hr | avatar
Illuminating Talent

Test Results and Interview Guide

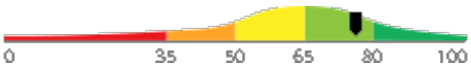
Candidate: **Elizabeth Wantsajob**
Assessment: Electrical Work (Residential, Short)
Completed: July 5, 2026
Prepared for: Sara Maple
Example Company

What's Included

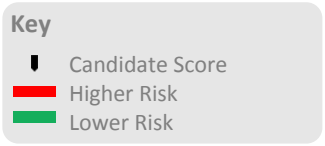
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Electrical Work (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.

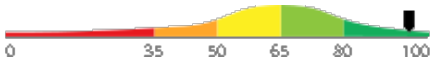
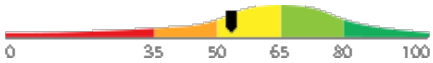
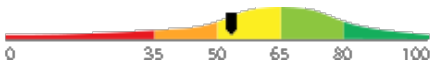
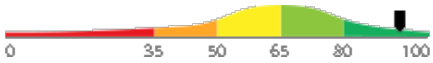
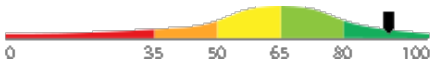
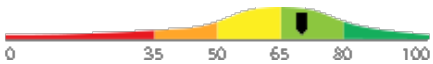
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Electrical Work (Residential, Short) July 5, 2026	76	

The candidate demonstrates a solid and competent understanding of residential electrical systems, including installation, maintenance, troubleshooting, and applicable code standards. Knowledge of panels, grounding and bonding, protection devices, and wire sizing appears well-developed, with only minor gaps potentially present in more specialized areas. This individual is likely capable of performing a broad range of residential electrical tasks with moderate supervision.



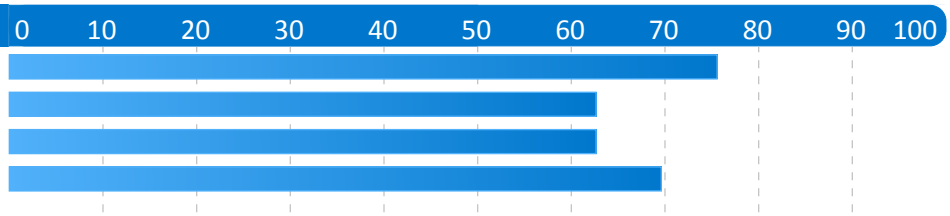
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Electrical Panels, Breakers, and Service Entrance	95	
Electrical Panels, Breakers, and Service Entrance (Free Text Responses)	53	
Wiring, Wire Sizing, and Circuits (Free Text Responses)	53	
Grounding, Bonding, and Safety Practices	93	
Outlets, Switches, and Fixtures	90	
Wiring, Wire Sizing, and Circuits	70	

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	76th
North America	63rd
United States	63rd
Example Company	70th



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 (Residential, Short)
Authorized:	July 5, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 5, 2026, 3:42:33PM EDT
Completed:	July 5, 2026, 3:42:33PM EDT
Overall Score:	76

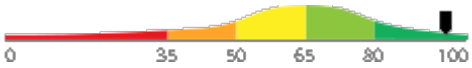
Knowledge and Skills Detail

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

Electrical Panels, Breakers, and Service Entrance

Score: 95



Description:

Covers the installation, maintenance, and troubleshooting of main panels, subpanels, and circuit breakers in residential settings. Includes understanding of service entrance components, load calculations, and how to safely work inside a panel.

Interpretation:

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

The candidate exhibits an advanced and comprehensive knowledge of residential electrical panels, circuit breakers, and service entrance systems, including safe working practices and load calculations. They are well-equipped to independently and proficiently handle all aspects of installation, maintenance, and troubleshooting with a high degree of accuracy and safety.

Describe how you would go about installing a subpanel in a residential garage, from planning to energizing.

