hr avatar
Illuminating Talent

Test Results and Interview Guide

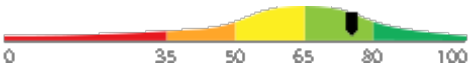
Candidate: **Elizabeth Wantsajob**
Assessment: HVAC (Residential)
Completed: July 5, 2026
Prepared for: Sara Maple
Example Company

What's Included

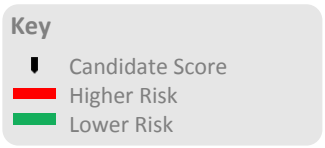
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The HVAC (Residential) 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.

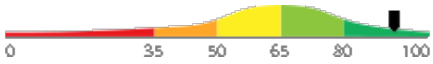
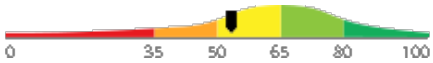
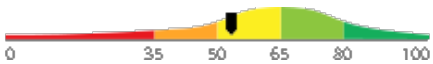
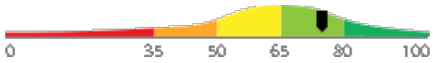
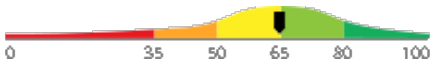
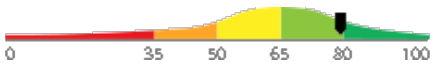
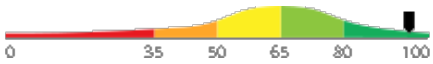
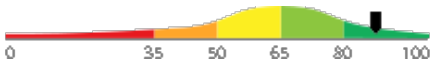
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com HVAC (Residential) July 5, 2026	75	

The candidate demonstrates a solid working knowledge of residential HVAC systems, including installation, maintenance, and repair across a broad range of equipment and components. Competency is evident in areas such as electrical wiring, refrigerant procedures, airflow and ductwork, and the use of diagnostic tools and instruments. Minor knowledge gaps may exist in specialized or advanced topics, but this candidate is well-prepared for entry- to mid-level HVAC responsibilities.



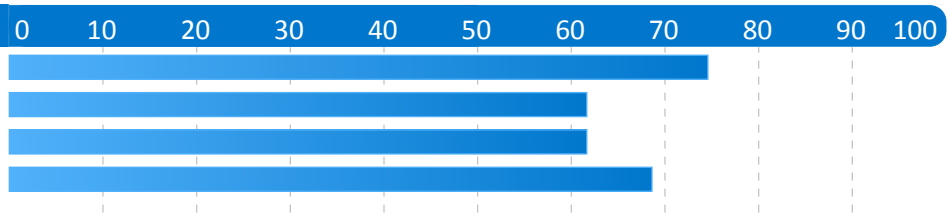
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Airflow, Ductwork, and Ventilation	92	
Electrical Systems, Wiring, and Controls (Free Text Responses)	53	
Heating and Cooling System Components and Operation (Free Text Responses)	53	
Electrical Systems, Wiring, and Controls	75	
Heating and Cooling System Components and Operation	65	
Maintenance, Inspection, and Preventive Service	79	
Refrigerant Handling and System Charging	95	
Safety Practices and Tool Use	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
Global	75th
North America	62nd
United States	62nd
Example Company	69th



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:	HVAC (Residential)
Authorized:	July 5, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 5, 2026, 3:46:23PM EDT
Completed:	July 5, 2026, 3:46:23PM EDT
Overall Score:	75

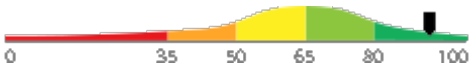
Knowledge and Skills Detail

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

Airflow, Ductwork, and Ventilation

Score: 92



Description:

Covers how air moves through a residential HVAC system, including the design and condition of ductwork, filters, and vents. Includes identifying airflow problems, understanding how duct leaks or blockages affect system performance, and ensuring that air is properly distributed throughout a home.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced understanding of airflow, ductwork, and ventilation within residential HVAC systems. They are highly proficient in diagnosing airflow issues, assessing duct integrity, and ensuring optimal air distribution, reflecting a strong command of both theoretical principles and practical application.

