

Test Results and Interview Guide

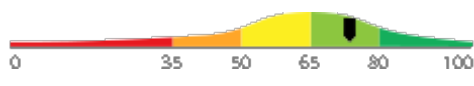
Candidate: **Elizabeth Wantsajob**
Assessment: Property Management (Commercial Properties)
Completed: July 5, 2026
Prepared for: Sara Maple
Example Company

What's Included

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

Important Note: The Property Management (Commercial Properties) 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

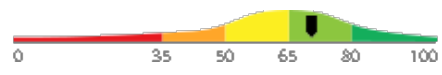
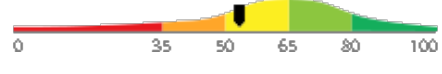



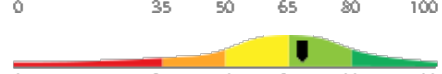
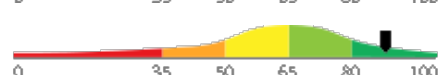

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Property Management (Commercial Properties) July 5, 2026	<div style="background-color: #4CAF50; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 0 auto;">73</div>	

The candidate demonstrates a solid working knowledge of commercial property management, indicating competence across most key areas including tenant relations, budgeting, vendor management, and property inspections. Minor gaps may exist in select specialized areas, but the overall knowledge base is sufficient to support effective performance in an entry-level to mid-level property management role. This score range reflects a candidate who is well-positioned to contribute meaningfully with minimal supervision.

Key

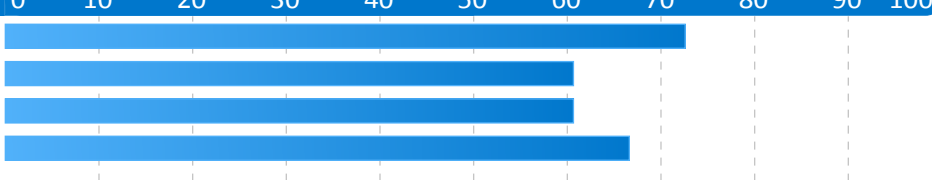
- Candidate Score
- Higher Risk
- Lower Risk

Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Lease Agreements	70	
Lease Agreements (Free Text Responses)	53	
Tenant Relations and Retention (Free Text Responses)	53	
Maintenance Coordination and Vendor Management	97	
Owner Reporting and Occupancy Management	75	
Property Inspections and Compliance	82	
Rent Collection and Financial Management	68	
Tenant Relations and Retention	88	

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	73rd												
North America	61st												
United States	61st												
Example Company	67th												

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: Property Management (Commercial Properties)
 Authorized: July 5, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
 Started: July 5, 2026, 3:48:43PM EDT
 Completed: July 5, 2026, 3:48:43PM EDT
 Overall Score: 73

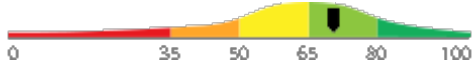
Knowledge and Skills Detail

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

Lease Agreements

Score: 70



Description:

Covers the key components of commercial lease agreements, including common terms, clauses, and the rights and responsibilities of both landlords and tenants. This includes understanding lease types, renewal options, rent escalation clauses, and default provisions.

Interpretation:

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

The candidate exhibits a solid and broadly competent understanding of commercial property management principles and operational responsibilities. Knowledge across areas such as financial reporting, occupancy tracking, vendor oversight, emergency procedures, and owner communications is generally well-developed. This score range is consistent with a capable entry-level to mid-level property management professional who may require only occasional guidance on more advanced or specialized topics.

Walk me through how you would handle a situation where a tenant is in violation of a key clause in their lease agreement. What steps would you take?



1

Provides vague or incorrect steps; does not reference the lease or proper procedures.



2

Describes a reasonable process but misses key steps like documentation or notice requirements.



3



4

Outlines a clear, step-by-step process including documentation, formal notice, and escalation paths.



5

Can you describe what a lease agreement is and name one or two terms or clauses you would expect to find in a commercial lease?



1

Cannot name basic lease terms or describes them inaccurately.



2

Names one or two basic lease terms with a general explanation.



3



4

Clearly explains multiple lease terms with practical context and examples.



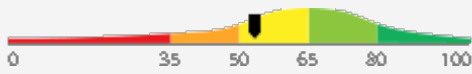
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Detail

Interview Guide

Lease Agreements (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



4

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.



5

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



4

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.



5

Detail

Interview Guide

Tenant Relations and Retention (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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2
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3
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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?



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.

