

# Test Results and Interview Guide

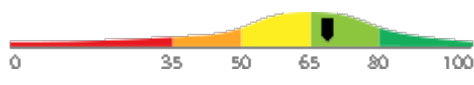
Candidate: **Elizabeth Wantsajob**  
Assessment: Property Management (Residential Properties, Short)  
Completed: July 5, 2026  
Prepared for: Sara Maple  
Example Company

## What's Included

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

**Important Note:** The Property Management (Residential 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

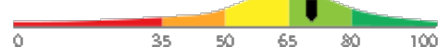


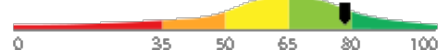
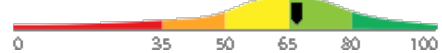
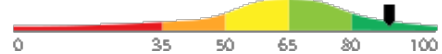
Candidate	Score	Interpretation
<b>Elizabeth Wantsajob</b> beth.wantsajob@gmail.com Property Management (Residential Properties, Short) July 5, 2026	<div style="background-color: #4CAF50; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 0 auto;">68</div>	

The candidate demonstrates a solid and well-rounded understanding of residential property management principles, including lease administration, tenant screening, rent collection, maintenance coordination, and landlord-tenant regulations. Minor knowledge gaps may exist in more advanced or specialized areas, but the candidate is likely capable of handling most day-to-day property management responsibilities with minimal supervision. This level of knowledge is consistent with a competent, mid-level residential property management professional.

**Key**


- Candidate Score
- Higher Risk
- Lower Risk

## Competency Summary

Competency	Score	Interpretation
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Lease Agreements and Enforcement	70	
Lease Agreements and Enforcement (Free Text Responses)	53	
Tenant Relations and Communication (Free Text Responses)	53	
Maintenance Coordination and Property Upkeep	78	
Rent Collection and Financial Procedures	67	
Tenant Relations and Communication	89	

## 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	68th												
North America	57th												
United States	57th												
Example Company	63rd												

## 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 (Residential Properties, Short)  
 Authorized: July 5, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com  
 Started: July 5, 2026, 3:43:27PM EDT  
 Completed: July 5, 2026, 3:43:27PM EDT  
 Overall Score: 68

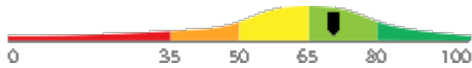
## Knowledge and Skills Detail

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 and Enforcement

Score: 70



*Description:*

Covers the key components of residential lease agreements, including standard clauses, renewals, terminations, and enforcement of lease terms. Includes knowledge of how to document lease violations and communicate expectations to tenants.

*Interpretation:*

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

The candidate demonstrates a solid working knowledge of residential property management, reflecting competence in areas such as lease agreements, tenant screening, rent collection, maintenance coordination, and fair housing compliance. Understanding of financial reporting, owner communication, and vacancy management is generally well-developed, with only minor gaps expected. This individual is likely capable of performing most property management responsibilities with limited supervision.

Describe how you would handle a situation where a tenant repeatedly violates a term of their lease, such as having an unauthorized occupant.

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

No clear process; skips documentation or legal steps.

Describes a reasonable process but misses key steps like written notices.

Outlines a complete process: written notice, documentation, escalation, and legal compliance.

---

Can you walk me through what you would do if a tenant asked you to explain a clause in their lease agreement that restricts pets?

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

Vague or incorrect explanation; cannot identify key lease components.

Explains the clause adequately but lacks detail on enforcement steps.

Clearly explains clause meaning, references documentation, and describes enforcement process.

Detail

Interview Guide

**Lease Agreements and Enforcement (Free Text Responses)**

Score: 53



*Description:*

Covers the end-to-end process of planning, building, testing, and deploying AI-enabled applications for both internal staff and external customers. Includes managing iteration cycles, versioning, model monitoring, and coordinating cross-functional teams through each phase of the product lifecycle.

*Interpretation:*

The candidate exhibits average writing skills, which can hinder high performance in some jobs.

The candidate possesses a moderate understanding of AI product management, demonstrating basic familiarity with lifecycle management, strategic assessment, and process orchestration, though proficiency across these areas is inconsistent. With targeted coaching and hands-on experience, this individual has the potential to develop into a capable contributor in managing AI-enabled application initiatives.

Overall AI Score:	60.0
High words per minute detected while composing one or more essays:	27.3 words per minute. Possible copy/paste or use of AI tools. Average WPM while composing is about 15.
AI Confidence Level:	80
Argument Strength (AI):	70.0
Clarity and Coherence (AI):	80.0
Match with Ideal Response (AI):	60.0
Other Errors per 100 Words:	0.0
Spelling errors per 100 words:	0.0

Please see below to view the essay submitted.

Describe a time you managed or contributed to an AI product through multiple lifecycle stages. What were the most significant challenges you encountered between phases, and how did you address them?



1  
Candidate provides a generic or superficial example that lacks detail about AI-specific lifecycle challenges. Does not clearly articulate their personal role or the decisions they made between phases.

