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Illuminating Talent

Test Results and Interview Guide

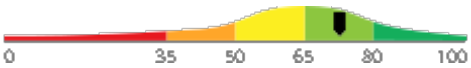
Candidate: **Elizabeth Wantsajob**
Assessment: Data Warehouse Concepts
Completed: July 2, 2026
Prepared for: Sara Maple
Example Company

What's Included

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

Important Note: The Data Warehouse Concepts 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.

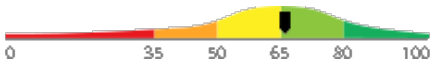
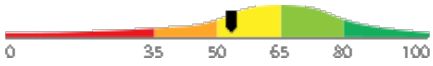
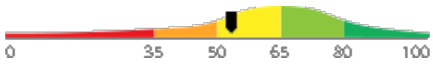
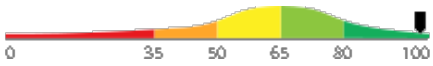
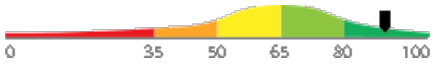
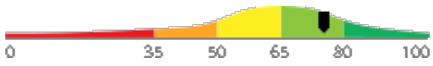
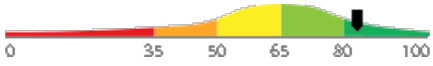
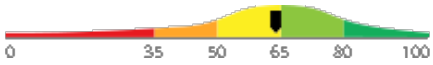
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Data Warehouse Concepts July 2, 2026	73	

The candidate exhibits a solid working knowledge of data warehouse design and operations, including dimensional modeling, ETL processes, schema design, and data quality concepts. Minor gaps may exist in more advanced or specialized areas, but the candidate is generally well-prepared to contribute effectively in an entry-level to mid-level data warehouse role.

Key
- Candidate Score
- Higher Risk
- Lower Risk

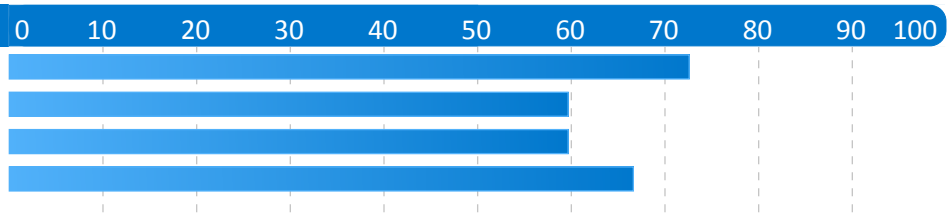
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Data Governance and Metadata	66	
Dimensional Modeling (Free Text Responses)	53	
ETL Processes (Free Text Responses)	53	
Data Quality and Cleansing	98	
Dimensional Modeling	90	
ETL Processes	75	
Reporting, Aggregations, and Query Design	83	
Slowly Changing Dimensions	64	

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	73rd
North America	60th
United States	60th
Example Company	67th



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:	Data Warehouse Concepts
Authorized:	July 2, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 2, 2026, 5:14:53PM EDT
Completed:	July 2, 2026, 5:14:53PM EDT
Overall Score:	73

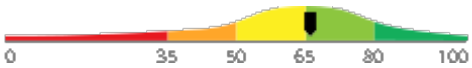
Knowledge and Skills Detail

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 Governance and Metadata

Score: 66



Description:

Data governance covers the policies, roles, and standards that ensure data in a warehouse is well-defined, trustworthy, and consistently used across the organization. Metadata describes the structure, origin, and meaning of data and plays a key role in documenting and managing a data warehouse.

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 data governance policies, organizational roles, data standards, and metadata structures as they apply to data warehouse environments. Minor gaps in knowledge may exist, but this individual is well-positioned to contribute effectively in roles requiring competency in this area.

Why is data lineage important in a data warehouse, and how would you use it in your day-to-day work?

1	2	3	4	5
Cannot define data lineage or does not connect it to practical warehouse tasks.		Correctly defines lineage but gives only a general explanation of its importance without practical application.		Explains lineage as tracking data origin and transformation steps, with practical uses like troubleshooting or auditing.

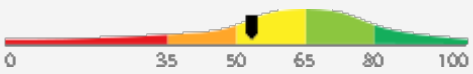
What is metadata, and can you give an example of metadata you might find in a data warehouse?

1	2	3	4	5
Cannot define metadata or gives an example that confuses metadata with actual data content.		Correctly defines metadata but gives only a vague or generic example not specific to a data warehouse.		Clearly defines metadata and gives a specific warehouse example such as table definitions, lineage, or data owner info.

Detail

Dimensional Modeling (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.

