

# Test Results and Interview Guide

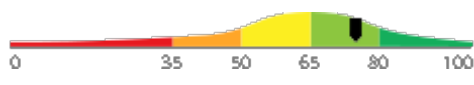
Candidate: **Elizabeth Wantsajob**  
Assessment: Plumbing (Residential, Short)  
Completed: July 5, 2026  
Prepared for: Sara Maple  
Example Company

## What's Included

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

**Important Note:** The Plumbing (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

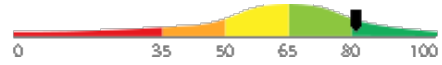

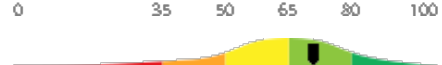
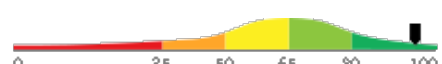
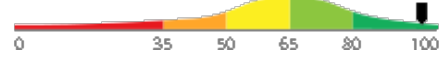

Candidate	Score	Interpretation
<b>Elizabeth Wantsajob</b> beth.wantsajob@gmail.com Plumbing (Residential, Short) July 5, 2026	<div style="background-color: #28a745; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 0 auto;">75</div>	

The candidate demonstrates solid, competent knowledge of residential plumbing installation, maintenance, and repair across most core areas, including pipe systems, fixtures, drainage and vent systems, water pressure principles, and relevant codes and regulations. This level of knowledge is consistent with a capable entry-level to mid-level plumber who can perform a broad range of tasks with moderate oversight and is developing toward greater independence.

**Key**





- Candidate Score
- Higher Risk
- Lower Risk

## Competency Summary

Competency	Score	Interpretation
<b>Skills/Knowledge (relates to immediate readiness)</b>		
Drain, Waste, and Vent (DWV) Systems	81	
Drain, Waste, and Vent (DWV) Systems (Free Text Responses)	53	
Pipes, Fittings, and Connections (Free Text Responses)	53	
Fixtures: Installation and Repair	71	
Pipes, Fittings, and Connections	95	
Water Supply Systems and Pressure	96	

## 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	75th												
North America	62nd												
United States	62nd												
Example Company	69th												

## Artificial Intelligence (AI) Generated Scores

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

Estimated Value	Score	Confidence	Interpretation
Knowledge, Skills, and Abilities Summary	-	-	<p>Summary Points (AI):</p> <ul style="list-style-type: none"> <li>(Generic Text for Sample Report) Strong performer in Drag and Drop Files tasks, indicating comfort with file management and basic computer interactions.</li> <li>Demonstrates solid numerical accuracy in Recognizing and Confirming Numbers, a valuable asset in detail-oriented roles.</li> <li>Moderate overall performance in Analytical Thinking and Attention to Detail, with adequate grammar skills but room for improvement.</li> <li>Struggles with Reading and Analyzing Problems, which may limit effectiveness in roles requiring critical reading and complex problem-solving.</li> <li>Lowest performance in Navigating Between Screens, suggesting difficulty with multi-screen software workflows that could impact productivity in computer-intensive roles.</li> </ul> <p>Narrative (AI): Elizabeth Wantsajob demonstrates a mixed profile of knowledge, skills, and abilities across the assessed competencies.</p> <p>Elizabeth shows a strong aptitude in Drag and Drop Files, performing well on this technical task and suggesting she is comfortable with this type of computer interaction. This is a notable strength that would translate well into roles requiring file management and basic computer navigation tasks.</p> <p>In the area of Analytical Thinking and Attention to Detail, Elizabeth performs at a moderate level. She demonstrates solid ability in Recognizing and Confirming Numbers, which suggests she is careful and accurate when working with numerical data — a valuable skill in detail-oriented work environments. Her Grammar performance is adequate but leaves room for improvement, indicating she may occasionally make written communication errors. Her weakest area within this competency is Reading and Analyzing Problems, where she struggled to consistently interpret and work through written problem scenarios. This may impact her effectiveness in roles that require critical reading, written comprehension, or complex problem-solving.</p> <p>Elizabeth's most significant area for development is Navigating Between Screens, where she scored considerably lower than the other competencies. This suggests she may have difficulty efficiently moving through software interfaces or multi-screen workflows, which could slow productivity in roles that rely heavily on navigating computer applications or data entry systems.</p> <p>Overall, Elizabeth brings some useful technical strengths, particularly in file management and numerical accuracy, but would benefit from targeted development in software navigation and analytical problem-solving to be fully effective in roles that demand these skills.</p> <p>Computed on: April 2, 2026, 11:09:49PM EDT</p>

