hr avatar
Illuminating Talent

Test Results and Interview Guide

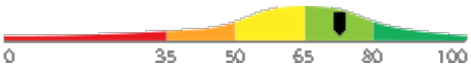
Candidate: **Elizabeth Wantsajob**
Assessment: Carpentry (Residential, Short)
Completed: July 5, 2026
Prepared for: Sara Maple
Example Company

What's Included

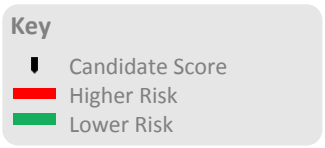
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Carpentry (Residential, 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.

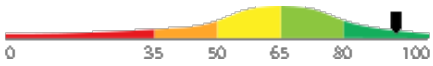
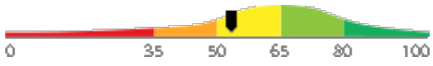
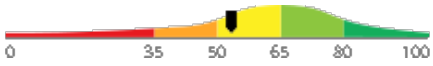
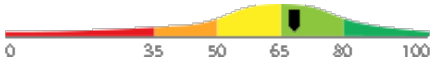
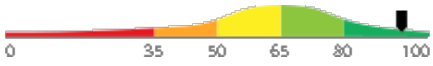
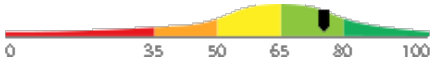
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Carpentry (Residential, Short) July 5, 2026	73	

The candidate exhibits a solid working knowledge of residential carpentry, including framing, installation of doors, windows, and trim, blueprint interpretation, and relevant codes and standards. Minor gaps may exist in specialized or advanced areas, but the candidate is generally well-prepared to perform a broad range of entry- to mid-level carpentry tasks with limited supervision.



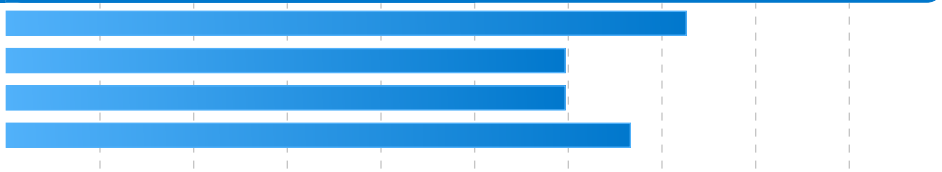
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Doors, Windows, and Trim Installation	92	
Framing (Free Text Responses)	53	
Lumber, Materials, and Fasteners (Free Text Responses)	53	
Framing	68	
Lumber, Materials, and Fasteners	94	
Measurement, Layout, and Blueprint Reading	75	

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	73rd
North America	60th
United States	60th
Example Company	67th



Artificial Intelligence (AI) Generated Scores

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

Estimated Value	Score	Confidence	Interpretation
Knowledge, Skills, and Abilities Summary	-	-	Summary Points (AI): • (Generic Text for Sample Report) Strong performer in Drag and Drop Files tasks, indicating comfort with file management and basic computer interactions. • Demonstrates solid numerical accuracy in Recognizing and Confirming Numbers, a valuable asset in detail-oriented roles. • Moderate overall performance in Analytical Thinking and Attention to Detail, with adequate grammar skills but room for improvement. • Struggles with Reading and Analyzing Problems, which may limit effectiveness in roles requiring critical reading and complex problem-solving. • Lowest performance in Navigating Between Screens, suggesting difficulty with multi-screen software workflows that could impact productivity in computer-intensive roles. Narrative (AI): Elizabeth Wantsajob demonstrates a mixed profile of knowledge, skills, and abilities across the assessed competencies. Elizabeth shows a strong aptitude in Drag and Drop Files, performing well on this technical task and suggesting she is comfortable with this type of computer interaction. This is a notable strength that would translate well into roles requiring file management and basic computer navigation tasks. In the area of Analytical Thinking and Attention to Detail, Elizabeth performs at a moderate level. She demonstrates solid ability in Recognizing and Confirming Numbers, which suggests she is careful and accurate when working with numerical data — a valuable skill in detail-oriented work environments. Her Grammar performance is adequate but leaves room for improvement, indicating she may occasionally make written communication errors. Her weakest area within this competency is Reading and Analyzing Problems, where she struggled to consistently interpret and work through written problem scenarios. This may impact her effectiveness in roles that require critical reading, written comprehension, or complex problem-solving. Elizabeth's most significant area for development is Navigating Between Screens, where she scored considerably lower than the other competencies. This suggests she may have difficulty efficiently moving through software interfaces or multi-screen workflows, which could slow productivity in roles that rely heavily on navigating computer applications or data entry systems. Overall, Elizabeth brings some useful technical strengths, particularly in file management and numerical accuracy, but would benefit from targeted development in software navigation and analytical problem-solving to be fully effective in roles that demand these skills. Computed on: April 2, 2026, 11:09:49PM EDT

