

Test Results and Interview Guide

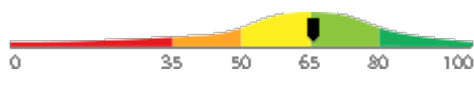
Candidate: **Elizabeth Wantsajob**
Assessment: Tableau - Usage and Concepts (Short)
Completed: July 2, 2026
Prepared for: Sara Maple
Example Company

What's Included

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

Important Note: The Tableau - Usage and Concepts (Short) assessment measures one or more important competencies, and collects audio or video responses to specific questions. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. Various types of analysis may be conducted on the recorded responses depending on the test configuration. Note that these results should always be used as a part of a balanced candidate selection process that includes independent evaluation steps, such as interviews and reference checks.



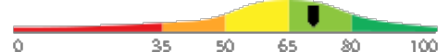
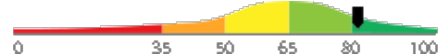
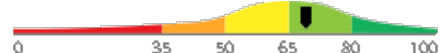
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Tableau - Usage and Concepts (Short) July 2, 2026 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.	65	

Key


- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
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	71	
Creating and Using Calculated Fields	81	
Using Filters to Control Data in Views	69	

Comparison

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

Test-Taker Group	Percentile	0	10	20	30	40	50	60	70	80	90	100	
Global	65th												
North America	54th												
United States	54th												
Example Company	60th												

Detail

Candidate: **Elizabeth Wantsajob**, beth.wantsajob@gmail.com
Assessment: Tableau - Usage and Concepts (Short)
Authorized: July 2, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started: July 2, 2026, 8:26:35PM EDT
Completed: July 2, 2026, 8:26:35PM EDT
Overall Score: 65

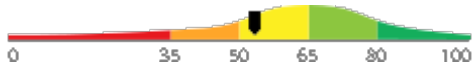
Knowledge and Skills Detail

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 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.

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



1
Candidate provides a generic or superficial example that lacks detail about AI-specific lifecycle challenges. Does not clearly articulate their personal role or the decisions they made between phases.

2
Candidate shares a relevant example with reasonable detail, identifying at least one meaningful challenge such as stakeholder alignment or testing delays. However, the response may lack specificity about how AI-related factors (e.g., model performance, data readiness) influenced lifecycle decisions.

3
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
Candidate provides a vague or incomplete description of the lifecycle, omitting key phases such as testing, validation, or deployment. May conflate AI product development with general software development without acknowledging AI-specific considerations like model training or data pipelines.

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

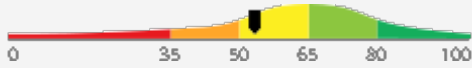
3
Candidate clearly outlines a structured lifecycle including discovery, requirements, development, model validation, testing, deployment, and monitoring. Demonstrates awareness of AI-specific challenges such as data quality, model drift, and iterative retraining, and explains how they would coordinate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

Detail

Interview Guide

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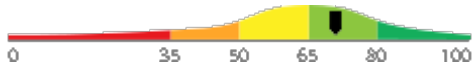
2
Candidate identifies the major phases (discovery, development, testing, deployment) and acknowledges some AI-specific considerations, but struggles to articulate how the phases connect or how cross-functional teams are coordinated throughout.

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

Detail Interview Guide

Connecting to Data Sources and Managing Data Relationships

Score: 71



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

The candidate exhibits a solid and broad command of Tableau, including proficiency in constructing visualizations, managing data relationships, applying filters, and using calculated fields. Some gaps may exist in more advanced areas such as complex table calculations, parameter-driven interactivity, or nuanced aggregation and disaggregation techniques.

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



1

Cannot distinguish joins from relationships or provides an inaccurate explanation of either.



2

Correctly defines both but gives a vague or incomplete explanation of when to use each.



3



4

Clearly differentiates joins and relationships and gives a practical, context-driven rationale for choosing between them.



5

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

Cannot describe connection steps or confuses joins/unions with unrelated concepts.



2

Describes connecting to a source and mentions joins but lacks detail on types or configuration.



3



4

Clearly explains connecting to a source, distinguishes join types, and mentions unions or relationships.



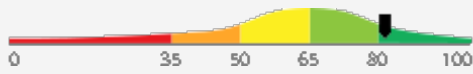
5

Detail

Interview Guide

Creating and Using Calculated Fields

Score: 81



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

The candidate exhibits an advanced and comprehensive mastery of creating and using calculated fields in Tableau. They are highly proficient in applying math, string, date, and logical functions, and demonstrate a strong understanding of how calculated fields interact with aggregation and level of detail in a view.

