hr avatar
Illuminating Talent

Test Results and Interview Guide

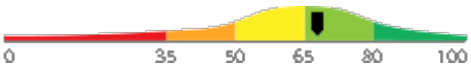
Candidate:	**Elizabeth Wantsajob**
Assessment:	Electrical Work (Commercial, Short)
Completed:	July 5, 2026
Prepared for:	Sara Maple Example Company

What's Included

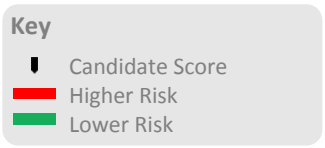
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Electrical Work (Commercial, 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.

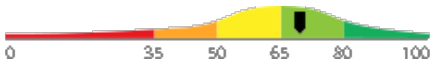
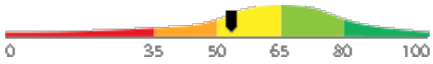
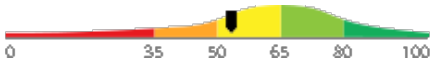
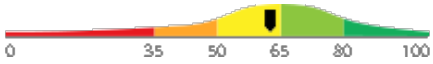
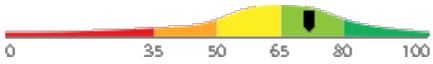
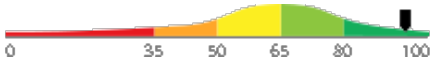
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Electrical Work (Commercial, Short) July 5, 2026	67	

The candidate exhibits a solid working knowledge of commercial electrical systems, reflecting competency across a broad range of topics including the National Electrical Code, distribution panels, motor circuits, and fault identification. This individual is well-suited for entry- to mid-level commercial electrician responsibilities with moderate oversight and opportunities for continued professional development.



Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Grounding and Bonding	70	
National Electrical Code (NEC) Application (Free Text Responses)	53	
Wiring Methods and Conduit Installation (Free Text Responses)	53	
National Electrical Code (NEC) Application	63	
Panels, Breakers, and Distribution Equipment	72	
Wiring Methods and Conduit Installation	94	

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	67th	
North America	56th	
United States	56th	
Example Company	62nd	

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:	Electrical Work (Commercial, Short)
Authorized:	July 5, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 5, 2026, 3:43:36PM EDT
Completed:	July 5, 2026, 3:43:36PM EDT
Overall Score:	67

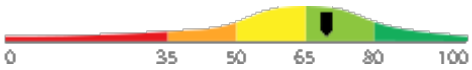
Knowledge and Skills Detail

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

Grounding and Bonding

Score: 70



Description:

Covers the requirements and methods for grounding and bonding electrical systems and equipment in commercial buildings. Includes understanding the difference between grounding and bonding, sizing grounding conductors, and ensuring equipment is properly connected to prevent shock and equipment damage.

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 grounding and bonding principles as applied to commercial electrical systems. They are generally knowledgeable about differentiating grounding from bonding, sizing conductors appropriately, and connecting equipment to protect against shock and damage, with only minor gaps that may benefit from further refinement.

Describe a situation where you had to install or verify grounding and bonding on a commercial project. What did you check and how did you confirm it was done correctly?

1	2	3	4	5
Cannot describe a specific situation or shows limited understanding of what to check or verify.		Describes a general situation with some correct details but lacks specifics about conductor sizing or verification methods.		Describes a specific situation, identifies correct conductor sizing or bonding connections, and explains how compliance was verified.

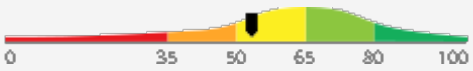
In your own words, what is the difference between grounding and bonding, and why does it matter on a commercial job?

1	2	3	4	5
Cannot distinguish between grounding and bonding or provides a significantly incorrect explanation.		Provides a partial explanation that captures one concept correctly but confuses or omits the other.		Clearly and accurately explains both concepts and describes why each is important for safety and code compliance.

Detail

National Electrical Code (NEC) Application (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.