How does a dirty air filter affect the overall performance of a residential HVAC system, and how often do you recommend filters be changed?

1	2	3	4	5
Cannot explain the impact of a dirty filter on system performance or gives an inaccurate recommendation.		Correctly explains that a dirty filter restricts airflow and affects efficiency but provides limited detail.		Thoroughly explains effects on airflow, system efficiency, coil freezing, and equipment wear, and gives an accurate, context-dependent replacement recommendation.

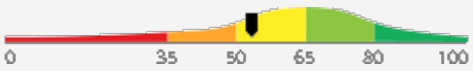
A homeowner says some rooms in their house are much warmer or cooler than others. What are some possible causes related to the ductwork or airflow, and how would you check for them?

1	2	3	4	5
Cannot identify airflow or ductwork-related causes or describe how to check for them.		Identifies one or two possible causes such as blocked vents or dirty filters but lacks a complete diagnostic approach.		Identifies multiple causes including duct leaks, improper sizing, and blockages, and describes practical methods to diagnose each.

Detail

Electrical Systems, Wiring, and Controls (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.

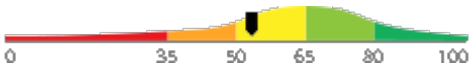
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Heating and Cooling System Components and Operation (Free Text Responses)

Score: 53



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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?

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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.

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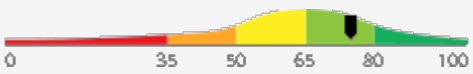
Detail

Electrical Systems, Wiring, and Controls

Score: 75



Description:

Covers the electrical components, wiring, and control systems used in residential HVAC equipment. Includes reading wiring diagrams, understanding circuits, and working with thermostats, contactors, capacitors, and other electrical parts that control how HVAC systems operate.

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 residential HVAC electrical systems, including wiring, control components, and circuit interpretation. They are likely capable of reading wiring diagrams and working effectively with thermostats, contactors, capacitors, and related electrical parts with minimal supervision. Occasional guidance may be needed for advanced or unfamiliar electrical control scenarios.

Interview Guide

How do you use a wiring diagram when troubleshooting an HVAC system that is not working correctly? Can you give an example of a time this helped you find a problem?

1	2	3	4	5
Cannot explain how to read or use a wiring diagram for troubleshooting.		Explains basic use of a wiring diagram but gives a vague or generic example.		Clearly explains how to trace circuits and identify faults using a wiring diagram, with a specific and accurate example.

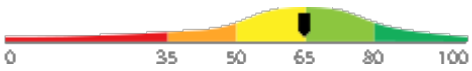
If a homeowner tells you their air conditioner turns on but the fan inside the house is not running, how would you start figuring out what is wrong with the electrical system?

1	2	3	4	5
Cannot describe a starting point or identify relevant electrical components to check.		Suggests checking a few components but lacks a clear or complete diagnostic approach.		Describes a logical step-by-step process, references wiring diagrams, and identifies likely electrical causes such as capacitor or control board failure.

Detail

Heating and Cooling System Components and Operation

Score: 65



Description:

Covers the key components and operation of residential heating and cooling equipment, including gas furnaces, heat pumps, and air conditioners. Includes understanding of the refrigeration cycle, how heat is transferred, and how common parts such as compressors, coils, and motors work together to condition air in a home.

Interpretation:

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

The candidate exhibits a solid working knowledge of residential HVAC systems, reflecting competency in most key areas including refrigeration cycles, electrical systems, airflow, equipment operation, and safety practices. Minor gaps may exist in advanced or specialized topics, but the candidate is well-positioned to perform entry- to mid-level residential HVAC work with moderate supervision.

Interview Guide

A heat pump is running in heating mode but the home is not warming up. What are the most likely causes, and how would you go about diagnosing the problem?

1	2	3	4	5
Cannot identify likely causes or describe a logical diagnostic approach.		Identifies one or two possible causes and describes a basic diagnostic process.		Identifies multiple likely causes, describes a systematic diagnostic process, and references specific components and measurements.