2  
Candidate shares a relevant example with reasonable detail, identifying at least one meaningful challenge such as stakeholder alignment or testing delays. However, the response may lack specificity about how AI-related factors (e.g., model performance, data readiness) influenced lifecycle decisions.

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

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



1  
Candidate provides a vague or incomplete description of the lifecycle, omitting key phases such as testing, validation, or deployment. May conflate AI product development with general software development without acknowledging AI-specific considerations like model training or data pipelines.

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

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

Detail

Interview Guide

**Tenant Relations and Communication (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.

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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.

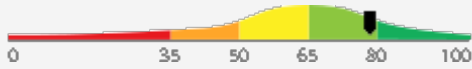
3  
Candidate clearly outlines a structured lifecycle including discovery, requirements, development, model validation, testing, deployment, and monitoring. Demonstrates awareness of AI-specific challenges such as data quality, model drift, and iterative retraining, and explains how they would coordinate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

Detail

Interview Guide

**Maintenance Coordination and Property Upkeep**

Score: 78



*Description:*

Covers how to receive, prioritize, and manage maintenance requests from tenants, coordinate repairs with vendors, and ensure properties meet safety and habitability standards. Includes knowledge of routine inspections and working with contractors.

*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 property upkeep within residential property management. They are well-versed in prioritizing and managing tenant maintenance requests, coordinating with contractors and vendors, and ensuring properties adhere to safety and habitability standards.

How do you decide which vendors or contractors to use for property repairs, and how do you make sure the work meets expectations?



1

No criteria for vendor selection; no process for verifying work quality.



2

Mentions using trusted vendors but lacks a structured process for oversight or documentation.



3



4

Describes vetting vendors, getting quotes, setting expectations, inspecting work, and documenting outcomes.



5

If a tenant submitted a maintenance request saying their heater stopped working in the middle of winter, what would you do?



1

No urgency or clear process; does not mention habitability or timely response.



2

Recognizes urgency and contacts a vendor but lacks documentation or tenant follow-up steps.



3



4

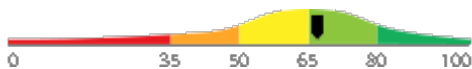
Prioritizes as urgent, contacts vendor immediately, documents request, and updates tenant throughout.



5

**Rent Collection and Financial Procedures**

Score: 67



*Description:*

Covers the processes for collecting rent, applying late fees, tracking payments, and managing basic property finances. Includes understanding of budgeting, expense tracking, and preparing financial reports for property owners.

*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 rent collection procedures, late fee application, payment tracking, and property financial management. They are likely capable of independently handling most financial responsibilities associated with residential property management, including budgeting, expense tracking, and preparing owner financial reports, with only occasional need for guidance on more complex situations.

How would you go about preparing a basic monthly financial report for a property owner that shows income and expenses for their property?



1

Cannot describe basic components of a financial report or relevant line items.



2

Identifies income and expense categories but lacks detail on format or owner communication.



3



4

Describes a complete report with income, expenses, variances, and clear presentation to the owner.



5

What steps would you take if a tenant told you they could not pay their rent on time this month?



1

No clear process; does not mention documentation, late fees, or policy.



2

Acknowledges the issue and mentions late fees but lacks a consistent, policy-based approach.



3



4

Follows established policy, documents the situation, communicates consequences, and tracks the account.



5

Detail	Interview Guide																				
<p><b>Tenant Relations and Communication</b> Score: 89</p> <p><i>Description:</i> Focuses on day-to-day communication with tenants, including handling complaints, resolving disputes, and maintaining positive relationships. Covers professional communication practices with tenants, property owners, and contractors.</p> <p><i>Interpretation:</i> Candidate should achieve superior job performance in this area with little or no training.</p> <p>The candidate exhibits an advanced and comprehensive understanding of tenant relations and communication in residential property management. They demonstrate strong command of professional communication practices, complaint handling, dispute resolution, and relationship management across tenants, property owners, and contractors. This level of proficiency reflects a highly capable individual who is well-equipped to excel in tenant-facing and stakeholder communication responsibilities.</p>	<p>How do you make sure that important information, like a rent increase or a policy change, is communicated clearly and professionally to all tenants?</p> <table border="0"> <tr> <td style="text-align: center;">★ 1</td> <td style="text-align: center;">★ 2</td> <td style="text-align: center;">★ 3</td> <td style="text-align: center;">★ 4</td> <td style="text-align: center;">★ 5</td> </tr> <tr> <td style="vertical-align: top;">Informal or inconsistent approach; no mention of documentation or proper notice.</td> <td></td> <td style="vertical-align: top;">Describes written communication but lacks detail on timing, format, or legal notice requirements.</td> <td></td> <td style="vertical-align: top;">Details a clear process including written notice, proper lead time, delivery method, and recordkeeping.</td> </tr> </table> <hr/> <p>If a tenant called you upset about a noise complaint from a neighbor, how would you handle that conversation?</p> <table border="0"> <tr> <td style="text-align: center;">★ 1</td> <td style="text-align: center;">★ 2</td> <td style="text-align: center;">★ 3</td> <td style="text-align: center;">★ 4</td> <td style="text-align: center;">★ 5</td> </tr> <tr> <td style="vertical-align: top;">Dismissive or unclear response; no structured approach to resolution.</td> <td></td> <td style="vertical-align: top;">Acknowledges the complaint and offers a basic response but lacks follow-through steps.</td> <td></td> <td style="vertical-align: top;">Listens actively, documents the complaint, communicates next steps, and follows up appropriately.</td> </tr> </table>	★ 1	★ 2	★ 3	★ 4	★ 5	Informal or inconsistent approach; no mention of documentation or proper notice.		Describes written communication but lacks detail on timing, format, or legal notice requirements.		Details a clear process including written notice, proper lead time, delivery method, and recordkeeping.	★ 1	★ 2	★ 3	★ 4	★ 5	Dismissive or unclear response; no structured approach to resolution.		Acknowledges the complaint and offers a basic response but lacks follow-through steps.		Listens actively, documents the complaint, communicates next steps, and follows up appropriately.
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### 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.

