hr | avatar
Illuminating Talent

Test Results and Interview Guide

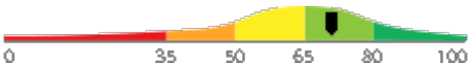
Candidate: **Elizabeth Wantsajob**
Assessment: Power BI - Usage and Concepts
Completed: July 2, 2026
Prepared for: Sara Maple
Example Company

What's Included

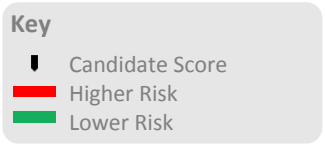
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Power BI - Usage and 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.

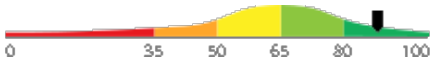
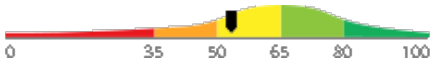
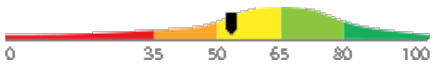
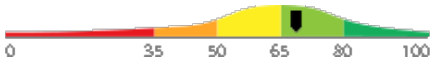
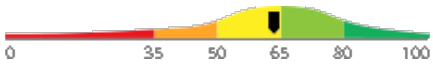
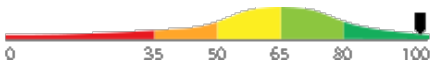
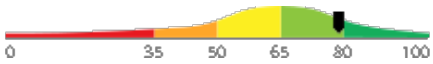
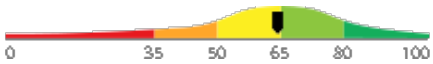
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Power BI - Usage and Concepts July 2, 2026	71	

This individual demonstrates a solid and competent understanding of Power BI usage and concepts across most key areas. They are likely proficient in building data models, writing DAX formulas, designing interactive reports with filters and slicers, and publishing content to Power BI Service, with only minor gaps in more advanced or specialized topics. They would be capable of independently handling most Power BI tasks in a professional environment with minimal guidance.



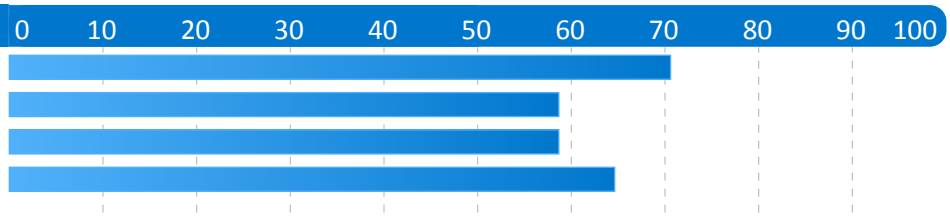
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
DAX Formulas and Measures	88	
Data Connection and Transformation with Power Query (Free Text Responses)	53	
Data Modeling and Relationships (Free Text Responses)	53	
Data Connection and Transformation with Power Query	69	
Data Modeling and Relationships	64	
Hierarchies, Drill-Through, and Data Exploration	98	
Publishing, Sharing, and Power BI Service	79	
Report Design and Visualizations	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	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	-	-	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:	Power BI - Usage and Concepts
Authorized:	July 2, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 2, 2026, 5:19:37PM EDT
Completed:	July 2, 2026, 5:19:37PM EDT
Overall Score:	71

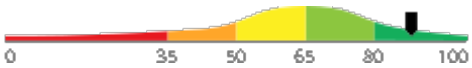
Knowledge and Skills Detail

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

DAX Formulas and Measures

Score: 88



Description:

Covers how to write DAX expressions to create calculated measures and columns used in reports. Includes commonly used functions such as SUM, CALCULATE, FILTER, and IF, as well as understanding how row context and filter context affect calculation results. This is one of the most frequently applied skills for building meaningful Power BI reports.