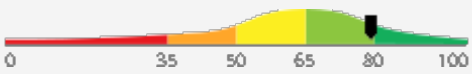
Can you walk me through what happens when a homeowner turns on their air conditioner? What are the main parts involved and what does each one do?

1	2	3	4	5
Vague or incorrect description; cannot name key components or explain basic operation.		Names most major components and gives a general but partially accurate description of operation.		Clearly explains the refrigeration cycle, accurately describes each component's role, and uses correct terminology.

Detail

Maintenance, Inspection, and Preventive Service

Score: 79



Description:

Covers the routine maintenance tasks and inspections needed to keep residential HVAC systems running safely and efficiently. Includes cleaning coils, checking electrical connections, inspecting filters and components, and following manufacturer guidelines to prevent breakdowns and extend equipment life.

Interpretation:

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

The candidate demonstrates a solid understanding of residential HVAC maintenance and preventive service practices, including routine inspections, coil cleaning, and electrical connection checks. They are likely capable of performing most maintenance tasks with minimal supervision and applying manufacturer guidelines to help prevent breakdowns and extend equipment life.

Interview Guide

During a routine maintenance visit, you notice the evaporator coil has a significant buildup of dirt and debris. What are the consequences of leaving it uncleaned, and how do you clean it properly?

1	2	3	4	5
Cannot explain the consequences of a dirty coil or describe a proper cleaning procedure.		Identifies reduced efficiency as a consequence and describes a basic cleaning process but lacks detail.		Explains multiple consequences including reduced heat transfer, coil freezing, and compressor damage, and accurately describes safe, effective cleaning procedures.

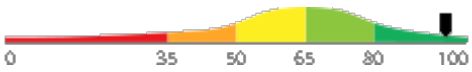
What does a standard seasonal maintenance visit for a residential air conditioner include, and why is each task important?

1	2	3	4	5
Cannot describe standard maintenance tasks or explain their purpose.		Lists a few common maintenance tasks but cannot fully explain why each one matters.		Provides a thorough list of maintenance tasks with clear explanations of how each one protects system performance and prevents failures.

Detail

Refrigerant Handling and System Charging

Score: 95



Description:

Covers the proper procedures for handling, recovering, and charging refrigerants in residential HVAC systems. Includes knowledge of EPA regulations, the use of manifold gauges and recovery equipment, and how to check and adjust refrigerant charge to ensure a system runs correctly and efficiently.

Interpretation:

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

Demonstrates a comprehensive and proficient understanding of refrigerant handling, recovery, and system charging in residential HVAC systems. Exhibits strong knowledge of regulatory compliance, proper equipment usage, and precise refrigerant charge evaluation, and is well-equipped to perform these tasks independently and efficiently.

Interview Guide

When checking the refrigerant charge on a system, how do you determine whether the charge is correct, and what tools do you use to verify this?

1	2	3	4	5
Cannot explain how to verify refrigerant charge or name the appropriate tools.		Mentions using manifold gauges and checking pressures but does not fully explain how to interpret the readings.		Explains use of manifold gauges, thermometers, and either superheat or subcooling method with accurate interpretation of readings.

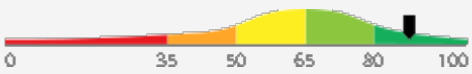
What steps do you follow when you need to add refrigerant to a residential air conditioning system, and what rules or regulations do you need to follow?

1	2	3	4	5
Cannot describe the charging process or is unaware of EPA regulations and certification requirements.		Describes basic steps for adding refrigerant and mentions regulations but lacks detail or accuracy.		Accurately describes the full charging process, references manifold gauges and superheat or subcooling methods, and correctly explains EPA Section 608 requirements.

Detail	Interview Guide

Safety Practices and Tool Use

Score: 88



Description:

Covers the safety procedures and proper use of tools and test instruments required when installing, maintaining, and repairing residential HVAC systems. Includes electrical safety, handling of refrigerants and combustion gases, and the correct use of equipment such as multimeters, manifold gauges, and combustion analyzers.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced understanding of residential HVAC safety procedures and tool use, including electrical safety, refrigerant and combustion gas handling, and proficient use of diagnostic instruments. This level of knowledge reflects a highly competent professional well-prepared to perform HVAC work safely and effectively with minimal supervision.