Detail

Candidate:	Elizabeth Wantsajob, beth.wantsajob@gmail.com
Assessment:	Carpentry (Residential, Short)
Authorized:	July 5, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 5, 2026, 3:43:34PM EDT
Completed:	July 5, 2026, 3:43:34PM EDT
Overall Score:	73

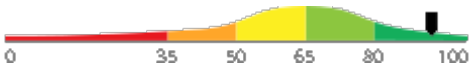
Knowledge and Skills Detail

This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail | Interview Guide

Doors, Windows, and Trim Installation

Score: 92



Description:

This area covers the installation of pre-hung doors, windows, and interior and exterior trim. These tasks require precise measurement, leveling, and finishing skills and are among the most visible and frequently performed tasks in both new construction and home repair or renovation projects.

Interpretation:

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

The candidate exhibits an advanced and comprehensive knowledge of doors, windows, and trim installation within residential carpentry. They are well-equipped to perform precise, high-quality installations of pre-hung doors, windows, and interior and exterior trim across a wide range of new construction and home repair or renovation projects with minimal oversight.

When installing a window in an exterior wall, what steps do you take to ensure it is properly sealed and protected against water infiltration?

1	2	3	4	5
Cannot describe waterproofing steps or does not recognize the importance of sealing around windows.		Mentions caulking or flashing in general terms but cannot explain the correct sequence or materials.		Describes sill pan flashing, weather-resistant barrier integration, proper caulk placement, and correct layering sequence.

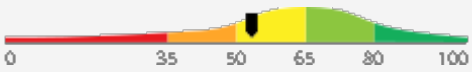
Can you describe the steps you would take to install a pre-hung interior door, including how you would make sure it is plumb, level, and operates correctly?

1	2	3	4	5
Cannot describe the installation steps or explain how to check for plumb and level.		Describes basic placement and shimming but misses key steps like checking the reveal or securing the hinge side first.		Explains rough opening sizing, shimming hinge and latch sides, checking plumb and swing, and setting the reveal evenly.

Detail

Framing (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.

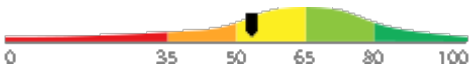
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Lumber, Materials, and Fasteners (Free Text Responses)

Score: 53



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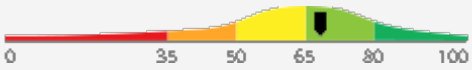
Detail

Framing

Score: 68



Description:

Framing is the process of building the structural skeleton of a home, including walls, floors, and roofs. It involves cutting and assembling lumber to create a sturdy framework that supports the rest of the structure. This is one of the most fundamental and frequently performed tasks in residential carpentry.

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 carpentry, including framing, materials, tool use, installation practices, and relevant codes and standards. Minor gaps may exist in more specialized areas, but the candidate is well-suited for entry-level to mid-level carpentry responsibilities with limited oversight.

Interview Guide

When framing a load-bearing wall, how do you determine the correct header size for a door or window opening, and why does it matter?

1	2	3	4	5
Cannot explain what a load-bearing header does or how size is determined.		Understands headers carry load above openings but gives only a general answer about sizing.		Explains span, load path, lumber species/grade, and references code tables or span charts for sizing.

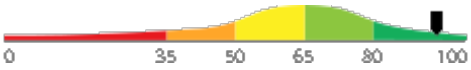
Can you walk me through the basic steps you would take to frame a standard interior wall, including how you would determine the size and spacing of the studs?

1	2	3	4	5
Cannot describe basic steps or stud spacing; shows little awareness of wall framing components.		Describes general steps and mentions standard stud spacing but lacks detail on layout or assembly.		Clearly explains plate layout, standard 16" or 24" stud spacing, header sizing, and assembly sequence.

Detail

Lumber, Materials, and Fasteners

Score: 94



Description:

This area covers the selection and use of common building materials such as lumber, plywood, and engineered wood, as well as the fasteners used to join them. Knowing which materials and fasteners to use for a given task is essential for building structures that are safe, durable, and up to code.

Interpretation:

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

The candidate exhibits a comprehensive and advanced knowledge of lumber, engineered wood products, and fasteners used in residential carpentry. They are highly proficient in selecting the correct materials and fasteners to ensure structurally sound, durable, and code-compliant construction outcomes.

Interview Guide

What is the difference between using nails and screws in structural framing versus finish carpentry, and when would you choose one over the other?

1	2	3	4	5
Cannot explain meaningful differences or appropriate applications for nails versus screws.		Gives a general answer about strength or ease of use but does not address structural versus finish contexts clearly.		Explains shear strength of nails for framing, screw holding power for finish work, and code requirements for each.