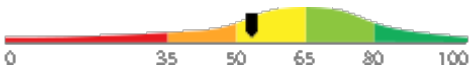
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

ETL Processes (Free Text Responses)

Score: 53



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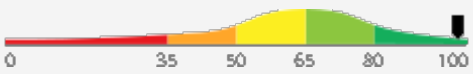
Detail

Data Quality and Cleansing

Score: 98



Description:

Data quality refers to the accuracy, completeness, and consistency of data loaded into a data warehouse. This includes techniques for identifying and correcting errors, removing duplicates, validating data against business rules, and ensuring data is fit for reporting and analysis.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive mastery of data quality and cleansing concepts within the data warehouse domain. They exhibit deep expertise across all key areas, including data accuracy, completeness, consistency, error identification and correction, duplicate removal, business rule validation, and ensuring data fitness for reporting and analysis. This candidate is exceptionally well-qualified to lead or independently manage complex data quality responsibilities.

Interview Guide

Describe a technique you would use to validate data during ingestion into a data warehouse and explain why it is important.

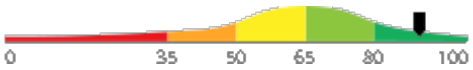
1	2	3	4	5
Cannot describe a specific validation technique or gives an answer unrelated to data ingestion.		Describes a basic technique such as null checks but does not explain why it matters in context.		Describes a specific technique like referential integrity checks or range validation with clear reasoning and impact.

What does data quality mean to you, and why does it matter in a data warehouse?

1	2	3	4	5
Gives a vague or generic answer without connecting data quality to warehouse reliability or business impact.		Correctly identifies accuracy and completeness as quality dimensions but does not address warehouse-specific concerns.		Explains multiple quality dimensions and clearly links poor data quality to unreliable reporting and business decisions.

Dimensional Modeling

Score: 90



Description:

Dimensional modeling is the practice of organizing data warehouse data into fact tables and dimension tables to support business analysis. It includes designing star schemas and snowflake schemas, and identifying measures, dimensions, and hierarchies within a data model.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced mastery of data warehouse concepts, including dimensional modeling, star and snowflake schema design, ETL processes, slowly changing dimensions, data governance, metadata management, and performance optimization. This level of knowledge reflects a highly capable professional who can independently design, implement, and operate data warehouses to support complex business intelligence and reporting needs.

When would you choose a snowflake schema over a star schema, and what are the trade-offs of each?

1	2	3	4	5
Cannot distinguish between the two schemas or incorrectly describes their structure and trade-offs.		Correctly describes structural differences but gives only a partial explanation of trade-offs.		Clearly explains normalization trade-offs, query performance, and maintenance considerations for both schemas.

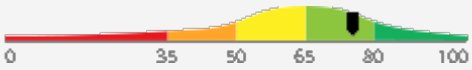
Can you explain what a fact table is and give an example of what kind of data you might find in one?

1	2	3	4	5
Cannot distinguish fact tables from dimension tables or provides vague, incorrect examples.		Correctly describes fact tables as storing measurable events but struggles to give a clear example.		Clearly explains fact tables with numeric measures and foreign keys, gives a relevant business example.

Detail

ETL Processes

Score: 75



Description:

ETL (Extract, Transform, Load) is the process of pulling data from source systems, converting it into a usable format, and loading it into a data warehouse. This includes handling data from multiple sources, applying transformation rules, and scheduling and monitoring data loads.

Interpretation:

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

The candidate exhibits a solid working knowledge of ETL processes and data warehouse concepts. They are likely proficient in extracting data from multiple source systems, applying transformation rules, and scheduling and monitoring data loads, with only minor gaps in more advanced areas.

Interview Guide

What are some common challenges you might face when transforming data during an ETL process, and how would you address them?

1	2	3	4	5
Identifies few or no realistic challenges, or proposed solutions are vague or incorrect.		Identifies common challenges like data type mismatches but offers only general solutions.		Identifies multiple specific challenges such as nulls, duplicates, and format inconsistencies with concrete solutions.

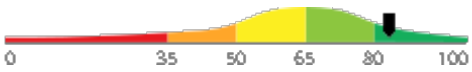
Can you walk me through what happens at each step of an ETL process in your own words?

1	2	3	4	5
Cannot describe the three steps accurately or confuses their order and purpose.		Accurately describes the three steps at a high level but lacks detail on what transformations or loads involve.		Clearly explains extraction from sources, transformation rules, and loading strategies with practical examples.

Detail

Reporting, Aggregations, and Query Design

Score: 83



Description:

Reporting in a data warehouse involves designing and running queries that summarize and analyze business data. This includes using aggregations like sums, counts, and averages, applying filters and groupings, and understanding how pre-aggregated summary tables or views can improve query performance.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of reporting, aggregations, and query design within data warehouse environments. They are well-equipped to independently design, optimize, and execute complex analytical queries, and demonstrate a strong understanding of how pre-aggregated structures and summary views contribute to efficient business intelligence reporting.

Interview Guide

What is a summary or aggregate table, and how does it help with reporting performance in a data warehouse?

1	2	3	4	5
Cannot explain what an aggregate table is or does not connect it to query performance improvement.		Correctly describes aggregate tables but gives only a general explanation of their performance benefit.		Explains pre-aggregation, reduced row scanning, and faster query response with a practical reporting example.