Which tools and test instruments do you rely on most during a typical residential HVAC service call, and how do you use them to diagnose problems?

1	2	3	4	5
Cannot name relevant tools or explain how they are used for diagnosis.		Names common tools like a multimeter and manifold gauges but gives only a general description of their use.		Names a range of tools, accurately explains how each is used, and connects their use to specific diagnostic scenarios.

What safety precautions do you take before working on the electrical components of a residential HVAC system, and why are they important?

1	2	3	4	5
Cannot identify basic electrical safety precautions or explain why they are necessary.		Mentions turning off power and using lockout/tagout but provides limited explanation of the reasoning.		Describes a complete set of electrical safety steps including lockout/tagout, verifying power is off with a meter, and PPE use, with clear explanations.

Free Text Responses

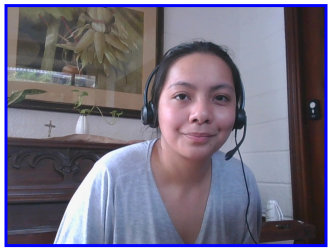
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

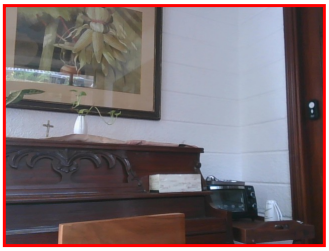
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

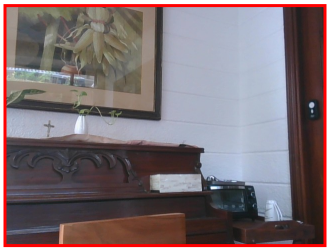


Pre/Post-Test Photo

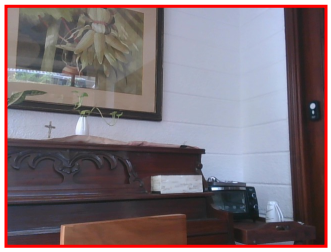
ID Photo



In-Test Error Detected (No Face Detected)

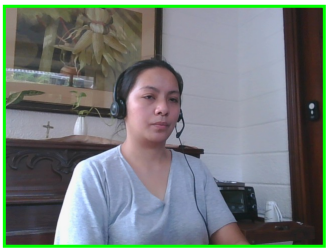


In-Test Error Detected (No Face Detected)

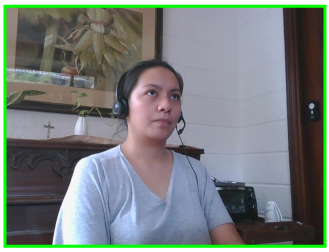


In-Test Error Detected (No Face Detected)

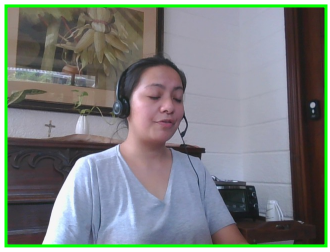
In-Test Photo



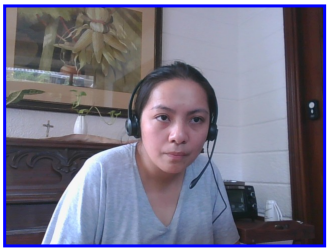
In-Test Photo



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: 20908-1, Key: 0-0, Rpt: 104, Prd: 9730, Created: 2026-07-05 15:46 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 (%)
Airflow, Ductwork, and Ventilation	92.1867	Not used in Overall	0.0000	0.0000
Electrical Systems, Wiring, and Controls	75.2076	Not used in Overall	0.0000	0.0000
Electrical Systems, Wiring, and Controls (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Heating and Cooling System Components and Operation	65.2833	Not used in Overall	0.0000	0.0000
Heating and Cooling System Components and Operation (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Maintenance, Inspection, and Preventive Service	79.7428	Not used in Overall	0.0000	0.0000
Refrigerant Handling and System Charging	95.7473	Not used in Overall	0.0000	0.0000
Safety Practices and Tool Use	88.0575	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.)