

# Test Results and Interview Guide

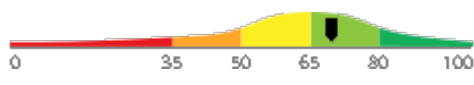
Candidate: **Elizabeth Wantsajob**  
Assessment: Property Management (Commercial Properties, Short)  
Completed: July 5, 2026  
Prepared for: Sara Maple  
Example Company

## What's Included

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

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

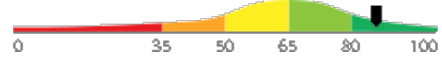



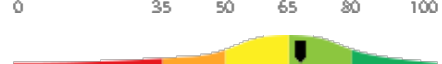

## Overall

Candidate	Score	Interpretation
<b>Elizabeth Wantsajob</b> beth.wantsajob@gmail.com Property Management (Commercial Properties, Short) July 5, 2026  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.	<span style="font-size: 24pt; font-weight: bold; color: white; background-color: #4CAF50; border-radius: 50%; padding: 10px 20px;">69</span>	

**Key**





- Candidate Score
- Higher Risk
- Lower Risk

## Competency Summary

Competency	Score	Interpretation
<i>Skills/Knowledge (relates to immediate readiness)</i>		
Lease Agreements	86	
Lease Agreements (Free Text Responses)	53	
Tenant Relations and Retention (Free Text Responses)	53	
Maintenance Coordination and Vendor Management	75	
Rent Collection and Financial Management	81	
Tenant Relations and Retention	67	

## 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	69th												
North America	57th												
United States	57th												
Example Company	64th												

## Artificial Intelligence (AI) Generated Scores

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

Estimated Value	Score	Confidence	Interpretation
Knowledge, Skills, and Abilities Summary	-	-	<p>Summary Points (AI):</p> <ul style="list-style-type: none"> <li>(Generic Text for Sample Report) Strong performer in Drag and Drop Files tasks, indicating comfort with file management and basic computer interactions.</li> <li>Demonstrates solid numerical accuracy in Recognizing and Confirming Numbers, a valuable asset in detail-oriented roles.</li> <li>Moderate overall performance in Analytical Thinking and Attention to Detail, with adequate grammar skills but room for improvement.</li> <li>Struggles with Reading and Analyzing Problems, which may limit effectiveness in roles requiring critical reading and complex problem-solving.</li> <li>Lowest performance in Navigating Between Screens, suggesting difficulty with multi-screen software workflows that could impact productivity in computer-intensive roles.</li> </ul> <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, Short)  
 Authorized: July 5, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com  
 Started: July 5, 2026, 3:48:32PM EDT  
 Completed: July 5, 2026, 3:48:32PM EDT  
 Overall Score: 69

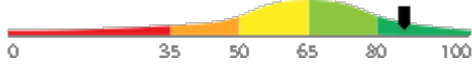
## Knowledge and Skills Detail

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: 86



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

The candidate demonstrates a comprehensive and advanced understanding of commercial property management across all major knowledge areas. Strong proficiency is indicated in lease administration, regulatory compliance, financial oversight, tenant and vendor relations, and the use of property management tools and software. This score range reflects a highly knowledgeable professional well-prepared to manage commercial properties effectively with minimal oversight.

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.



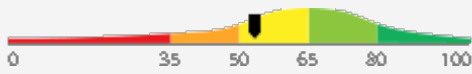
5

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

**3**  
Candidate provides a detailed, concrete example that demonstrates ownership across multiple lifecycle phases. Clearly describes AI-specific challenges such as model validation failures, shifting requirements, or deployment infrastructure issues, and articulates the specific actions they took to resolve them and keep the product on track.

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



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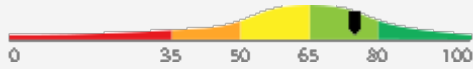
**2**  
Candidate identifies the major phases (discovery, development, testing, deployment) and acknowledges some AI-specific considerations, but struggles to articulate how the phases connect or how cross-functional teams are coordinated throughout.

