hr avatar
Illuminating Talent

Test Results and Interview Guide

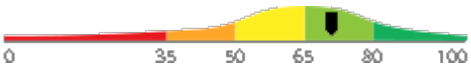
Candidate: **Elizabeth Wantsajob**
Assessment: Carpentry (Commercial)
Completed: July 5, 2026
Prepared for: Sara Maple
Example Company

What's Included

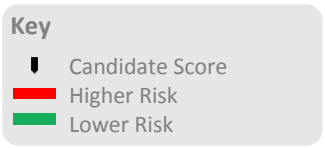
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Carpentry (Commercial) 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.

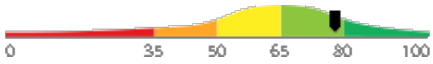
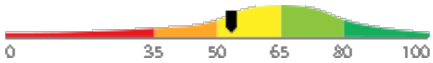
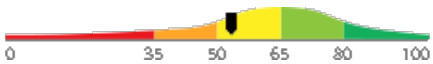
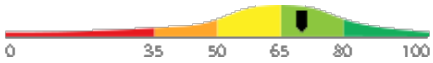
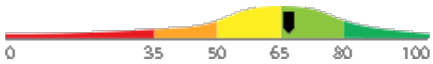
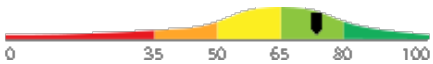
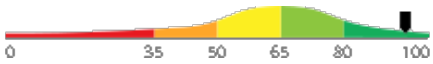
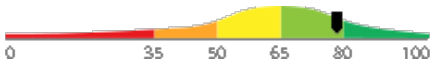
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Carpentry (Commercial) July 5, 2026	71	

The candidate demonstrates a solid working knowledge of commercial carpentry principles and practices across most assessed areas, including blueprint reading, framing, material usage, tool operation, and safety procedures. Minor gaps in specialized topics such as interior finish work, formwork, or regulatory compliance may exist but are not expected to significantly hinder job performance. The candidate is likely capable of performing a broad range of entry- to mid-level commercial carpentry tasks with limited supervision.



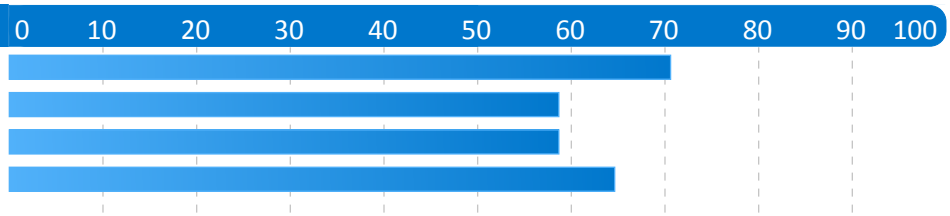
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Blueprint and Drawing Interpretation	78	
Blueprint and Drawing Interpretation (Free Text Responses)	53	
Framing Techniques (Free Text Responses)	53	
Building Codes and Regulations	70	
Door and Window Installation	67	
Framing Techniques	73	
Materials Knowledge and Selection	94	
Safety Practices and Procedures	78	

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:	Carpentry (Commercial)
Authorized:	July 5, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 5, 2026, 3:43:48PM EDT
Completed:	July 5, 2026, 3:43:48PM EDT
Overall Score:	71

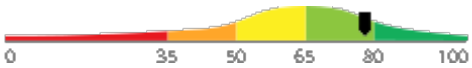
Knowledge and Skills Detail

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

Blueprint and Drawing Interpretation

Score: 78



Description:

The ability to read and understand construction blueprints, drawings, and plans used on commercial job sites. Includes reading dimensions, scales, and symbols, as well as understanding floor plans, elevations, and detail drawings to guide daily work tasks.

Interpretation:

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

The candidate demonstrates a solid working knowledge of commercial carpentry principles and practices, including blueprint reading, material selection, framing techniques, tool operation, and job site safety. Minor gaps may exist in more specialized areas such as concrete formwork, code compliance, or coordination with other trades. This score range is consistent with a competent entry- to mid-level commercial carpenter capable of performing a broad range of tasks with moderate oversight.