Interpretation:

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

The candidate demonstrates advanced proficiency in DAX formulas and measures, reflecting a comprehensive understanding of expression writing, context transition, and the application of complex functions within Power BI. They are well-equipped to design and implement sophisticated calculated measures and columns that drive meaningful, high-quality reports.

Can you explain what the CALCULATE function does in DAX and give an example of how you have used it in a report?

1	2	3	4	5
Cannot explain CALCULATE or provides an incorrect description of what it does.		Correctly explains that CALCULATE modifies filter context and gives a basic example.		Explains filter context modification clearly, gives a practical example, and mentions potential pitfalls.

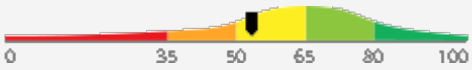
What is the difference between a measure and a calculated column in Power BI, and when would you use each one?

1	2	3	4	5
Cannot distinguish between a measure and a calculated column or confuses their purpose.		Correctly identifies that measures are dynamic and calculated columns are row-level but lacks detail.		Clearly explains the difference with examples and correctly describes when each is appropriate to use.

Detail

Data Connection and Transformation with Power Query (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.

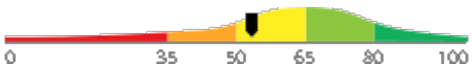
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Data Modeling and Relationships (Free Text Responses)

Score: 53



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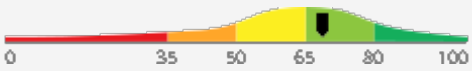
Detail

Data Connection and Transformation with Power Query

Score: 69



Description:

Covers how to connect Power BI to data sources such as files, databases, and web services. Includes using Power Query to clean, reshape, and transform data before it is loaded into the data model. Applies to everyday tasks like removing columns, filtering rows, merging tables, and changing data types.

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 Power BI usage and concepts, including data modeling, Power Query transformations, DAX functions, and report design with interactive visuals. They are likely capable of independently building and publishing functional reports and dashboards while applying appropriate formatting and filtering techniques. Some refinement may be needed in advanced areas such as complex aggregation logic, drill-through navigation, or managing enterprise-level permissions.

Interview Guide

Describe a situation where you needed to combine data from two different tables or sources in Power Query. What steps did you take and what challenges did you encounter?

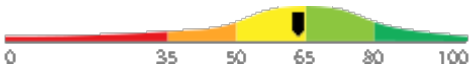
1	2	3	4	5
Cannot describe a merge or append process or confuses the two operations.		Describes merging or appending tables with basic steps but limited detail on challenges.		Clearly explains merge vs. append, walk through steps, and addresses a real challenge like key mismatches.

Can you walk me through what Power Query is and describe one basic transformation you would use it for?

1	2	3	4	5
Cannot explain Power Query's purpose or name a valid transformation.		Explains Power Query generally and names a basic transformation like filtering rows.		Clearly explains Power Query's role and describes a specific, practical transformation with context.

Data Modeling and Relationships

Score: 64



Description:

Covers how to structure tables in Power BI's data model and define relationships between them. Includes understanding relationship types such as one-to-many, cardinality, and cross-filter direction. Also includes basic principles of organizing data so that reports calculate and filter correctly.

Interpretation:

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

The candidate has a moderate understanding of Power BI data modeling concepts, including basic relationship types and table organization principles. While they can apply fundamental concepts, they may lack consistency or depth when handling more nuanced aspects such as cross-filter direction and cardinality configurations.

How do you decide on the direction of a relationship between two tables, and what problems can arise if it is set incorrectly?

1	2	3	4	5
Cannot explain filter direction or does not know what problems an incorrect setting causes.		Explains single vs. bidirectional filtering and mentions that incorrect settings can cause wrong results.		Gives a specific example of a problem caused by incorrect filter direction and explains how to resolve it.

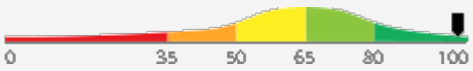
What is a relationship between two tables in Power BI, and why is it important for a report?