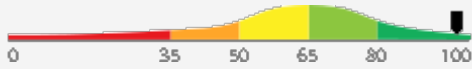
3
Candidate clearly outlines a structured lifecycle including discovery, requirements, development, model validation, testing, deployment, and monitoring. Demonstrates awareness of AI-specific challenges such as data quality, model drift, and iterative retraining, and explains how they would coordinate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

Detail

Interview Guide

Maintenance Coordination and Vendor Management

Score: 97



Description:

Addresses the process of identifying, scheduling, and overseeing property repairs and routine maintenance. Includes working with contractors and vendors, managing service contracts, evaluating vendor performance, and ensuring work is completed on time and within budget.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive mastery of maintenance coordination and vendor management in commercial property settings. They are highly capable of independently overseeing all aspects of property repairs and routine maintenance, managing complex vendor relationships and service contracts, and ensuring optimal outcomes in terms of quality, timeliness, and cost control.

How do you evaluate whether a vendor or contractor is performing well, and what would you do if their work was not meeting expectations?



1

Cannot identify clear performance criteria or steps to address poor vendor performance.



2

Mentions checking quality of work and communicating concerns but lacks a structured approach.



3



4

Describes using measurable criteria, documenting issues, having direct conversations, and replacing vendors if needed.



5

If a tenant reports a maintenance issue at the property, what would you do to get it resolved?



1

Gives a vague response with no clear steps or follow-through process.



2

Describes contacting a vendor and following up with the tenant but lacks detail.



3



4

Describes logging the request, contacting the right vendor, setting a timeline, and confirming completion.



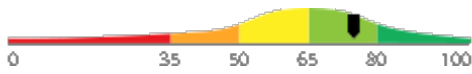
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Detail

Interview Guide

Owner Reporting and Occupancy Management

Score: 75



Description:

Focuses on tracking property occupancy, managing vacancies, and keeping property owners informed through regular updates and performance reports. Includes preparing clear financial and operational summaries, communicating property status, and supporting leasing efforts to maintain high occupancy.

Interpretation:

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

Suggests a solid working knowledge of occupancy management and owner reporting within commercial property management. Is generally capable of preparing financial and operational summaries, communicating property status to owners, and contributing to leasing efforts with minimal oversight.

If a commercial property you manage has several vacant units, what steps would you take to reduce vacancies and how would you keep the owner informed throughout the process?



1

Offers generic suggestions with no structured plan or owner communication strategy.



2

Describes marketing the space and updating the owner periodically but lacks detail.



3



4

Outlines a proactive leasing strategy, clear timelines, and regular structured owner communications.



5

What kind of information do you think a property owner would want to receive in a regular update about their commercial property?



1

Identifies only one or two vague items with no connection to financial or operational performance.



2

Mentions rent collection and maintenance updates but misses key reporting elements.



3



4

Identifies a well-rounded set of updates including financials, occupancy, maintenance, and tenant issues.

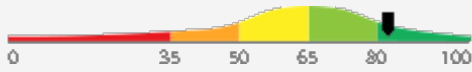


5

Detail Interview Guide

Property Inspections and Compliance

Score: 82



Description:

Covers conducting routine property inspections, documenting property conditions, and ensuring the property meets applicable regulations and legal requirements. Includes understanding safety codes, insurance requirements, and maintaining accurate records to support compliance.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced understanding of property inspections and compliance within commercial property management. They are highly proficient in conducting routine inspections, accurately documenting property conditions, and ensuring adherence to applicable safety codes, insurance requirements, and legal regulations, reflecting a strong ability to manage compliance responsibilities with minimal oversight.

How would you ensure that a commercial property you manage stays in compliance with local regulations and safety requirements on an ongoing basis?



1

Provides vague or reactive steps with no mention of tracking or documentation.



2

Mentions scheduling inspections and checking with local authorities but lacks a systematic approach.



3



4

Describes a proactive system including scheduled inspections, compliance checklists, and staying current on regulations.



5

What do you think is the purpose of conducting regular inspections of a commercial property, and what would you look for during one?



1

Cannot articulate a clear purpose or identify specific items to inspect.



2

States that inspections check for damage or safety issues but provides limited detail.



3



4

Explains multiple purposes and lists specific inspection items including safety, maintenance, and lease compliance.

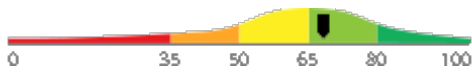


5

Detail Interview Guide

Rent Collection and Financial Management

Score: 68



Description:

Covers the processes involved in collecting rent, issuing invoices, tracking expenses, managing budgets, and producing financial reports for commercial properties. Also includes handling late payments, delinquencies, and communicating financial performance to property owners.

Interpretation:

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

The candidate exhibits a solid and well-developed understanding of rent collection and financial management practices applicable to commercial properties. They are likely capable of competently managing budgets, tracking expenses, addressing delinquencies, and preparing financial reports with minimal supervision.

How would you handle a commercial tenant who is consistently late on rent payments, and how would you document and report this situation to the property owner?



1

Provides vague steps with no mention of documentation or owner communication.



