hr avatar
Illuminating Talent

Test Results and Interview Guide

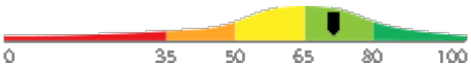
Candidate: **Elizabeth Wantsajob**
Assessment: Tableau - Usage and Concepts
Completed: July 2, 2026
Prepared for: Sara Maple
Example Company

What's Included

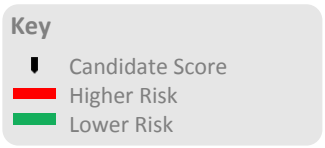
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Tableau - 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.

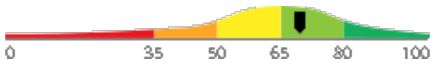
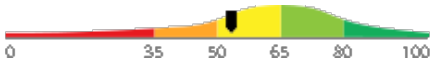
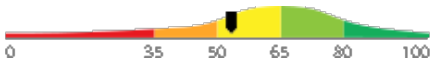
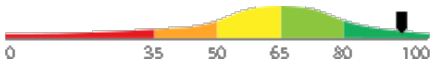
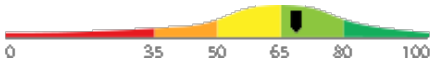
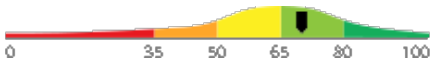
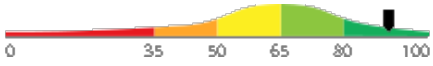
Overall

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

The candidate exhibits a solid and well-rounded understanding of Tableau, with demonstrated ability across a broad range of concepts including dashboard construction, calculated fields, aggregation, and data blending. They are likely capable of independently performing most analytical tasks, with only occasional gaps in highly advanced areas.



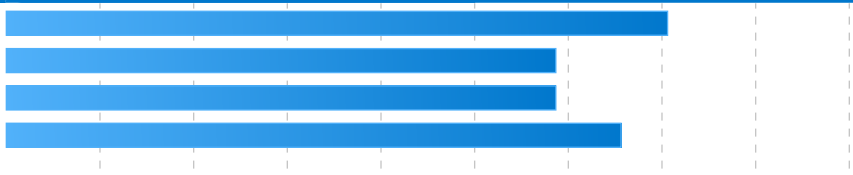
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Building Dashboards and Organizing Layouts	69	
Building and Formatting Visualizations	53	
Connecting to Data Sources and Managing Data Relationships (Free Text Responses)	53	
Connecting to Data Sources and Managing Data Relationships	94	
Creating and Using Calculated Fields	69	
Using Aggregation, Table Calculations, and Parameters	70	
Using Filters to Control Data in Views	90	

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	66th



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:	Tableau - Usage and Concepts
Authorized:	July 2, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 2, 2026, 5:20:21PM EDT
Completed:	July 2, 2026, 5:20:21PM EDT
Overall Score:	71

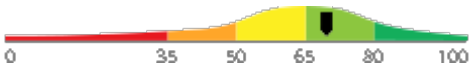
Knowledge and Skills Detail

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

Building Dashboards and Organizing Layouts

Score: 69



Description:

Covers how to assemble multiple visualizations into a Tableau dashboard, arrange and size layout containers, and add interactive elements such as filters, parameters, and actions. Includes understanding how to design dashboards that are clear, functional, and support end-user analysis.

Interpretation:

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

The candidate demonstrates a solid and competent understanding of building Tableau dashboards and organizing layouts. They are capable of arranging and sizing layout containers, incorporating interactive filters, parameters, and actions, and designing dashboards that are generally clear and functional for end-user analysis.

What are dashboard actions in Tableau, and can you describe a practical example of how you have used or would use one to make a dashboard more interactive?

1	2	3	4	5
Cannot define dashboard actions or confuses them with filters or parameters.		Correctly defines dashboard actions but gives a vague or generic example without explaining the setup.		Clearly explains action types (filter, highlight, URL) and gives a specific, well-described practical example.

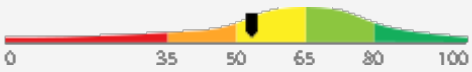
How would you go about putting together a dashboard in Tableau that includes two or three charts and allows a user to filter all of them at once?

1	2	3	4	5
Cannot describe how to create a dashboard or does not know how to apply a filter across multiple sheets.		Describes adding sheets to a dashboard but does not explain how to set up a shared or cross-sheet filter.		Explains building the dashboard layout and correctly describes using a filter action or applying a filter to all sheets.

Detail

Building and Formatting Visualizations

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.

