

Test Results and Interview Guide

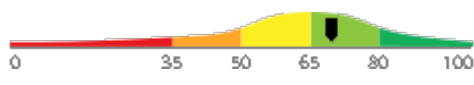
Candidate: **Elizabeth Wantsajob**
Assessment: Power BI - Usage and Concepts (Short)
Completed: July 2, 2026
Prepared for: Sara Maple
Example Company

What's Included

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

Important Note: The Power BI - 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

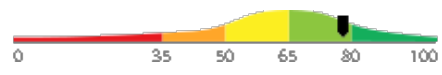
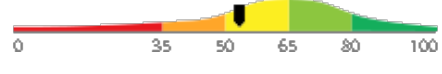
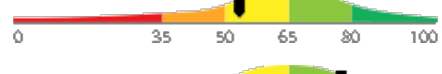



Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Power BI - Usage and Concepts (Short) July 2, 2026	<div style="background-color: #4CAF50; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 0 auto;">70</div>	

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.

Key





- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
DAX Formulas and Measures	78	
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	77	
Data Modeling and Relationships	91	
Report Design and Visualizations	65	

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	70th												
North America	58th												
United States	58th												
Example Company	64th												

Artificial Intelligence (AI) Generated Scores

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

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

Detail

Candidate: Elizabeth Wantsajob, beth.wantsajob@gmail.com
 Assessment: Power BI - Usage and Concepts (Short)
 Authorized: July 2, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
 Started: July 2, 2026, 8:27:33PM EDT
 Completed: July 2, 2026, 8:27:33PM EDT
 Overall Score: 70

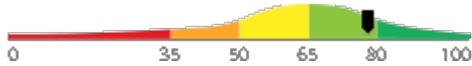
Knowledge and Skills Detail

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: 78



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

The candidate exhibits a solid understanding of DAX formulas and measures, including proficiency with frequently used functions and a sound grasp of how context affects calculation results. They are capable of building meaningful calculated columns and measures to support most Power BI reporting needs.

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



1

Cannot explain CALCULATE or provides an incorrect description of what it does.



2

Correctly explains that CALCULATE modifies filter context and gives a basic example.



3



4

Explains filter context modification clearly, gives a practical example, and mentions potential pitfalls.



5

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



1

Cannot distinguish between a measure and a calculated column or confuses their purpose.



2

Correctly identifies that measures are dynamic and calculated columns are row-level but lacks detail.



3



4

Clearly explains the difference with examples and correctly describes when each is appropriate to use.



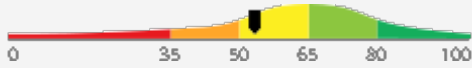
5

Detail

Interview Guide

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.

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.

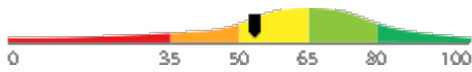
2
Candidate identifies the major phases (discovery, development, testing, deployment) and acknowledges some AI-specific considerations, but struggles to articulate how the phases connect or how cross-functional teams are coordinated throughout.

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

Data Modeling and 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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Please see below to view the essay submitted.

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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.

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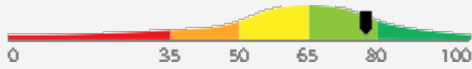
2
Candidate identifies the major phases (discovery, development, testing, deployment) and acknowledges some AI-specific considerations, but struggles to articulate how the phases connect or how cross-functional teams are coordinated throughout.

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

Data Connection and Transformation with Power Query

Score: 77



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.

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
Cannot describe a merge or append process or confuses the two operations.

2
Describes merging or appending tables with basic steps but limited detail on challenges.

5
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?



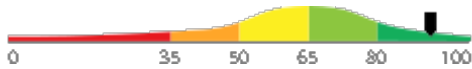
1
Cannot explain Power Query's purpose or name a valid transformation.

3
Explains Power Query generally and names a basic transformation like filtering rows.

5
Clearly explains Power Query's role and describes a specific, practical transformation with context.

Data Modeling and Relationships

Score: 91



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

The candidate exhibits a strong and comprehensive understanding of Power BI data modeling and relationships, including advanced concepts such as cardinality, cross-filter direction, and optimal table organization. They are well-equipped to design robust data models that ensure accurate filtering and calculations across complex reports.

