address them.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced understanding of model evaluation and validation. They show strong command of a broad range of performance metrics, validation techniques such as cross-validation, and strategies for recognizing and addressing overfitting and underfitting, reflecting a high level of readiness to apply these skills in complex, real-world data science scenarios.

A colleague tells you their classification model has 95% accuracy. What follow-up questions or additional metrics would you want to review before concluding the model is performing well?



1

Accepts accuracy at face value with no additional questions or caveats.



2

Raises the issue of class imbalance and mentions one or two additional metrics.



3



4

Identifies class imbalance, requests precision, recall, F1, and confusion matrix, and explains why each matters.



5

What does it mean for a model to overfit the training data, and how would you know if that was happening?



1

Cannot define overfitting or confuses it with underfitting.



2

Correctly defines overfitting and mentions checking performance on a test set.



3



4

Defines overfitting clearly, describes detection methods, and explains strategies to reduce it.

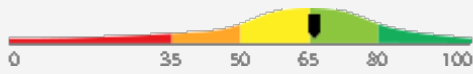


5

Detail Interview Guide

Probability and Statistics for Data Analysis

Score: 66



Description:

Covers the foundational statistical concepts used to explore data, draw conclusions, and support decision-making. Includes understanding distributions, measures of central tendency and spread, correlation, hypothesis testing, and the distinction between correlation and causation. These concepts underpin nearly all data science work.

Interpretation:

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

The individual exhibits a solid understanding of the foundational statistical concepts that underpin data science work, including distributions, correlation, hypothesis testing, and measures of central tendency and spread. They are likely capable of applying these concepts to explore data and support decision-making in most practical scenarios. Some advanced or nuanced topics may benefit from further development.

How would you use descriptive statistics and data distributions to get an initial understanding of a new dataset before building any models?



1

Mentions only looking at the mean with no broader exploratory process.



2

Describes checking mean, median, range, and perhaps visualizing distributions.



3



4

Outlines a structured exploratory process including central tendency, spread, skewness, outliers, and variable relationships.



5

If you noticed that two variables in your dataset are strongly correlated, what would that tell you, and what would it not tell you?



1

States that correlation implies one variable causes the other.



2

Correctly states that correlation does not imply causation and gives a brief explanation.



3



4

Explains correlation vs. causation clearly, gives an example, and discusses implications for business decisions.

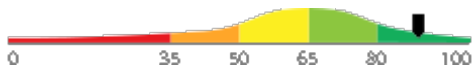


5

Detail Interview Guide

Supervised Learning: Regression and Classification

Score: 89



Description:

Covers the use of labeled data to train models that predict continuous outcomes (regression) or assign data to categories (classification). Includes understanding common algorithms such as linear regression, logistic regression, and decision trees, as well as knowing when to apply each approach to a business problem.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive knowledge of supervised learning, including regression and classification techniques, algorithm selection, and practical application to business problems. They are well-equipped to independently design, evaluate, and implement supervised learning solutions across a wide range of data science contexts.

If a business asked you to predict which customers are likely to cancel their subscription in the next month, how would you frame this as a supervised learning problem, and what factors would guide your choice of algorithm?



1

Identifies it as a classification problem but cannot explain algorithm selection criteria.



2

Frames the problem correctly and mentions a few relevant factors like data size or interpretability.



3



4

Thoroughly frames the problem, discusses multiple algorithm options, and weighs trade-offs in a business context.



5

Can you explain the difference between a regression problem and a classification problem? Can you give a simple business example of each?



1

Confuses the two or provides only one example with an unclear explanation.



2

Correctly distinguishes the two and gives a basic example for each.



3



4

Clearly explains both with strong business examples and connects them to algorithm choices.

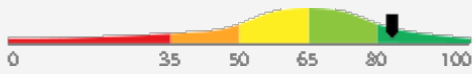


5

Detail Interview Guide

Unsupervised Learning and Clustering

Score: 83



Description:

Covers techniques used to find patterns and groupings in data without predefined labels. Focuses primarily on clustering methods such as k-means, which are commonly used in business for customer segmentation, anomaly detection, and exploratory analysis. Includes knowing when unsupervised methods are appropriate and how to interpret their outputs.

Interpretation:

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

The candidate demonstrates a strong and comprehensive understanding of unsupervised learning and clustering, including advanced proficiency with clustering methods and their business applications such as customer segmentation, anomaly detection, and exploratory analysis. They are well-equipped to independently select appropriate unsupervised approaches, apply them effectively, and accurately interpret their outputs.

