hr avatar
Illuminating Talent

Test Results and Interview Guide

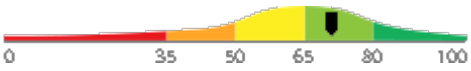
Candidate: **Elizabeth Wantsajob**
Assessment: HVAC (Commerical, Short)
Completed: July 5, 2026
Prepared for: Sara Maple
Example Company

What's Included

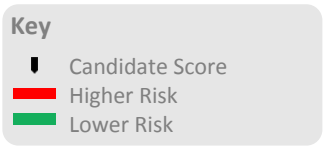
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The HVAC (Commerical, 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.

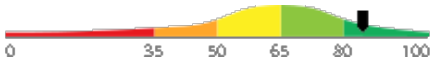
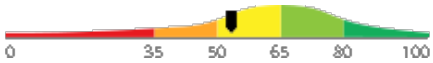
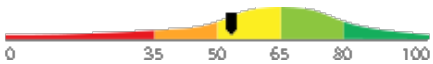
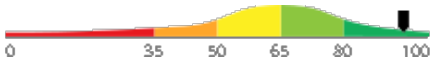
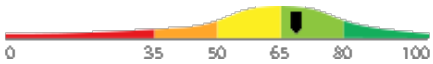
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com HVAC (Commerical, Short) July 5, 2026	71	

The candidate demonstrates a solid and competent understanding of commercial HVAC systems, including refrigeration principles, electrical systems, airflow, heating and cooling equipment, refrigerant handling regulations, and safety practices. Performance at this level is consistent with a capable technician who can perform most installation, maintenance, and repair tasks with moderate supervision and is well-positioned to continue advancing toward full mid-level proficiency.



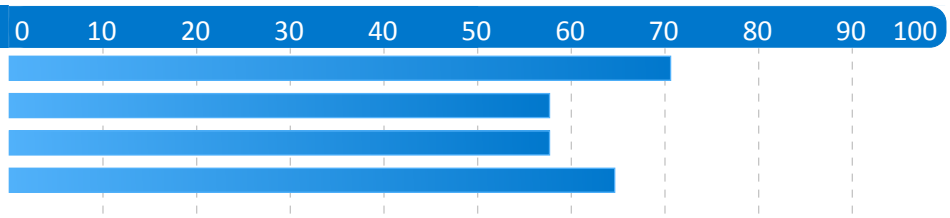
Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Electrical Systems and Controls	84	
Electrical Systems and Controls (Free Text Responses)	53	
Refrigeration Cycle and Cooling Systems	53	
Preventive Maintenance Procedures	94	
Refrigerant Handling and EPA Regulations	69	

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	71st
North America	58th
United States	58th
Example Company	65th



Detail

Candidate:	Elizabeth Wantsajob, beth.wantsajob@gmail.com
Assessment:	HVAC (Commerical, Short)
Authorized:	July 5, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 5, 2026, 3:47:45PM EDT
Completed:	July 5, 2026, 3:47:45PM EDT
Overall Score:	71

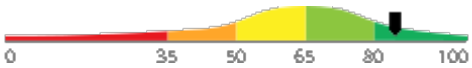
Knowledge and Skills Detail

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 Systems and Controls

Score: 84



Description:

Covers the electrical knowledge needed to work on commercial HVAC equipment, including wiring, control circuits, and common components such as contactors, relays, capacitors, and thermostats. Includes use of tools like multimeters to diagnose electrical faults. Electrical troubleshooting is one of the most frequent tasks performed by commercial HVAC technicians.

Interpretation:

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

The candidate exhibits a high level of proficiency in electrical systems and controls for commercial HVAC applications. They are expected to competently diagnose and resolve a wide range of electrical faults, work fluently with control circuits and components such as contactors, relays, capacitors, and thermostats, and effectively apply tools like multimeters with minimal to no supervision.

Describe a time you diagnosed and repaired an electrical problem on a commercial HVAC system. What steps did you take and what did you find?

1	2	3	4	5
Provides a vague example with little detail about the diagnostic process or electrical components involved.		Describes a real scenario with some logical steps but limited detail on how electrical measurements guided the diagnosis.		Gives a detailed, well-structured account that clearly links electrical measurements to the identified fault and repair.

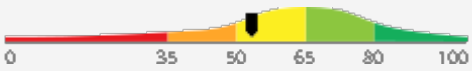
If a unit is not turning on, how would you use a multimeter to start figuring out what the electrical problem might be?

1	2	3	4	5
Cannot describe basic multimeter use or does not know what measurements to take or where.		Knows how to check voltage or continuity but cannot describe a logical sequence for tracing the fault.		Describes a clear, step-by-step approach using voltage, continuity, and resistance checks at key points in the control circuit.

Detail

Electrical Systems and Controls (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.

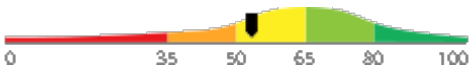
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Refrigeration Cycle and Cooling Systems

Score: 53



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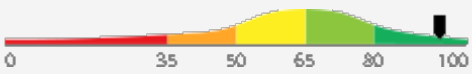
Detail

Preventive Maintenance Procedures

Score: 94



Description:

Covers the routine inspection, cleaning, and servicing tasks performed on commercial HVAC equipment to keep systems running efficiently and prevent breakdowns. Includes tasks such as filter changes, coil cleaning, belt inspection, lubrication, and checking refrigerant charge. Preventive maintenance is one of the most common and regularly scheduled activities for commercial HVAC technicians.