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



1
Cannot explain filter direction or does not know what problems an incorrect setting causes.

3
Explains single vs. bidirectional filtering and mentions that incorrect settings can cause wrong results.

5
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
Cannot explain what a table relationship is or why it matters for reporting.

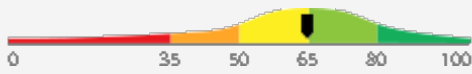
2
Explains that relationships connect tables and enable filtering across them in a general way.

5
Explains relationship types, cardinality, and how filter direction affects report behavior clearly.

Detail Interview Guide

Report Design and Visualizations

Score: 65



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

The candidate demonstrates a solid and competent understanding of Power BI report design and visualizations. They are generally proficient in selecting appropriate visual types, applying formatting for clarity, and configuring filters and interactions to support effective data exploration.

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
- ★
2
- ★
3
- ★
4
- ★
5

Does not know how to configure visual interactions or is unaware the feature exists.

Knows that visual interactions can be edited and describes enabling or disabling cross-filtering.

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
- ★
2
- ★
3
- ★
4
- ★
5

Cannot explain how to choose a visual type or gives an arbitrary or incorrect rationale.

Mentions matching visual type to data type or goal but reasoning is general and lacks examples.

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 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.

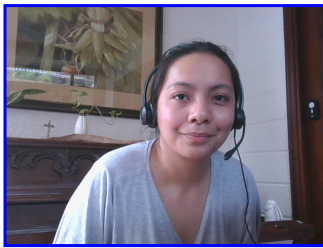
Misspelled Words: guardrails (1), hallucination (1)

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%)



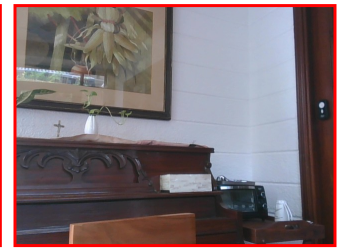
Pre/Post-Test Photo



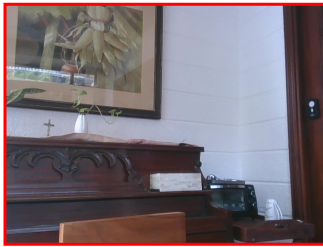
ID Photo



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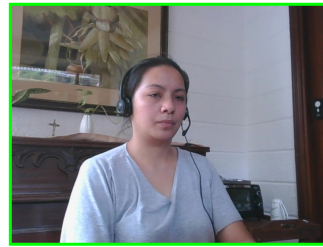
In-Test Error Detected (No Face Detected)



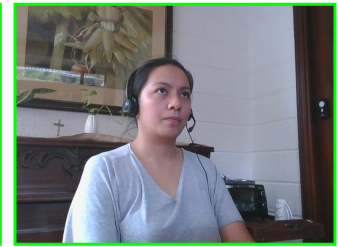
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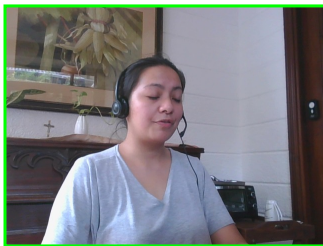
In-Test Photo



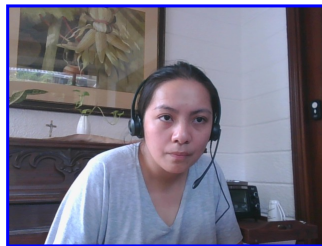
In-Test Photo



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: 20900-1, Key: 0-0, Rpt: 104, Prd: 9720, Created: 2026-07-02 20:27 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	78.2432	Numeric Score	78.2432	16.6667
Data Connection and Transformation with Power Query	77.7626	Numeric Score	77.7626	16.6667
Data Connection and Transformation with Power Query (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Data Modeling and Relationships	91.9579	Numeric Score	91.9579	16.6667
Data Modeling and Relationships (Free Text Responses)	53.8624	Numeric Score	53.8624	16.6667
Report Design and Visualizations	65.2319	Numeric Score	65.2319	16.6667
Weighted Average:				70.1534
Final Overall Score:				70

Notes

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