## Detail

Candidate: Elizabeth Wantsajob, beth.wantsajob@gmail.com  
 Assessment: Plumbing (Residential, Short)  
 Authorized: July 5, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com  
 Started: July 5, 2026, 3:46:02PM EDT  
 Completed: July 5, 2026, 3:46:02PM EDT  
 Overall Score: 75

## 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

### Drain, Waste, and Vent (DWV) Systems

Score: 81



*Description:*

Covers how residential drain, waste, and vent systems are laid out and function together, including proper pipe slope, trap installation, and venting requirements to allow waste to flow freely and prevent sewer gases from entering the home.

*Interpretation:*

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

The candidate exhibits a comprehensive and advanced understanding of residential drain, waste, and vent systems, including system layout, proper pipe slope, trap installation, and venting requirements. They are well-equipped to ensure waste flows freely and sewer gases are effectively prevented from entering the home, with minimal need for supervision or additional training.

A homeowner complains of gurgling sounds and slow drains throughout the house. What are the most likely causes, and how would you go about diagnosing the problem?



1

Suggests only a clog; no mention of venting or systematic diagnosis.



2

Mentions venting or clog issues but diagnosis steps are incomplete.



3



4

Identifies venting failure and clog as causes; outlines clear diagnostic steps.



5

What is the purpose of a P-trap under a sink, and what problem does it help prevent?



1

Cannot explain the trap's purpose or gives an incorrect answer.



2

Correctly identifies the trap holds water but vaguely explains why.



3



4

Clearly explains water seal blocks sewer gases; mentions trap requirements.



5

Detail

Interview Guide

**Drain, Waste, and Vent (DWV) Systems (Free Text Responses)**

Score: 53



*Description:*

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

*Interpretation:*

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

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

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

Please see below to view the essay submitted.

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



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

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

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

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



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

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

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

Detail

Interview Guide

**Pipes, Fittings, and Connections (Free Text Responses)**

Score: 53



*Description:*

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

*Interpretation:*

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

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

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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?



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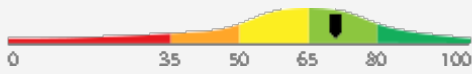
**2**  
Candidate identifies the major phases (discovery, development, testing, deployment) and acknowledges some AI-specific considerations, but struggles to articulate how the phases connect or how cross-functional teams are coordinated throughout.

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

**Detail Interview Guide**

**Fixtures: Installation and Repair**

Score: 71



*Description:*

Covers the installation, maintenance, and repair of common residential plumbing fixtures including toilets, sinks, faucets, and shower/tub assemblies, including supply connections, drain hookups, and fixing common problems like leaks and running toilets.

*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 residential plumbing fixture installation and repair, including addressing common issues such as leaks and running toilets. They are capable of working independently on most standard fixture tasks and require minimal supervision in typical residential plumbing scenarios.

Describe how you would replace a standard kitchen faucet, including how you would prepare the work area and what steps you would take to avoid leaks after installation.

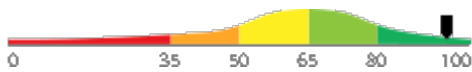
- ★ 1 Skips key steps such as shutting off supply or checking connections.
- ★ 2 Covers main steps but omits important details like sealing or testing.
- ★ 3
- ★ 4
- ★ 5 Describes full process: shutoff, removal, seating, connections, and leak test.

A toilet continues to run after flushing. What are the most common causes of this, and what would you check first?