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

**Detail Interview Guide**

**Maintenance Coordination and Vendor Management**

Score: 75



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

The candidate exhibits a solid and proficient understanding of maintenance coordination and vendor management within commercial property management. They are capable of effectively identifying and scheduling property maintenance, managing service contracts, evaluating vendor performance, and overseeing work completion within established timelines and budgets.

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
- ★  
2
- ★  
3
- ★  
4
- ★  
5

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

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

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

---

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

- ★  
1
- ★  
2
- ★  
3
- ★  
4
- ★  
5

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

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

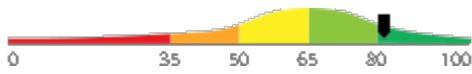
Describes logging the request, contacting the right vendor, setting a timeline, and confirming completion.

Detail

Interview Guide

**Rent Collection and Financial Management**

Score: 81



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

The candidate demonstrates an advanced and comprehensive mastery of rent collection and financial management within commercial property management. They are expected to proficiently oversee all aspects of the financial management lifecycle, including invoicing, budget oversight, delinquency resolution, and the clear communication of financial performance to property owners.

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.

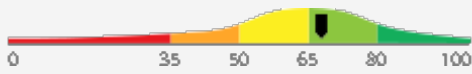


5

**Detail Interview Guide**

**Tenant Relations and Retention**

Score: 67



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

The candidate demonstrates a solid and well-rounded knowledge of tenant relations and retention in commercial property management. They are likely proficient in maintaining positive tenant relationships, managing complaints, resolving conflicts, and applying strategies to encourage lease renewals and minimize vacancies. Minor gaps in knowledge or application may exist but are not expected to significantly hinder performance.

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



1

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



2

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



3



4

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



5

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



1

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



2

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



3



4

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



5

**Free Text Responses**

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

**Question or Task Response**

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

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

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

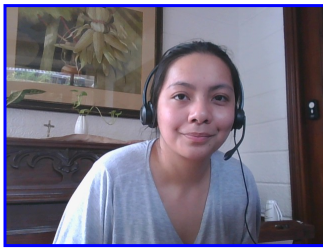
**Misspelled Words:** guardrails (1), hallucination (1)

## Identity Confirmation Photos

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

### Photo Analysis Results

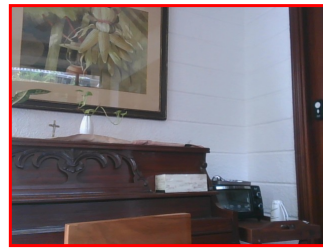
<b>- Risk:</b>	<b>Medium risk of cheating based on image inconsistencies</b>
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



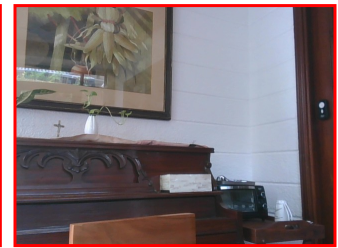
Pre/Post-Test Photo



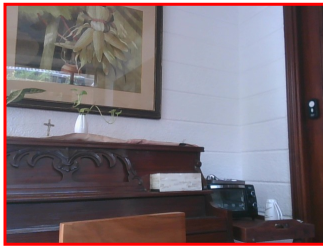
ID Photo



In-Test Error Detected (No Face Detected)



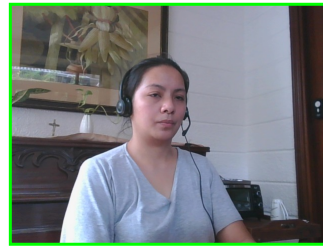
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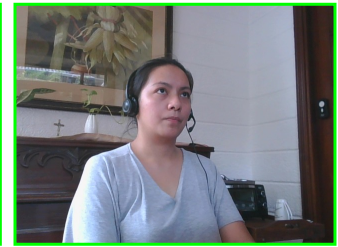
In-Test Error Detected (No Face Detected)



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](http://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: 20909-1, Key: 0-0, Rpt: 104, Prd: 9731, 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	86.1846	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	75.0860	Not used in Overall	0.0000	0.0000
Rent Collection and Financial Management	81.9444	Not used in Overall	0.0000	0.0000
Tenant Relations and Retention	67.9881	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.)