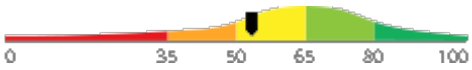
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Connecting to Data Sources and Managing Data Relationships (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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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?

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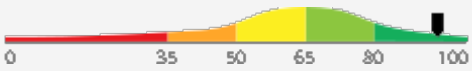
Candidate provides a vague or incomplete description of the lifecycle, omitting key phases such as testing, validation, or deployment. May conflate AI product development with general software development without acknowledging AI-specific considerations like model training or data pipelines.		Candidate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

Connecting to Data Sources and Managing Data Relationships

Score: 94



Description:

Covers how to connect Tableau to different types of data sources, including databases, spreadsheets, and cloud services. Includes understanding how to join and union tables, manage data relationships, and configure data source settings to prepare data for analysis.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced mastery of Tableau usage and concepts, including the ability to connect and blend data from multiple sources, build sophisticated dashboards, and apply complex calculations, parameters, and table calculations. This level of proficiency reflects a strong capacity to extract and communicate actionable business intelligence from complex data structures.

Interview Guide

What is the difference between using a join and a relationship in Tableau, and when would you choose one over the other?

1	2	3	4	5
Cannot distinguish joins from relationships or provides an inaccurate explanation of either.		Correctly defines both but gives a vague or incomplete explanation of when to use each.		Clearly differentiates joins and relationships and gives a practical, context-driven rationale for choosing between them.

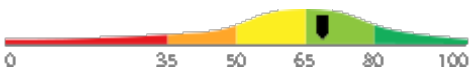
Can you walk me through the steps you would take to connect Tableau to a data source and bring together data from two different tables?

1	2	3	4	5
Cannot describe connection steps or confuses joins/unions with unrelated concepts.		Describes connecting to a source and mentions joins but lacks detail on types or configuration.		Clearly explains connecting to a source, distinguishes join types, and mentions unions or relationships.

Detail

Creating and Using Calculated Fields

Score: 69



Description:

Covers how to create calculated fields in Tableau using formulas, functions, and logical expressions. Includes understanding how to use basic math, string, date, and logical functions, as well as how calculated fields interact with aggregation and the level of detail in a view.

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 calculated fields in Tableau, including the use of formulas, functions, and logical expressions. They are generally capable of working with aggregation and level of detail concepts, with only minor gaps in more advanced applications.

Interview Guide

How would you create a calculated field in Tableau to categorize customers into groups based on their total purchase amount, and what functions would you use?

1	2	3	4	5
Cannot describe how to write a conditional calculation or does not know relevant functions like IF or IIF.		Describes using an IF statement but gives an incomplete or slightly inaccurate formula structure.		Accurately describes using IF/ELSEIF logic with aggregation and explains how the field would appear in the view.

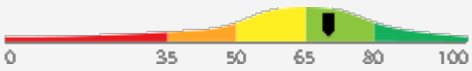
Can you describe what a calculated field is in Tableau and give an example of a simple calculation you might create?

1	2	3	4	5
Cannot define calculated fields or provides an example that is not a valid Tableau calculation.		Correctly defines calculated fields and gives a basic example but does not explain how or why it is used.		Clearly defines calculated fields, gives a relevant example, and explains the practical purpose it serves in analysis.

Detail

Using Aggregation, Table Calculations, and Parameters

Score: 70



Description:

Covers how to control the granularity of data using aggregation and disaggregation, how to write table calculations to perform comparisons across rows or partitions of data, and how to create parameters that allow users to interact with and change aspects of a view dynamically.

Interpretation:

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

The candidate demonstrates a solid and competent understanding of aggregation, table calculations, and parameters in Tableau. They are capable of controlling data granularity, writing table calculations across rows and partitions, and creating parameters that enable dynamic user interaction with views.

Interview Guide

Can you describe what a table calculation is in Tableau, give an example of one you have used, and explain how you controlled which data it computed across?

1	2	3	4	5
Cannot define table calculations or does not know how to configure the direction or scope of the calculation.		Correctly defines table calculations and gives an example but cannot clearly explain how partitioning or addressing works.		Clearly defines table calculations, gives a relevant example, and accurately explains how addressing and partitioning control the computation.

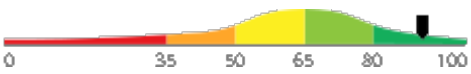
Can you explain what aggregation means in Tableau and describe how changing the aggregation of a measure might change what you see in a chart?

1	2	3	4	5
Cannot define aggregation or does not understand how it affects the values displayed in a view.		Correctly defines aggregation and gives a basic example but does not explain the effect on granularity or visual output.		Clearly explains aggregation, gives a concrete example of changing aggregation type, and describes the resulting change in the view.