1	2	3	4	5
Cannot explain what a table relationship is or why it matters for reporting.		Explains that relationships connect tables and enable filtering across them in a general way.		Explains relationship types, cardinality, and how filter direction affects report behavior clearly.

Detail

Hierarchies, Drill-Through, and Data Exploration

Score: 98



Description:

Covers how to set up and use hierarchies in Power BI to allow users to navigate from summary-level data down to more detailed levels. Includes configuring drill-through pages so users can click on a data point and see a detailed view. These features are commonly used to make reports more interactive and useful for end users.

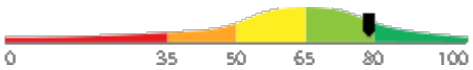
Interpretation:

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

The candidate exhibits an advanced and comprehensive understanding of hierarchies, drill-through configuration, and data exploration in Power BI. They are well-equipped to independently design highly interactive reports that enable end users to seamlessly navigate from summary-level insights to granular detail.

Publishing, Sharing, and Power BI Service

Score: 79



Description:

Covers how to publish reports from Power BI Desktop to Power BI Service and organize content in workspaces. Includes sharing reports and dashboards with others, managing access permissions, and understanding the difference between reports and dashboards in the Service. Applies to any situation where reports need to be distributed to stakeholders.

Interpretation:

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

The candidate demonstrates a solid working knowledge of publishing, sharing, and managing content within Power BI Service, including organizing workspaces and handling access permissions. They are generally capable of distributing reports and dashboards to stakeholders with minimal supervision, though some advanced scenarios may require occasional guidance.

Interview Guide

Can you describe how you would set up a drill-through page in Power BI and when you would recommend using one?

1	2	3	4	5
Cannot explain what a drill-through page is or how to configure one.		Describes the basic setup of a drill-through page including adding a drill-through field.		Explains full setup, describes a practical use case, and mentions how to control what fields trigger the drill-through.

What is a hierarchy in Power BI and how does it help someone exploring data in a report?

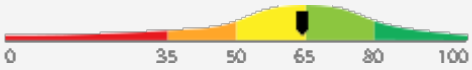
1	2	3	4	5
Cannot explain what a hierarchy is or how it supports data exploration.		Correctly explains that a hierarchy groups levels like year, quarter, and month for navigation.		Explains hierarchies clearly, describes how drill-down works in visuals, and connects it to a user benefit.

How do you manage who can view or edit a report in Power BI Service, and what factors do you consider when setting up permissions?

1	2	3	4	5
Cannot describe permission management or confuses viewer and editor roles.		Describes assigning roles in a workspace or using share links but with limited consideration of factors.		Explains workspace roles, row-level security considerations, and tailors permissions to the audience and sensitivity of data.

What is the difference between a report and a dashboard in Power BI Service, and how do you share either one with a colleague?

1	2	3	4	5
Cannot distinguish between a report and a dashboard or does not know how to share content.		Correctly identifies the difference between reports and dashboards and describes a basic sharing method.		Clearly explains the distinction, describes sharing options, and mentions permission levels or workspace roles.

Detail	Interview Guide
Report Design and Visualizations Score: 64  *Description:* Covers how to build report pages in Power BI using visual elements such as bar charts, line charts, tables, cards, and slicers. Includes choosing the right visual type for the data being presented and applying formatting to make reports clear and easy to read. Also includes configuring filters and interactions between visuals so users can explore data effectively. *Interpretation:* Candidate appears capable of average job performance in this area with little or no training. The candidate possesses a foundational understanding of Power BI report design and visualizations. They are likely able to build basic report pages using common visual elements and apply standard formatting, though may have difficulty with more advanced configurations such as cross-visual interactions and filter management.	How do you control the way visuals on a report page interact with each other, and why might you want to change the default behavior? 1 Does not know how to configure visual interactions or is unaware the feature exists. 2 3 Knows that visual interactions can be edited and describes enabling or disabling cross-filtering. 4 5 Explains edit interactions mode clearly, gives a scenario where changing defaults improves the user experience. --- How do you choose which type of chart or visual to use when building a report in Power BI? 1 Cannot explain how to choose a visual type or gives an arbitrary or incorrect rationale. 2 3 Mentions matching visual type to data type or goal but reasoning is general and lacks examples. 4 5 Explains specific visual types, when to use each, and ties choices to the audience or business question.