1	2	3	4	5
Provides a vague or incomplete description, missing key safety or code steps.		Covers basic steps like running a feeder and connecting breakers but misses grounding, bonding, or permit details.		Outlines full process: load calculation, feeder sizing, grounding and bonding, NEC compliance, permit, and safe energizing procedure.

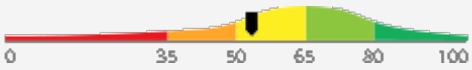
If a circuit breaker keeps tripping in a home, what are the first steps you would take to find out why?

1	2	3	4	5
Suggests only resetting the breaker or replacing it without any diagnostic steps.		Mentions checking for overloads or short circuits but lacks a clear, safe troubleshooting process.		Describes a systematic process: checking load, inspecting wiring, testing for shorts, and evaluating breaker condition safely.

Detail

Electrical Panels, Breakers, and Service Entrance (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.

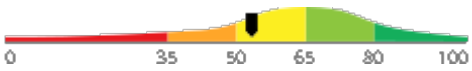
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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, Wire Sizing, and Circuits (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.

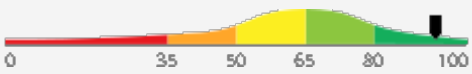
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Grounding, Bonding, and Safety Practices

Score: 93



Description:

Covers the principles and methods of grounding and bonding electrical systems in homes to protect people and equipment. Also includes everyday safety practices such as lockout/tagout procedures, use of personal protective equipment, and safe work habits around energized systems.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of grounding and bonding principles and residential electrical safety practices. A thorough understanding of lockout/tagout procedures, personal protective equipment requirements, and safe work protocols around energized systems is strongly indicated. This candidate is well-equipped to perform and potentially guide others in safe, code-compliant residential electrical work.

Interview Guide

Walk me through the safety steps you take before and during work on a residential electrical panel that may still have live components.

1	2	3	4	5
Mentions only turning off the breaker with no further safety precautions.		Covers turning off power and basic PPE but does not mention testing for voltage or lockout procedures.		Describes full process: notifying occupants, PPE, lockout/tagout, voltage testing, working on one circuit at a time, and awareness of live service conductors.

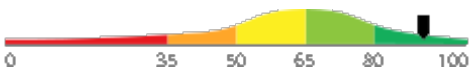
Why is it important to ground and bond the electrical system in a home, and what could happen if it is not done correctly?

1	2	3	4	5
Gives a vague answer or confuses grounding and bonding without explaining the safety purpose.		Explains the basic safety purpose but cannot clearly distinguish grounding from bonding.		Clearly distinguishes grounding from bonding, explains shock and fire hazard prevention, and references NEC requirements.

Detail

Outlets, Switches, and Fixtures

Score: 90



Description:

Covers the installation, replacement, and troubleshooting of common residential electrical devices including outlets, switches, and light fixtures. Includes knowledge of GFCI and AFCI protection requirements and proper wiring connections for these devices.

Interpretation:

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

This individual demonstrates a comprehensive and advanced knowledge of residential electrical devices, including the installation, replacement, and troubleshooting of outlets, switches, and light fixtures. They exhibit a strong command of proper wiring connections and a thorough understanding of GFCI and AFCI protection requirements, indicating a high level of competence and readiness to perform related tasks with minimal oversight.

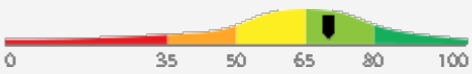
Interview Guide

Where are GFCI and AFCI outlets or breakers required in a home, and why are they used in those locations?

1	2	3	4	5
Can name one location but cannot explain the purpose or distinguish between GFCI and AFCI.		Correctly identifies most required locations but gives an incomplete explanation of GFCI vs. AFCI differences.		Accurately lists NEC-required locations for both, clearly explains shock vs. arc-fault protection, and distinguishes their purposes.

A homeowner says an outlet in their bathroom stopped working. How would you go about figuring out what is wrong and fixing it?