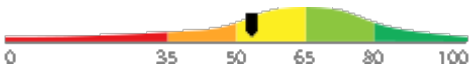
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Wiring Methods and Conduit Installation (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.

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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.

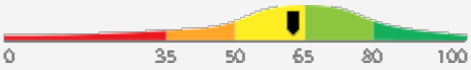
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

National Electrical Code (NEC) Application

Score: 63



Description:

Covers the rules and requirements of the NEC as they apply to commercial electrical installations. Includes understanding code requirements for wiring methods, circuits, overcurrent protection, grounding, and equipment installation in commercial settings.

Interpretation:

Candidate appears capable of average job performance in this area with little or no training.

The candidate possesses a basic to moderate understanding of commercial electrical work, demonstrating familiarity with core concepts such as grounding, distribution panels, branch circuits, and safety procedures. Some areas of knowledge may still require reinforcement, and closer supervision may be appropriate for more complex tasks such as blueprint interpretation or motor circuit installation.

Interview Guide

If you were installing a new branch circuit in a commercial building and needed to verify your installation was code-compliant, which parts of the NEC would you reference and why?

1	2	3	4	5
Cannot identify relevant NEC articles or provides vague, incorrect references.		Identifies one or two relevant code areas but explanation is incomplete or partially incorrect.		Accurately identifies multiple relevant NEC articles and explains how each applies to the installation.

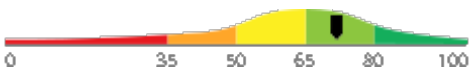
Can you give me an example of a time when you had to look up or apply a specific NEC rule on a job? Walk me through how you found the information and what you did with it.

1	2	3	4	5
Cannot recall using the NEC; no awareness of how to navigate or apply it.		Describes a general situation but lacks specifics about the code section or how it was applied.		Names a specific NEC article or rule, explains the situation clearly, and describes correct application.

Detail

Panels, Breakers, and Distribution Equipment

Score: 72



Description:

Covers the installation, maintenance, and troubleshooting of distribution panels, circuit breakers, and switchgear used in commercial buildings. Includes understanding how to size and connect breakers, read panel schedules, and safely work on energized or de-energized distribution equipment.

Interpretation:

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

The candidate exhibits a solid and competent understanding of commercial distribution panels, circuit breakers, and switchgear. They are likely capable of independently performing most installation, maintenance, and troubleshooting tasks, including sizing and connecting breakers and reading panel schedules, with only occasional need for guidance on advanced situations.

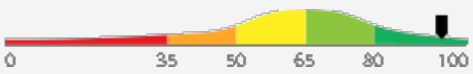
Interview Guide

If you were asked to add a new circuit to an existing commercial panel, what steps would you take from start to finish, and what would you check before and after the work?

1	2	3	4	5
Skips critical steps such as verifying available space, load capacity, lockout/tagout, or final testing.		Covers most major steps but misses one or two important checks such as load calculation or torque specifications.		Describes a complete process including load check, lockout/tagout, proper breaker sizing, torque specs, and post-installation testing.

Have you ever worked inside a commercial electrical panel? What tasks did you perform and what safety steps did you take before starting?

1	2	3	4	5
Has not worked in a panel or cannot describe basic safety steps such as lockout/tagout.		Describes basic tasks and mentions some safety steps but lacks detail on panel components or proper procedures.		Clearly describes tasks performed, demonstrates knowledge of panel components, and explains proper safety procedures in detail.