Interpretation:

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

The candidate exhibits a comprehensive and advanced understanding of preventive maintenance procedures for commercial HVAC systems, reflecting a high level of proficiency across all core task areas. They are well-equipped to independently perform, and potentially oversee, the full range of routine inspection, cleaning, and servicing activities required to keep commercial HVAC equipment operating efficiently. This level of knowledge reflects the expertise expected of a highly experienced commercial HVAC technician.

Interview Guide

How do you prioritize what to check or service first when you arrive for a scheduled maintenance visit on a system you have not worked on before?

1	2	3	4	5
Gives a vague or unstructured answer with no clear method for assessing an unfamiliar system.		Mentions reviewing service history or checking filters first but does not describe a complete or systematic approach.		Describes a methodical approach including reviewing service records, visual inspection, safety checks, and working through the system systematically.

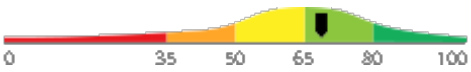
What are some of the basic maintenance tasks you would perform during a routine service visit on a commercial rooftop unit?

1	2	3	4	5
Can only name one or two tasks or gives very generic answers with no practical detail.		Lists several relevant tasks such as filter changes and coil cleaning but does not explain why each task matters.		Provides a thorough list of tasks with clear explanations of their purpose and how they contribute to system performance and reliability.

Detail	Interview Guide

Refrigerant Handling and EPA Regulations

Score: 69



Description:

Covers the proper procedures for handling, recovering, and charging refrigerants in commercial HVAC systems. Includes knowledge of EPA Section 608 regulations, which govern who can purchase and handle refrigerants and how they must be managed. Technicians must follow these rules on virtually every job involving refrigerant.

Interpretation:

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

The candidate demonstrates a solid working knowledge of refrigerant handling procedures and EPA Section 608 regulations as they apply to commercial HVAC systems. They are likely capable of performing most refrigerant-related tasks competently, with only occasional need for guidance on more complex or nuanced regulatory requirements.

Walk me through the steps you would take to recover refrigerant from a commercial system before making a repair.

1	2	3	4	5
Cannot describe a proper recovery process or is unaware of equipment and safety requirements involved.		Describes the basic recovery process but omits important steps such as verifying recovery completeness or handling the recovered refrigerant.		Provides a complete, accurate account including equipment setup, safety precautions, verifying recovery, and proper refrigerant storage or disposal.

What do you know about the EPA rules that apply to handling refrigerants on commercial HVAC jobs?

1	2	3	4	5
Cannot identify Section 608 or any specific requirements; shows little awareness of legal obligations.		Mentions certification requirements or the ban on venting refrigerants but cannot provide further regulatory detail.		Accurately describes Section 608 certification, venting prohibitions, recovery requirements, and recordkeeping obligations.

Free Text Responses

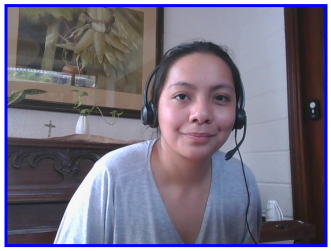
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

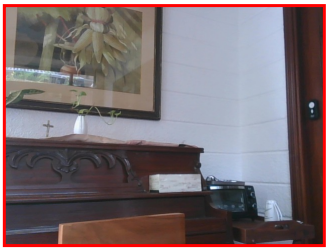
The following photos of the candidate and any identification were uploaded during the assessment session.

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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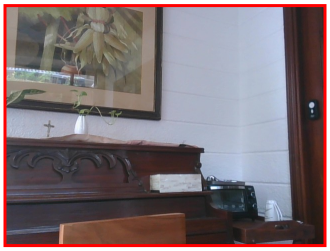

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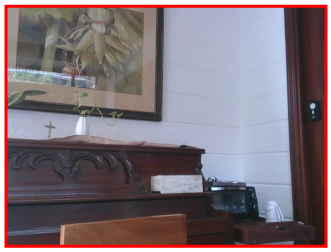

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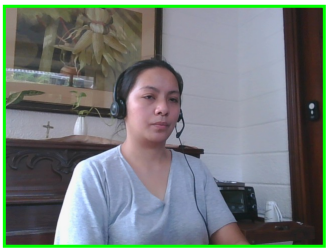
In-Test Photo



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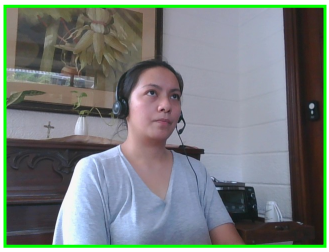

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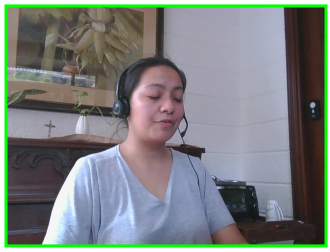

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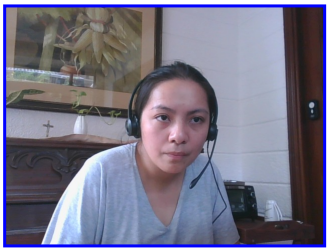

Pre/Post-Test Photo

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: 20915-1, Key: 0-0, Rpt: 104, Prd: 9737, Created: 2026-07-05 15:47 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 Systems and Controls	84.7546	Not used in Overall	0.0000	0.0000
Electrical Systems and Controls (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Preventive Maintenance Procedures	94.5526	Not used in Overall	0.0000	0.0000
Refrigerant Handling and EPA Regulations	69.1382	Not used in Overall	0.0000	0.0000
Refrigeration Cycle and Cooling Systems	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.)