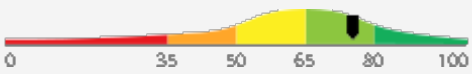
If you were asked to select lumber for floor joists on a new home, what factors would you consider, and how would you identify the grade of the lumber?

1	2	3	4	5
Cannot identify grading stamps or relevant factors; shows little knowledge of lumber selection.		Mentions span and load as factors and is aware of grading but cannot explain how to read a grade stamp.		Discusses species, grade, moisture content, span requirements, and how to read a grading stamp accurately.

Detail	Interview Guide

Measurement, Layout, and Blueprint Reading

Score: 75



Description:

This area involves accurately measuring, marking, and laying out work based on plans or blueprints. Residential carpenters must be able to read and interpret construction drawings and translate them into precise cuts and placements on the job site. Errors in measurement and layout can create costly problems throughout a project.

Interpretation:

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

The candidate demonstrates a solid working knowledge of measurement, layout, and blueprint reading within residential carpentry. They are likely capable of accurately reading and interpreting construction drawings and translating them into precise measurements and placements on the job site with minimal supervision.

When reading a set of blueprints for a new home, what are the key things you look for before starting a framing or installation task, and how do you handle a conflict between dimensions on the plan?

1	2	3	4	5
Cannot identify key blueprint elements or describe a process for resolving dimension conflicts.		Identifies basic elements like dimensions and notes but gives a vague answer about handling conflicts.		Reviews scale, notes, detail drawings, and elevation views; escalates dimension conflicts to supervisor or architect.

If a blueprint shows a room that is 14 feet 6 inches by 12 feet 3 inches, how would you calculate the square footage of that room, and how would you use that number on the job?

1	2	3	4	5
Cannot perform the calculation or explain how square footage is used on the job.		Performs the calculation with minor errors or explains use in general terms without specific application.		Accurately calculates square footage, explains use for material estimation, and mentions waste factor allowances.

Free Text Responses

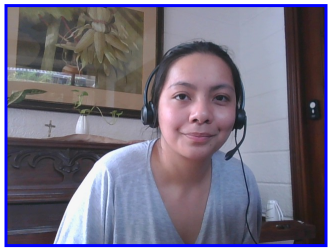
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

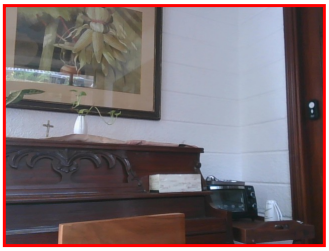
The following photos of the candidate and any identification were uploaded during the assessment session.

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



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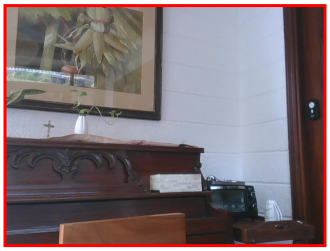

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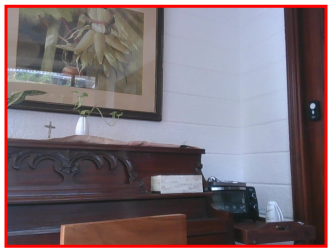
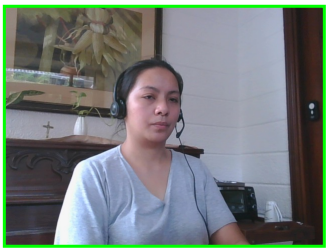


In-Test Error Detected (No Face Detected)

In-Test Photo



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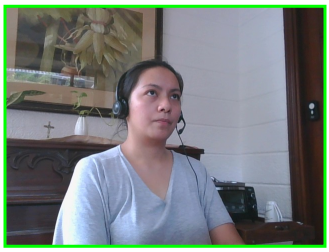

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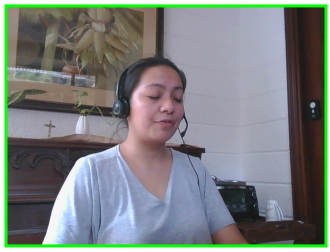
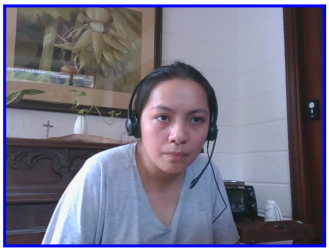


In-Test Photo



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: 20912-1, Key: 0-0, Rpt: 104, Prd: 9734, 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 (%)
Doors, Windows, and Trim Installation	92.9157	Not used in Overall	0.0000	0.0000
Framing	68.5971	Not used in Overall	0.0000	0.0000
Framing (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Lumber, Materials, and Fasteners	94.0580	Not used in Overall	0.0000	0.0000
Lumber, Materials, and Fasteners (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Measurement, Layout, and Blueprint Reading	75.5374	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.)