On a commercial blueprint, what is the difference between a floor plan view and an elevation view, and when would you use each?

1	2	3	4	5
Cannot distinguish between views or gives incorrect definitions.		Correctly defines both views but gives a vague explanation of when each is used.		Clearly defines both views and gives specific, practical examples of using each on the job.

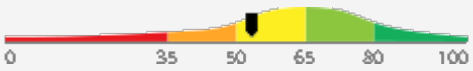
Can you walk me through how you would use a blueprint on a job site to figure out where to place a wall?

1	2	3	4	5
Cannot describe basic steps; shows little familiarity with blueprints.		Describes general process but lacks specific detail about reading dimensions or symbols.		Clearly explains locating dimensions, reference points, and symbols to lay out wall placement.

Detail

Blueprint and Drawing Interpretation (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.

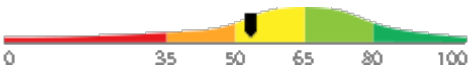
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Framing Techniques (Free Text Responses)

Score: 53



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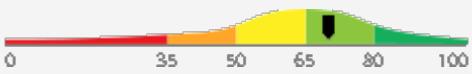
Detail

Building Codes and Regulations

Score: 70



Description:

Understanding of the codes and regulations that apply to commercial construction carpentry work, including requirements related to framing, fire-rated assemblies, accessibility, and structural standards. Covers how to apply code knowledge to everyday tasks to ensure work meets inspection requirements.

Interpretation:

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

The candidate demonstrates a solid understanding of building codes and regulations applicable to commercial carpentry, including requirements for framing, fire-rated assemblies, accessibility, and structural standards. They are generally capable of applying this knowledge to everyday tasks to meet inspection requirements, with only occasional need for guidance in more complex situations.

Interview Guide

How do fire-rating requirements affect the way you frame or finish walls in a commercial building, and what do you do to make sure your work meets those requirements?

1	2	3	4	5
Cannot explain fire-rating requirements or their impact on framing and finish work.		Shows basic awareness of fire ratings but gives an incomplete explanation of how they affect specific tasks.		Accurately explains fire-rated assembly requirements and describes specific steps taken to comply during framing or finishing.

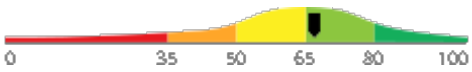
Why is it important to follow building codes on a commercial job site, and can you give an example of a code requirement that affects your daily work?

1	2	3	4	5
Cannot explain why codes matter or cannot provide a relevant example.		Explains general importance of codes but gives a vague or only partially accurate example.		Clearly explains safety and legal reasons for codes and gives a specific, accurate example from daily carpentry work.

Detail

Door and Window Installation

Score: 67



Description:

Knowledge of how to install doors and windows in commercial buildings, including setting frames, hanging doors, installing hardware, and applying weatherproofing and sealing. Covers both rough opening preparation and finish installation for standard commercial applications.

Interpretation:

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

The candidate shows a solid and proficient understanding of commercial door and window installation practices. They are likely capable of independently performing most installation tasks, including setting frames, hanging doors, installing hardware, and applying weatherproofing, with minimal supervision required.

Interview Guide

What are the most common problems that cause a commercial door to not operate correctly after installation, and how do you fix them?

1	2	3	4	5
Cannot identify common problems or suggests fixes that would not resolve the issues.		Identifies one or two common problems with a basic explanation of the fix.		Identifies multiple common issues such as out-of-plumb frames, hinge alignment, and floor clearance with clear, practical fixes.

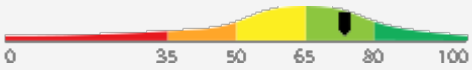
What steps would you take to make sure a door frame is properly set before hanging a commercial door?

1	2	3	4	5
Cannot describe key steps or omits critical checks like plumb, level, and square.		Mentions plumb and level but misses other important steps such as shimming, securing, or checking the rough opening size.		Accurately describes a complete process including checking rough opening, shimming, plumb, level, square, and securing the frame.