- ★ 1 Cannot identify common causes or provides an unrelated answer.
- ★ 2 Identifies one cause (e.g., flapper) but does not describe a clear process.
- ★ 3
- ★ 4
- ★ 5 Identifies flapper, fill valve, and float; describes a logical inspection order.

**Pipes, Fittings, and Connections**

Score: 95



*Description:*

Covers the types of pipe materials used in residential plumbing (such as copper, PVC, CPVC, and PEX), the fittings used to join and route them, and the methods for cutting, connecting, and sealing pipes in both water supply and drain systems.

*Interpretation:*

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

The candidate demonstrates a comprehensive and highly proficient knowledge of residential plumbing systems, encompassing installation, maintenance, repair, code compliance, and diagnostic troubleshooting. This level of performance reflects a thorough command of all major subject areas, including pipe materials and joinery, drainage and vent systems, backflow prevention, water pressure principles, and water heater systems, indicating readiness for independent and complex residential plumbing work.

Walk me through how you would connect a PEX water supply line to a copper pipe. What tools and fittings would you use, and what would you check before finishing the connection?

- ★ 1 Vague or incorrect steps; cannot name appropriate fittings or tools.
- ★ 2 Describes general steps correctly but misses key checks or details.
- ★ 3
- ★ 4
- ★ 5 Provides clear, accurate steps with correct tools, fittings, and leak check.

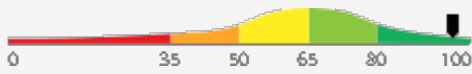
Can you name two common types of pipe material used in residential plumbing and describe one situation where you would use each?

- ★ 1 Names one or no materials; cannot describe appropriate uses.
- ★ 2 Names two materials with basic, partially correct use cases.
- ★ 3
- ★ 4
- ★ 5 Clearly names two or more materials with accurate, specific use cases.

**Detail Interview Guide**

**Water Supply Systems and Pressure**

Score: 96



*Description:*

Covers how residential water supply systems deliver hot and cold water throughout a home, including the roles of shutoff valves, supply lines, pressure regulators, and the principles of water pressure and flow that affect system performance.

*Interpretation:*

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

The candidate demonstrates a comprehensive and advanced understanding of residential water supply systems and pressure principles, including the function and interaction of shutoff valves, supply lines, pressure regulators, and factors affecting system performance. This level of knowledge reflects strong competence and readiness to independently perform, troubleshoot, and evaluate residential water supply systems with minimal oversight.

A homeowner reports low water pressure at all fixtures in the house. What are the possible causes, and how would you systematically identify the source of the problem?



1

Suggests only one cause with no diagnostic process.



2

Lists a couple of causes but diagnostic approach is disorganized.



3



4

Covers PRV, main shutoff, supply line, and meter; describes logical process.



5

If you needed to stop water flow to a single faucet without shutting off water to the whole house, what would you look for and where would you look?



1

Does not know about fixture shutoff valves or where to locate them.



2

Knows to look under the fixture but is unsure how valves work.



3



4

Correctly identifies angle stop valves under fixture; explains how to close them.



5

**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 hallucination. 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 'hallucination' is not commonly used in this context and may confuse readers. The answer could be improved by providing more specific examples of model performance metrics and how they are tracked. The argument strength is moderate as it does not fully explain why model monitoring is necessary in the product lifecycle.

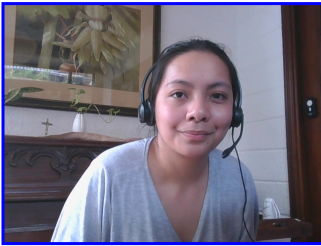
**Misspelled Words:** guardrails (1), hallucination (1)