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

Cannot describe how to write a conditional calculation or does not know relevant functions like IF or IIF.



2

Describes using an IF statement but gives an incomplete or slightly inaccurate formula structure.



3



4

Accurately describes using IF/ELSEIF logic with aggregation and explains how the field would appear in the view.



5

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



1

Cannot define calculated fields or provides an example that is not a valid Tableau calculation.



2

Correctly defines calculated fields and gives a basic example but does not explain how or why it is used.



3



4

Clearly defines calculated fields, gives a relevant example, and explains the practical purpose it serves in analysis.

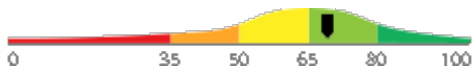


5

Detail Interview Guide

Using Filters to Control Data in Views

Score: 69



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

The candidate demonstrates a solid understanding of applying various filter types in Tableau, including data source, context, dimension, and measure filters. They are capable of using filters to effectively focus analysis on relevant data subsets and have a good grasp of the order in which filters are applied.

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

Cannot define context filters or confuses them with other filter types.



2

Correctly defines context filters but gives a vague or generic example of when to use one.



3



4

Clearly explains context filters, their effect on filter order, and gives a specific, practical use case.



5

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



1

Cannot describe how to apply a filter or confuses filtering with sorting or grouping.



2

Describes adding a date filter to the view but does not mention filter types or order of operations.



3



4

Explains applying a date filter, mentions relative date options, and shows awareness of filter levels or order.



5

Free Text Responses

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

Question or Task Response

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

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

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

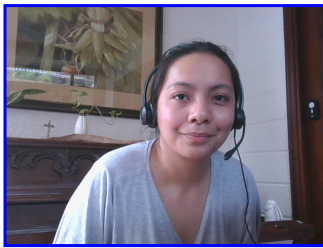
Misspelled Words: guardrails (1), hallucination (1)

Identity Confirmation Photos

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

Photo Analysis Results

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



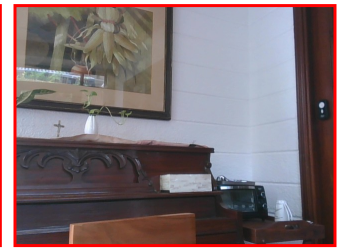
Pre/Post-Test Photo



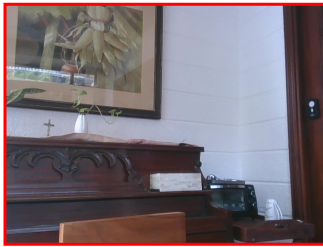
ID Photo



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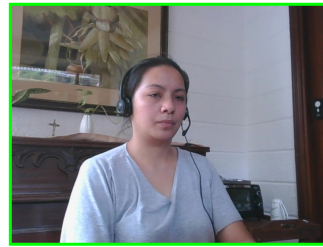
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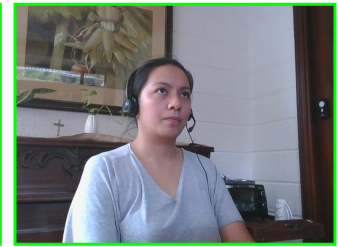
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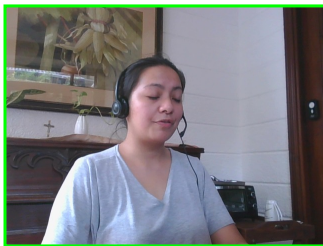
In-Test Photo



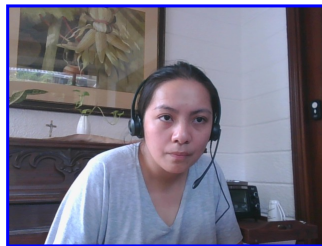
In-Test Photo



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: 20899-1, Key: 0-0, Rpt: 104, Prd: 9719, Created: 2026-07-02 20:26 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 and Formatting Visualizations	53.8624	Numeric Score	53.8624	20.0000
Connecting to Data Sources and Managing Data Relationships	71.0532	Numeric Score	71.0532	20.0000
Connecting to Data Sources and Managing Data Relationships (Free Text Responses)	53.8624	Numeric Score	53.8624	20.0000
Creating and Using Calculated Fields	81.5840	Numeric Score	81.5840	20.0000
Using Filters to Control Data in Views	69.4594	Numeric Score	69.4594	20.0000
Weighted Average:				65.9643
Final Overall Score:				65

Notes

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