Detail

Framing Techniques

Score: 73



Description:

Knowledge and application of framing methods used in commercial construction, including walls, floors, ceilings, and roofs. Covers layout, assembly, and installation of structural framing components such as studs, joists, plates, and headers using both wood and metal framing systems.

Interpretation:

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

The candidate demonstrates a solid working knowledge of commercial framing methods, including the layout and installation of walls, floors, ceilings, and roofs using both wood and metal framing systems. Minor gaps in knowledge may exist in more advanced or specialized framing applications, but overall competence is evident.

Interview Guide

What are the key differences between framing with wood studs and framing with metal studs in a commercial setting, and what factors influence which one you use?

1	2	3	4	5
Cannot identify meaningful differences or factors influencing material choice.		Identifies some differences but gives an incomplete explanation of when each is appropriate.		Clearly compares both systems and explains practical factors such as fire codes, load requirements, and building type.

Can you describe the basic steps you would follow to frame a non-load-bearing interior wall in a commercial building?

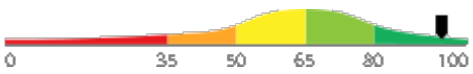
1	2	3	4	5
Cannot describe basic steps or confuses key components like plates and studs.		Describes most steps correctly but omits important details such as layout spacing or securing plates.		Accurately describes full process including layout, plate placement, stud spacing, and securing the assembly.

Detail

Interview Guide

Materials Knowledge and Selection

Score: 94



Description:

Understanding of common construction materials used in commercial carpentry, including lumber grades, engineered wood products, drywall, and fasteners. Covers how to select the right material for a given task based on load, environment, code requirements, and cost.

Interpretation:

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

The candidate exhibits a comprehensive and advanced understanding of commercial carpentry materials, including lumber grades, engineered wood products, drywall, and fasteners. They are highly proficient in selecting the most appropriate materials for a given task by effectively applying considerations of load, environmental conditions, code requirements, and cost.

What factors do you consider when selecting the right type and size of fastener for a commercial framing or finish carpentry task?

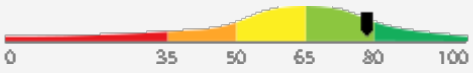
1	2	3	4	5
Cannot identify relevant factors or gives only one vague consideration.		Mentions a few factors such as material type or load but misses important ones like corrosion resistance or code requirements.		Comprehensively covers material compatibility, load, environment, and code requirements with specific examples.

If you needed to choose between standard lumber and an engineered wood product like LVL for a long header span, how would you decide which to use?

1	2	3	4	5
Cannot explain the difference or makes a choice without any supporting reasoning.		Shows basic awareness of the difference but gives a vague or incomplete rationale.		Explains span capability, load-bearing strength, and code considerations clearly to justify the choice.

Safety Practices and Procedures

Score: 78



Description:

Knowledge of job site safety rules, hazard identification, and the correct use of personal protective equipment (PPE). Includes understanding OSHA requirements relevant to commercial construction, fall protection, tool safety, and procedures for maintaining a safe work environment.

Interpretation:

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

The candidate demonstrates a solid working knowledge of commercial carpentry safety practices, including hazard identification, appropriate PPE use, fall protection, and OSHA requirements. Minor gaps may exist in certain specialized or advanced safety areas, but overall competence is sufficient for most commercial job site environments with minimal supervision.

Describe a situation where you identified a safety hazard on a job site. What did you do, and what was the outcome?

1	2	3	4	5
Cannot provide a specific example or describes an ineffective or incorrect response to the hazard.		Provides a relevant example but gives limited detail about the steps taken or outcome.		Gives a clear, specific example with a logical, effective response and a positive or instructive outcome.

What personal protective equipment would you wear when operating a circular saw on a commercial job site, and why?

1	2	3	4	5
Identifies only one or no PPE items with little or no explanation.		Identifies several PPE items but gives an incomplete explanation of why each is needed.		Identifies all relevant PPE with clear, accurate explanations tied to specific hazards of the task.