If you were using k-means clustering to segment customers and needed to decide how many clusters to use, how would you approach that decision?



1

Chooses a number arbitrarily with no method or rationale.



2

Mentions trying different values of k or using an elbow method.



3



4

Describes the elbow method or silhouette scores, explains the trade-offs, and connects the decision to business interpretability.



5

Can you describe what clustering is and give an example of a business situation where it might be useful?



1

Cannot describe clustering or gives an example that better fits supervised learning.



2

Correctly describes clustering and provides a basic business example such as customer segmentation.



3



4

Clearly explains clustering, gives a strong business example, and touches on how results would be interpreted or used.



5

Free Text Responses

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

Question or Task Response

After an AI product is deployed, what is model monitoring and why is it a necessary part of the product lifecycle?

Model monitoring is a technique for ensuring that the model does not wander or become overtrained after an extended period of repeated queries that have the same or similar prompts. This is very important for preventing hallucination. It's also a key aspect of any guardrails strategy.

Comments (AI): The answer is clear and coherent but lacks depth in explaining the importance of model monitoring. The phrase 'hallucination' is not commonly used in this context and may confuse readers. The answer could be improved by providing more specific examples of model performance metrics and how they are tracked. The argument strength is moderate as it does not fully explain why model monitoring is necessary in the product lifecycle.

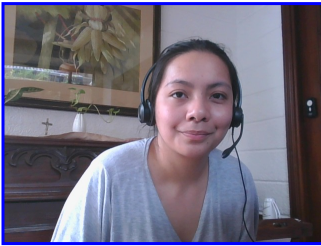
Misspelled Words: guardrails (1), hallucination (1)

Identity Confirmation Photos

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

Photo Analysis Results

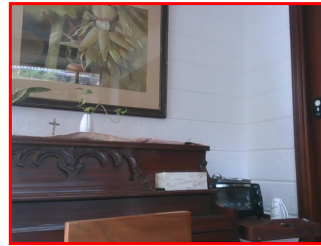
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



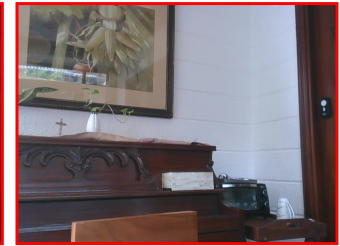
Pre/Post-Test Photo



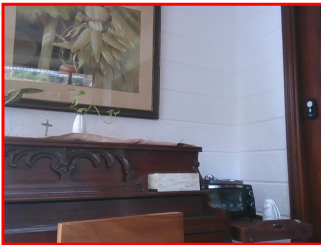
ID Photo



In-Test Error Detected (No Face Detected)



In-Test Error Detected (No Face Detected)



In-Test Error Detected (No Face Detected)



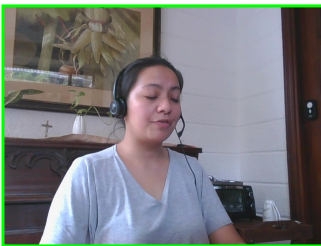
In-Test Photo



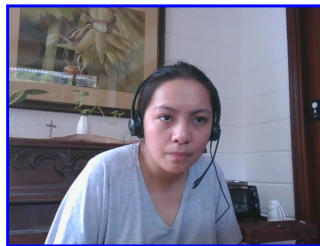
In-Test Photo



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: 20888-1, Key: 0-0, Rpt: 68, Prd: 9708, Created: 2026-07-02 17:23 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 (%)
Data Preparation and Feature Engineering	77.2374	Numeric Score	77.2374	12.5000
Data Preparation and Feature Engineering (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Data Visualization and Communication of Findings	67.4072	Numeric Score	67.4072	12.5000
Model Evaluation and Validation	80.0154	Numeric Score	80.0154	12.5000
Probability and Statistics for Data Analysis	66.3911	Numeric Score	66.3911	12.5000
Supervised Learning: Regression and Classification	89.0557	Numeric Score	89.0557	12.5000
Supervised Learning: Regression and Classification (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Unsupervised Learning and Clustering	83.6671	Numeric Score	83.6671	12.5000
Weighted Average:				71.4373
Final Overall Score:				71

Notes

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