Detail	Interview Guide
Wiring Methods and Conduit Installation Score: 94  *Description:* Covers the selection, installation, and routing of conduit types used in commercial buildings, including EMT, rigid, and flexible conduit. Includes conduit bending, use of fittings, and pulling wire through conduit systems. *Interpretation:* Candidate should achieve superior job performance in this area with little or no training. The candidate exhibits a comprehensive and advanced knowledge of wiring methods and conduit installation within commercial electrical work. They demonstrate strong proficiency across all key areas, including conduit type selection, precise bending and routing, proper use of fittings, and efficient wire pulling techniques, reflecting the ability to perform complex installations independently and with a high degree of accuracy.	Walk me through how you would plan and complete a conduit run from a panel to a piece of equipment in a commercial building, including how you would handle any bends or obstacles. 1 — Provides a vague or incomplete process with no mention of bending calculations, fill limits, or fittings. 2 3 — Describes a reasonable process but omits key steps such as calculating bends, checking fill, or selecting proper fittings. 4 5 — Describes a thorough, step-by-step process including layout planning, bend calculations, conduit fill, and correct fitting selection. Tell me about a conduit installation you have worked on. What type of conduit was used and what was your role in the installation? 1 — Cannot describe a specific installation or shows no understanding of conduit types or methods. 2 3 — Describes a basic installation with limited detail about conduit type selection or bending techniques. 4 5 — Clearly describes the job, explains why a specific conduit type was chosen, and demonstrates knowledge of bending and routing.

Free Text Responses

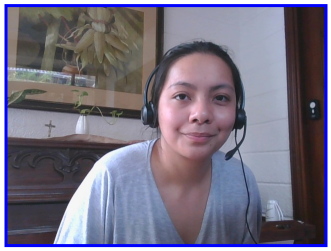
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

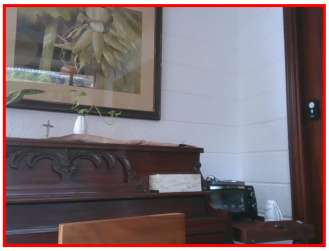
The following photos of the candidate and any identification were uploaded during the assessment session.

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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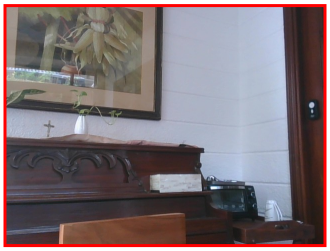

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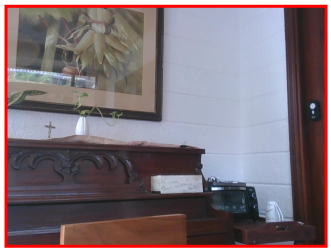

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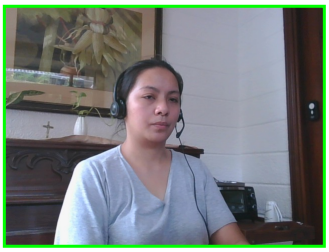
In-Test Photo



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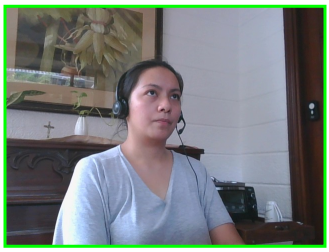

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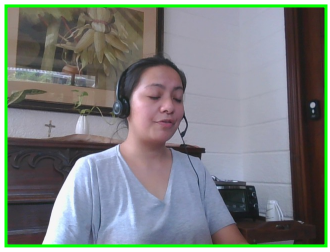
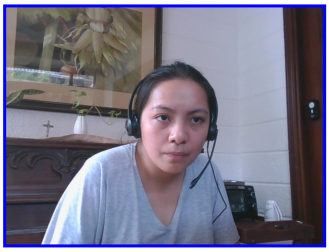


In-Test Photo



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: 20913-1, Key: 0-0, Rpt: 104, Prd: 9735, 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 (%)
Grounding and Bonding	70.1643	Not used in Overall	0.0000	0.0000
National Electrical Code (NEC) Application	63.0645	Not used in Overall	0.0000	0.0000
National Electrical Code (NEC) Application (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Panels, Breakers, and Distribution Equipment	72.2108	Not used in Overall	0.0000	0.0000
Wiring Methods and Conduit Installation	94.7817	Not used in Overall	0.0000	0.0000
Wiring Methods and Conduit Installation (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.)