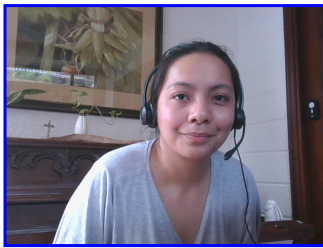
Question or Task	Response
<p>After an AI product is deployed, what is model monitoring and why is it a necessary part of the product lifecycle?</p>	<p>Model monitoring is a technique for ensuring that the model does not wander or become overtrained after an extended period of repeated queries that have the same or similar prompts. This is very important for preventing hallucination. It's also a key aspect of any guardrails strategy.</p> <p><b>Comments (AI):</b> 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.</p> <p><b>Misspelled Words:</b> guardrails (1), hallucination (1)</p>

## 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%)



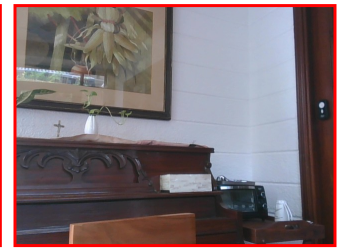
Pre/Post-Test Photo



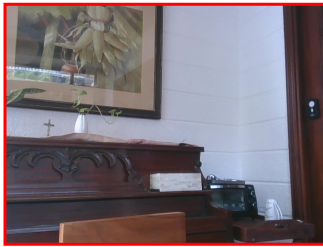
ID Photo



In-Test Error Detected (No Face Detected)



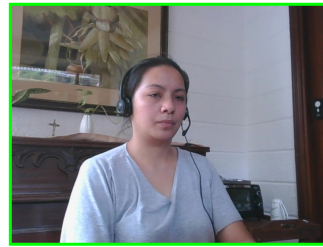
In-Test Error Detected (No Face Detected)



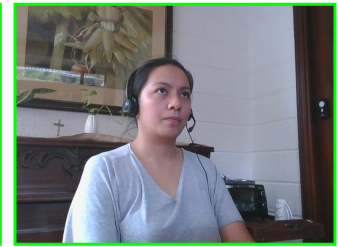
In-Test Error Detected (No Face Detected)



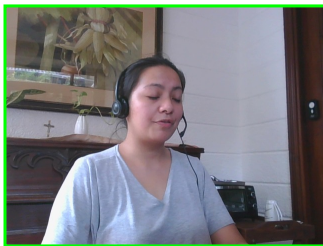
In-Test Photo



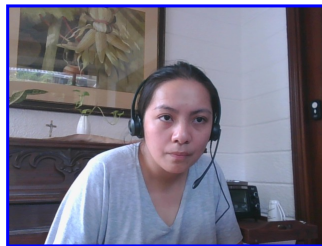
In-Test Photo



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](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: 20910-1, Key: 0-0, Rpt: 104, Prd: 9732, Created: 2026-07-05 15:43 EDT
- UA: Mozilla/5.0 (Windows NT 6.3; Trident/7.0; Touch; rv:11.0) like Gecko

## Score Calculation Detail

The following table provides a summary of how the overall score was calculated from the individual competency scores. Competency scores are calculated on a 0-100 scale by first calculating a Z statistic based on test-taker responses and then transforming the Z value to a scale with target mean and standard deviation. Certain competencies have a normal score distribution where it is best to be closest to the mean. For these competencies we modify the Z statistic by multiplying its absolute value by minus 1 for the overall score calculation. Next, to calculate the overall score, a weighted average of all modified competency Z statistics is computed and this weighted average is itself transformed to a Z statistic, which is then transformed to a score with the same target mean and standard deviation. Finally outlier scores are adjusted if they are below 0 or above 100.

Competency	Score	How applied to overall	Score Value Used	Weight (%)
Lease Agreements and Enforcement	70.7216	Not used in Overall	0.0000	0.0000
Lease Agreements and Enforcement (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Maintenance Coordination and Property Upkeep	78.6050	Not used in Overall	0.0000	0.0000
Rent Collection and Financial Procedures	67.2122	Not used in Overall	0.0000	0.0000
Tenant Relations and Communication	89.3876	Not used in Overall	0.0000	0.0000
Tenant Relations and Communication (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.)