Detail	Interview Guide

Using Filters to Control Data in Views

Score: 90



Description:

Covers how to apply different types of filters in Tableau, including data source filters, context filters, dimension filters, and measure filters. Includes understanding the order in which filters are applied and how to use filters to focus analysis on relevant subsets of data.

Interpretation:

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

The candidate exhibits an advanced and comprehensive understanding of using filters in Tableau to control data in views. They are highly proficient in applying all major filter types, understand the precise order in which filters are executed, and can strategically leverage filters to isolate and analyze relevant subsets of data with precision.

Can you explain the difference between a context filter and a regular dimension filter in Tableau, and describe a situation where using a context filter would be important?

1	2	3	4	5
Cannot define context filters or confuses them with other filter types.		Correctly defines context filters but gives a vague or generic example of when to use one.		Clearly explains context filters, their effect on filter order, and gives a specific, practical use case.

If you wanted to limit a Tableau view to show only data from the past 12 months, how would you do that?

1	2	3	4	5
Cannot describe how to apply a filter or confuses filtering with sorting or grouping.		Describes adding a date filter to the view but does not mention filter types or order of operations.		Explains applying a date filter, mentions relative date options, and shows awareness of filter levels or order.

Free Text Responses

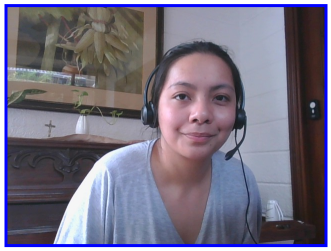
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

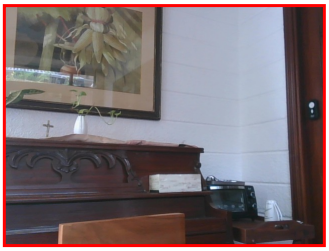
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

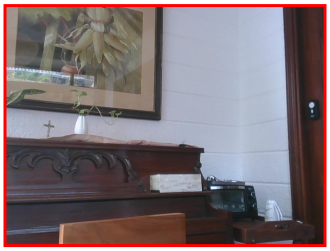


Pre/Post-Test Photo

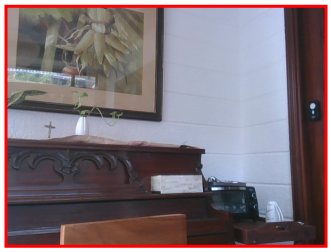
ID Photo



In-Test Error Detected (No Face Detected)

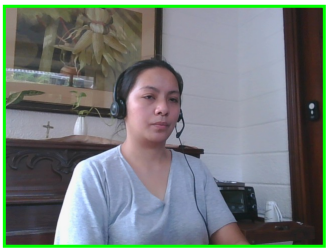


In-Test Error Detected (No Face Detected)

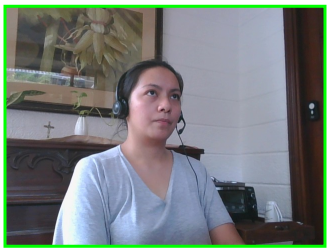


In-Test Error Detected (No Face Detected)

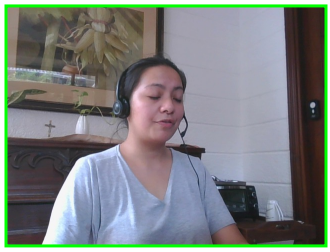
In-Test Photo



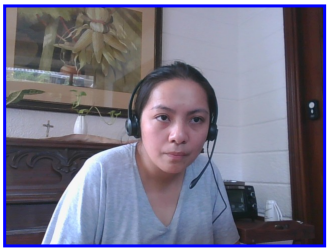
In-Test Photo



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: 20896-1, Key: 0-0, Rpt: 104, Prd: 9716, Created: 2026-07-02 17:20 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 (%)
Building Dashboards and Organizing Layouts	69.8288	Numeric Score	69.8288	14.2857
Building and Formatting Visualizations	53.8624	Numeric Score	53.8624	14.2857
Connecting to Data Sources and Managing Data Relationships	94.1460	Numeric Score	94.1460	14.2857
Connecting to Data Sources and Managing Data Relationships (Free Text Responses)	53.8624	Numeric Score	53.8624	14.2857
Creating and Using Calculated Fields	69.1829	Numeric Score	69.1829	14.2857
Using Aggregation, Table Calculations, and Parameters	70.5313	Numeric Score	70.5313	14.2857
Using Filters to Control Data in Views	90.8644	Numeric Score	90.8644	14.2857
Weighted Average:				71.7540
Final Overall Score:				71

Notes

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