## Identity Confirmation Photos

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

### Photo Analysis Results

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



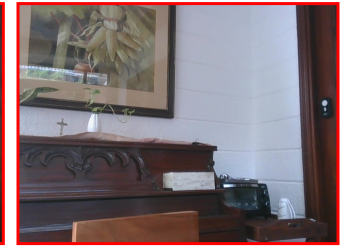
*Pre/Post-Test Photo*



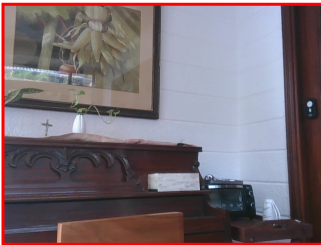
*ID Photo*



*In-Test Error Detected (No Face Detected)*



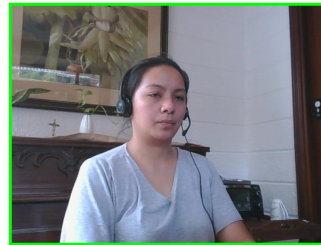
*In-Test Error Detected (No Face Detected)*



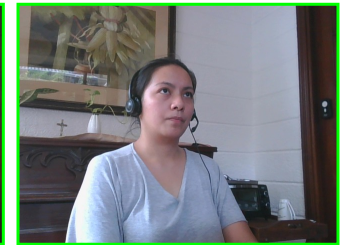
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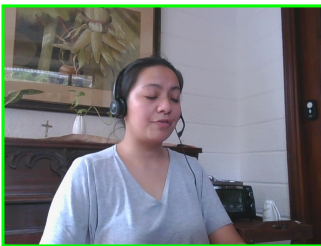
*In-Test Photo*



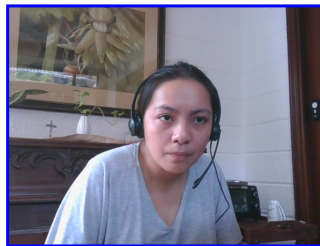
*In-Test Photo*



*In-Test Photo*



*In-Test Photo*



*Pre/Post-Test Photo*

## Resume or CV

Summary

Updated on

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

### Objective

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

### Education

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

### Experience

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

### Other Qualifications

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

## Report Preparation Notes

- Hiring decisions should never be based on a single source of information. The most effective use of this assessment report is as a part of a multi-faceted program of candidate evaluation that includes resume review, interviews, and reference checks.
- Overall vs Percentiles Scores: The overall score reflects the success in the test, based on the mean (average) and standard deviation of the test scores. The percentile score reflects the percentage of test-takers who scored equal or below this overall score. We recommend you use the Overall Score as your primary evaluation criteria. However, percentile scores can often be useful in comparing specific candidates against one another and with a group, such as for test takers in a certain organization or within a certain account.
- Note that comparison information is calculated based on completed instances of this assessment at that time the assessment is scored. As additional instances are completed, the comparative data may change. You can always update a report to the current values by clicking on 'Recalculate Percentiles' within the online results viewing pages at [www.hravatar.com](http://www.hravatar.com).
- Most competency scores are norm-based, which means that they can be interpreted in terms of their distance from the average or mean score. For all scales, a score equal to the mean receives a score of 65 and scores above and below this value are set so that a score change of 15 equals one standard deviation.
- For linear competencies, higher is better across the entire scale. For these scales a score between 65 and 80 (light green) represents 0 to 1 standard deviation above the mean and a score above 80 (dark green) represents more than one standard deviation above the mean. Similarly, a score of 50 - 65 (yellow) represents 0 to 1 standard deviation below the mean, while a score of 35 - 50 (orange) equates to 1 to 2 standard deviations below the mean, and a score below 35 represents more than 2 standard deviations below the mean.
- Sim ID: 20917-1, Key: 0-0, Rpt: 104, Prd: 9739, Created: 2026-07-05 15:46 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 (%)
Drain, Waste, and Vent (DWV) Systems	81.3229	Not used in Overall	0.0000	0.0000
Drain, Waste, and Vent (DWV) Systems (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Fixtures: Installation and Repair	71.1247	Not used in Overall	0.0000	0.0000
Pipes, Fittings, and Connections	95.1967	Not used in Overall	0.0000	0.0000
Pipes, Fittings, and Connections (Free Text Responses)	53.8624	Z-Statistic	-0.7425	50.0000
Water Supply Systems and Pressure	96.7238	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.)