Free Text Responses

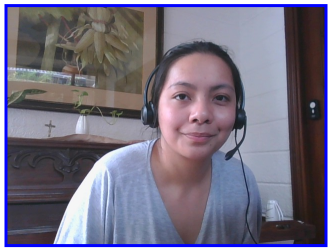
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

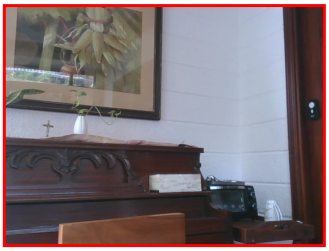
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

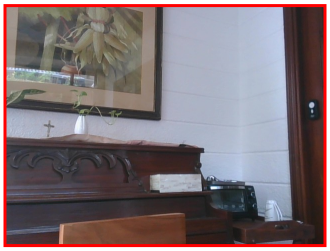


Pre/Post-Test Photo

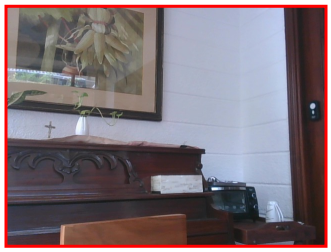
ID Photo



In-Test Error Detected (No Face Detected)

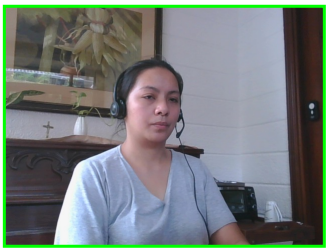


In-Test Error Detected (No Face Detected)

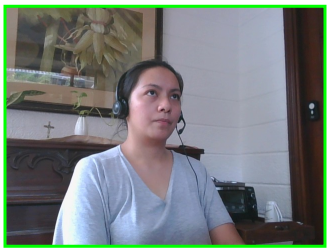


In-Test Error Detected (No Face Detected)

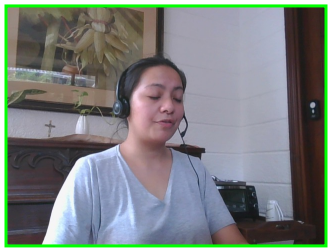
In-Test Photo



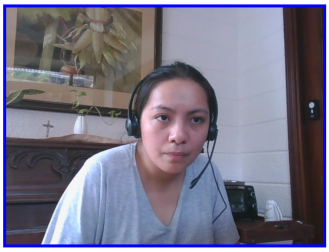
In-Test Photo



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: 20901-1, Key: 0-0, Rpt: 104, Prd: 9723, Created: 2026-07-05 15:43 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 the individual competency scores. Competency scores are calculated on a 0-100 scale by first calculating a Z statistic based on test-taker responses and then transforming the Z value to a scale with target mean and standard deviation. Certain competencies have a normal score distribution where it is best to be closest to the mean. For these competencies we modify the Z statistic by multiplying its absolute value by minus 1 for the overall score calculation. Next, to calculate the overall score, a weighted average of all modified competency Z statistics is computed and this weighted average is itself transformed to a Z statistic, which is then transformed to a score with the same target mean and standard deviation. Finally outlier scores are adjusted if they are below 0 or above 100.

Competency	Score	How applied to overall	Score Value Used	Weight (%)
Blueprint and Drawing Interpretation	78.2435	Not used in Overall	0.0000	0.0000
Blueprint and Drawing Interpretation (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Building Codes and Regulations	70.5567	Not used in Overall	0.0000	0.0000
Door and Window Installation	67.2479	Not used in Overall	0.0000	0.0000
Framing Techniques	73.9207	Not used in Overall	0.0000	0.0000
Framing Techniques (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Materials Knowledge and Selection	94.7752	Not used in Overall	0.0000	0.0000
Safety Practices and Procedures	78.8924	Not used in Overall	0.0000	0.0000
Weighted Average of Competency Z-Scores:				-0.7425
Mean applied to Raw Weighted Avg:				0.0000
Standard Deviation applied to Raw Weighted Avg:				1.0000
Normalized Raw Score:				-0.7425
Mean:				65.0000
Standard Deviation Used:				15.0000
Final Overall Score:				53.8624

Notes

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