1	2	3	4	5
Suggests only replacing the outlet without checking for a tripped GFCI or other causes.		Mentions checking the GFCI outlet but does not describe a full diagnostic process.		Describes checking GFCI reset, testing voltage, inspecting wiring connections, and verifying circuit protection systematically.

Detail	Interview Guide
Wiring, Wire Sizing, and Circuits Score: 70  *Description:* Covers the selection and installation of wiring for residential electrical systems, including understanding wire gauges, ampacity, and circuit types. Includes knowledge of how to properly run, connect, and protect wiring throughout a home to meet code requirements. *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 electrical systems, including installation, maintenance, troubleshooting, code compliance, and safety practices. They are likely capable of performing most entry-level to mid-level residential electrical tasks with minimal supervision, though occasional guidance may be beneficial in more complex or specialized situations.	You are running a new circuit from the panel to a bathroom outlet. What factors would you consider when planning the wiring route and selecting materials? 1 Mentions only one or two factors with little detail or accuracy. 2 3 Covers wire gauge, breaker size, and basic routing but misses GFCI or conduit requirements. 4 5 Addresses wire gauge, ampacity, GFCI protection, conduit needs, NEC compliance, and safe routing comprehensively. --- Can you walk me through how you would decide what wire gauge to use when installing a new 20-amp kitchen circuit? 1 Cannot identify correct wire gauge or explains no clear reasoning. 2 3 Identifies correct gauge (12 AWG) but gives limited or partially correct reasoning. 4 5 Correctly identifies 12 AWG, explains ampacity, NEC requirements, and load considerations clearly.

Free Text Responses

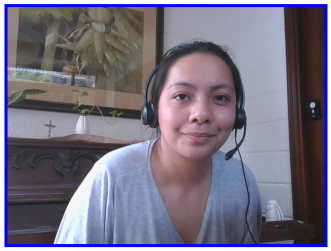
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

Question or Task	Response
After an AI product is deployed, what is model monitoring and why is it a necessary part of the product lifecycle?	Model monitoring is a technique for ensuring that the model does not wander or become overtrained after an extended period of repeated queries that have the same or similar prompts. This is very important for preventing hallucinization. It's also a key aspect of any guardrails strategy. **Comments (AI):** The answer is clear and coherent but lacks depth in explaining the importance of model monitoring. The phrase 'hallucinization' is not commonly used in this context and may confuse readers. The answer could be improved by providing more specific examples of model performance metrics and how they are tracked. The argument strength is moderate as it does not fully explain why model monitoring is necessary in the product lifecycle. **Misspelled Words:** guardrails (1), hallucinization (1)

Identity Confirmation Photos

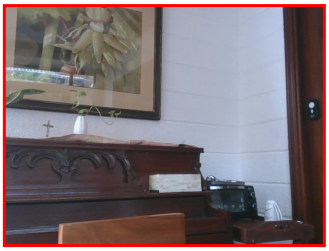
The following photos of the candidate and any identification were uploaded during the assessment session.

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

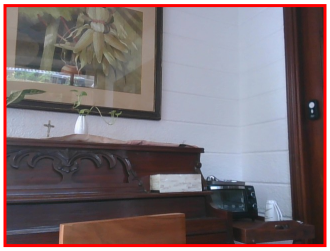


Pre/Post-Test Photo

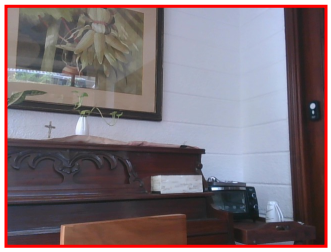
ID Photo



In-Test Error Detected (No Face Detected)

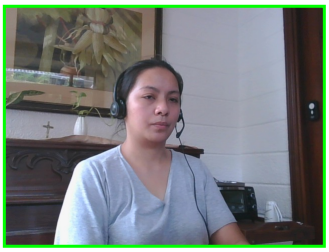


In-Test Error Detected (No Face Detected)