Free Text Responses

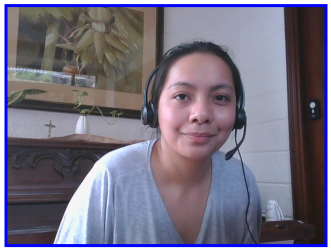
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

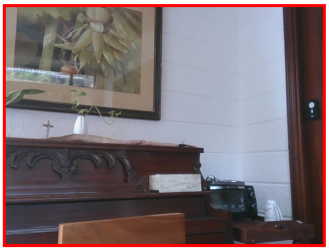
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

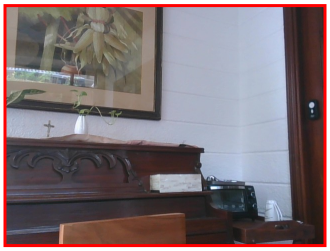


Pre/Post-Test Photo

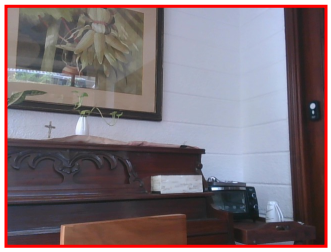
ID Photo



In-Test Error Detected (No Face Detected)

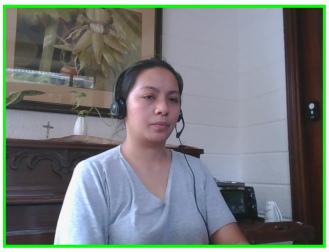


In-Test Error Detected (No Face Detected)

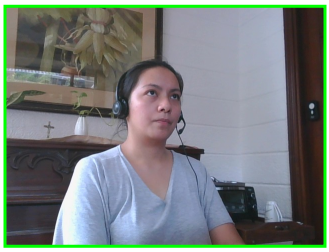


In-Test Error Detected (No Face Detected)

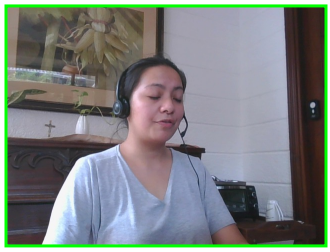
In-Test Photo



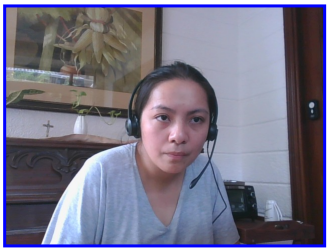
In-Test Photo



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: 20895-1, Key: 0-0, Rpt: 104, Prd: 9715, Created: 2026-07-02 17:19 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 (%)
DAX Formulas and Measures	88.2612	Numeric Score	88.2612	12.5000
Data Connection and Transformation with Power Query	69.1264	Numeric Score	69.1264	12.5000
Data Connection and Transformation with Power Query (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Data Modeling and Relationships	64.0167	Numeric Score	64.0167	12.5000
Data Modeling and Relationships (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Hierarchies, Drill-Through, and Data Exploration	98.5558	Numeric Score	98.5558	12.5000
Publishing, Sharing, and Power BI Service	79.0536	Numeric Score	79.0536	12.5000
Report Design and Visualizations	64.8921	Numeric Score	64.8921	12.5000
Weighted Average:				71.4538
Final Overall Score:				71

Notes

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