2

Describes following up with the tenant and notifying the owner but lacks procedural detail.



3



4

Outlines a structured approach: late notices, payment plans, documentation, and clear owner reporting.



5

Can you describe the basic process you would follow to collect rent from a commercial tenant each month?



1

Cannot describe a basic collection process or confuses key steps.



2

Describes a simple process such as sending invoices and following up on payments.



3



4

Describes a complete process including invoicing, tracking, late notices, and record-keeping.

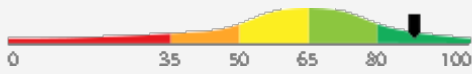


5

Detail Interview Guide

Tenant Relations and Retention

Score: 88



Description:

Focuses on building and maintaining positive relationships with commercial tenants, including effective communication, handling complaints, resolving conflicts, and implementing strategies to encourage lease renewals and reduce vacancies.

Interpretation:

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

The candidate exhibits an advanced and comprehensive understanding of tenant relations and retention within commercial property management. They demonstrate strong command of effective tenant communication, conflict resolution, complaint management, and proactive strategies for lease renewals and vacancy reduction. This individual is well-positioned to perform at a high level and may be capable of guiding or mentoring others in this knowledge area.

What strategies have you used or would you use to improve tenant satisfaction and encourage lease renewals at a commercial property?

- ☆
1
- ☆
2
- ☆
3
- ☆
4
- ☆
5

Offers only generic ideas with no connection to commercial property context.

Identifies one or two relevant strategies such as proactive communication or timely maintenance.

Describes multiple targeted strategies including regular check-ins, responsiveness, and value-added services.

How would you approach a situation where a tenant calls to complain about an ongoing issue at the property?

- ☆
1
- ☆
2
- ☆
3
- ☆
4
- ☆
5

Gives a dismissive or unclear response with no structured approach to resolution.

Describes listening to the tenant and following up, but lacks detail on resolution steps.

Describes a clear process: acknowledging the issue, setting expectations, coordinating a fix, and following up.

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.

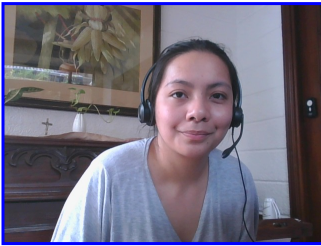
Misspelled Words: guardrails (1), hallucination (1)

Identity Confirmation Photos

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

Photo Analysis Results

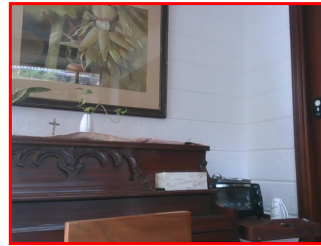
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



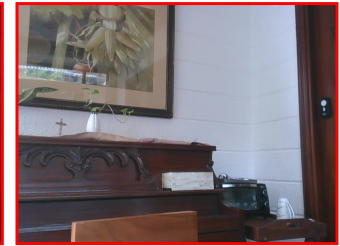
Pre/Post-Test Photo



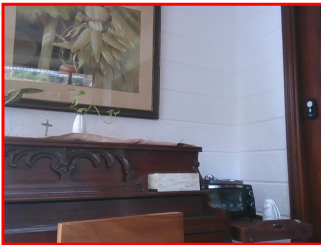
ID Photo



In-Test Error Detected (No Face Detected)



In-Test Error Detected (No Face Detected)



In-Test Error Detected (No Face Detected)



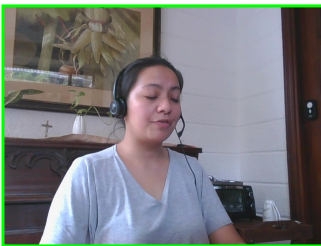
In-Test Photo



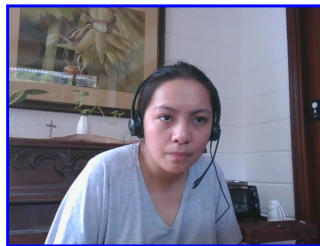
In-Test Photo



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: 20903-1, Key: 0-0, Rpt: 104, Prd: 9725, Created: 2026-07-05 15:48 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 (%)
Lease Agreements	70.8432	Not used in Overall	0.0000	0.0000
Lease Agreements (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Maintenance Coordination and Vendor Management	97.4084	Not used in Overall	0.0000	0.0000
Owner Reporting and Occupancy Management	75.3375	Not used in Overall	0.0000	0.0000
Property Inspections and Compliance	82.7869	Not used in Overall	0.0000	0.0000
Rent Collection and Financial Management	68.6771	Not used in Overall	0.0000	0.0000
Tenant Relations and Retention	88.5157	Not used in Overall	0.0000	0.0000
Tenant Relations and Retention (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
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.)