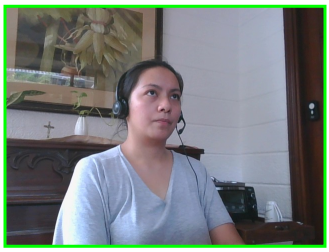


In-Test Error Detected (No Face Detected)

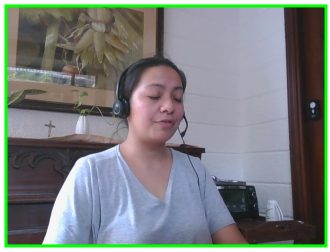
In-Test Photo



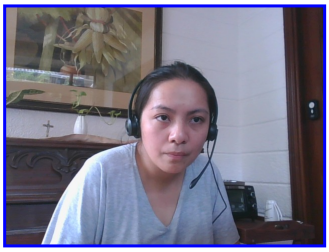
In-Test Photo



In-Test Photo



In-Test Photo



Pre/Post-Test Photo

Resume or CV

Summary Updated on

Motivated career professional with extensive experience in office administration and management. Proven track record of improving efficiency, reducing costs, and enhancing office operations through strategic initiatives and technology implementation.

Objective

I am seeking a role where I can use my many skills and my exceptional judgment and empathy for customers to make a difference to a growing company.

Education

- Associate of Applied Science in Office Administration, Portland Community College, 2020

Experience

- General Office Clerk, Paramount Office Management, 09/2023 – Present
- Administrative Assistant, Global Enterprises Inc., 04/2021 – 08/2023
- Administrative Assistant, Innovative Business Solutions Ltd., 07/2019 – 03/2021

Other Qualifications

- Microsoft Office Specialist (MOS) Certification
- Certified Administrative Professional (CAP)
- International Association of Administrative Professionals (IAAP) Certification

Report Preparation Notes

- Hiring decisions should never be based on a single source of information. The most effective use of this assessment report is as a part of a multi-faceted program of candidate evaluation that includes resume review, interviews, and reference checks.
- Overall vs Percentiles Scores: The overall score reflects the success in the test, based on the mean (average) and standard deviation of the test scores. The percentile score reflects the percentage of test-takers who scored equal or below this overall score. We recommend you use the Overall Score as your primary evaluation criteria. However, percentile scores can often be useful in comparing specific candidates against one another and with a group, such as for test takers in a certain organization or within a certain account.
- Note that comparison information is calculated based on completed instances of this assessment at that time the assessment is scored. As additional instances are completed, the comparative data may change. You can always update a report to the current values by clicking on 'Recalculate Percentiles' within the online results viewing pages at www.hravatar.com.
- Most competency scores are norm-based, which means that they can be interpreted in terms of their distance from the average or mean score. For all scales, a score equal to the mean receives a score of 65 and scores above and below this value are set so that a score change of 15 equals one standard deviation.
- For linear competencies, higher is better across the entire scale. For these scales a score between 65 and 80 (light green) represents 0 to 1 standard deviation above the mean and a score above 80 (dark green) represents more than one standard deviation above the mean. Similarly, a score of 50 - 65 (yellow) represents 0 to 1 standard deviation below the mean, while a score of 35 - 50 (orange) equates to 1 to 2 standard deviations below the mean, and a score below 35 represents more than 2 standard deviations below the mean.
- Sim ID: 20914-1, Key: 0-0, Rpt: 104, Prd: 9736, Created: 2026-07-05 15:42 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 (%)
Electrical Panels, Breakers, and Service Entrance	95.8122	Not used in Overall	0.0000	0.0000
Electrical Panels, Breakers, and Service Entrance (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Grounding, Bonding, and Safety Practices	93.7879	Not used in Overall	0.0000	0.0000
Outlets, Switches, and Fixtures	90.8492	Not used in Overall	0.0000	0.0000
Wiring, Wire Sizing, and Circuits	70.4685	Not used in Overall	0.0000	0.0000
Wiring, Wire Sizing, and Circuits (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.)