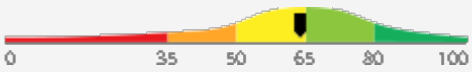
How would you write a query to find the total sales amount for each product category in a data warehouse?

1	2	3	4	5
Cannot construct a basic aggregation query or makes fundamental errors in grouping and aggregation syntax.		Constructs a mostly correct query but makes minor errors in grouping or aggregation logic.		Writes a correct, clear query using GROUP BY and SUM with appropriate column references and aliasing.

Detail	Interview Guide

Slowly Changing Dimensions

Score: 64



Description:

Slowly changing dimensions (SCDs) are dimension records that change over time, such as a customer's address or an employee's department. Managing SCDs involves choosing a strategy for how to handle these changes, such as overwriting the old value, adding a new record, or tracking history with effective dates.

Interpretation:

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

The candidate possesses a foundational understanding of slowly changing dimensions and is familiar with some common strategies for managing dimensional changes over time. However, knowledge gaps remain, particularly in the nuanced application and differentiation of the various management approaches.

Compare SCD Type 1 and SCD Type 2. When would you choose one over the other?

1	2	3	4	5
Cannot accurately describe either type or confuses their behavior and use cases.		Correctly describes both types but gives only a partial explanation of when to use each.		Accurately describes both types and clearly explains history-preservation trade-offs with appropriate use-case examples.

Can you explain what a slowly changing dimension is and give an example of one from a business context?

1	2	3	4	5
Cannot define slowly changing dimensions or provides an example unrelated to dimension data changing over time.		Correctly defines the concept but gives a vague or incomplete business example.		Clearly defines SCDs and gives a specific, relevant example such as a customer address or product category change.

Free Text Responses

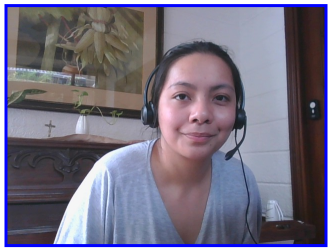
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

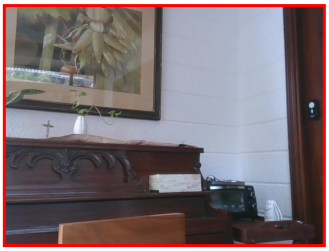
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

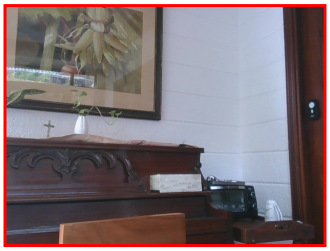


Pre/Post-Test Photo

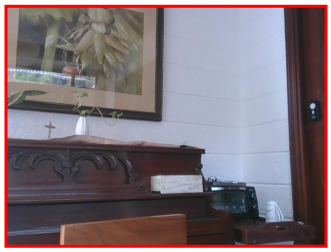
ID Photo



In-Test Error Detected (No Face Detected)

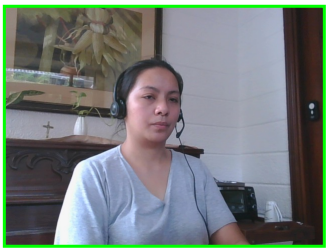


In-Test Error Detected (No Face Detected)

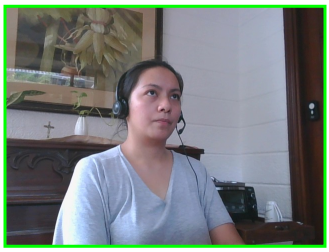


In-Test Error Detected (No Face Detected)

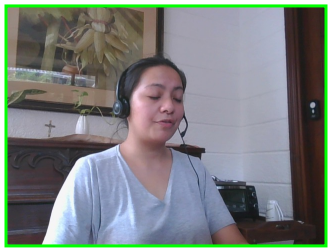
In-Test Photo



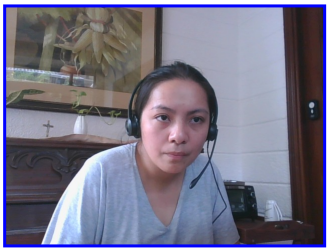
In-Test Photo



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: 20894-1, Key: 0-0, Rpt: 104, Prd: 9714, Created: 2026-07-02 17:14 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 Governance and Metadata	66.3593	Numeric Score	66.3593	12.5000
Data Quality and Cleansing	98.3180	Numeric Score	98.3180	12.5000
Dimensional Modeling	90.0140	Numeric Score	90.0140	12.5000
Dimensional Modeling (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
ETL Processes	75.5673	Numeric Score	75.5673	12.5000
ETL Processes (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Reporting, Aggregations, and Query Design	83.3449	Numeric Score	83.3449	12.5000
Slowly Changing Dimensions	64.1313	Numeric Score	64.1313	12.5000
Weighted Average:				73.1824
Final Overall Score:				73

Notes

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