hr avatar
Illuminating Talent

Test Results and Interview Guide

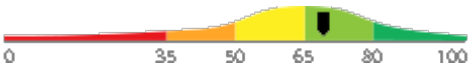
Candidate: **Elizabeth Wantsajob**
Assessment: In-Home Dialysis Technician
Completed: July 10, 2026
Prepared for: Sara Maple
Example Company

What's Included

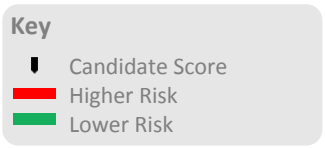
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The In-Home Dialysis Technician 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.

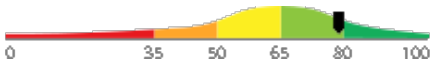
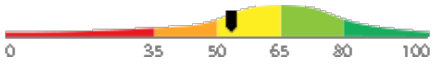
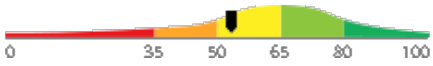
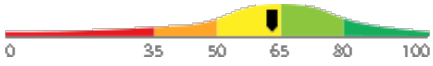
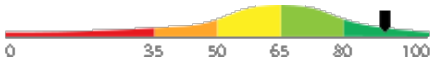
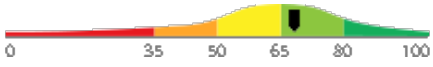
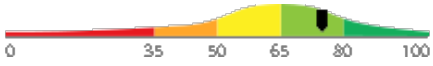
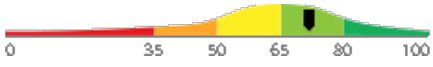
Overall

Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com In-Home Dialysis Technician July 10, 2026	69	

The candidate demonstrates a solid working knowledge of in-home dialysis technician responsibilities, including equipment setup and maintenance, infection control, vital sign monitoring, and patient education. Minor gaps may exist in more advanced areas such as water treatment systems or complex troubleshooting, but the candidate is generally well-prepared for entry- to mid-level duties.



Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Access Site Care and Monitoring	79	
Dialysis Machine Setup, Operation, and Maintenance (Free Text Responses)	53	
Infection Control and Sterile Technique (Free Text Responses)	53	
Dialysis Machine Setup, Operation, and Maintenance	63	
Documentation, Supply Management, and Regulatory Compliance	90	
Infection Control and Sterile Technique	68	
Patient Monitoring and Complication Recognition	75	
Patient and Family Education	72	

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	69th	
North America	57th	
United States	57th	
Example Company	63rd	

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:	In-Home Dialysis Technician
Authorized:	July 10, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
Started:	July 10, 2026, 2:55:07PM EDT
Completed:	July 10, 2026, 2:55:07PM EDT
Overall Score:	69

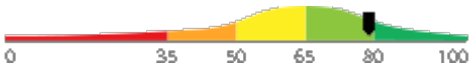
Knowledge and Skills Detail

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

Access Site Care and Monitoring

Score: 79



Description:

Addresses the care and assessment of a patient's dialysis access site, which may be a fistula, graft, or catheter. Includes inspecting the site for signs of infection or complications, proper cannulation or catheter connection procedures, and educating patients on how to care for their access site between treatments.

Interpretation:

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

The candidate demonstrates a solid working knowledge of dialysis access site care and monitoring, including site assessment, recognition of potential complications, and appropriate cannulation or catheter connection techniques. Minor gaps may exist in certain areas, but the candidate is generally prepared to perform access site responsibilities with moderate oversight.

How would you respond if you noticed signs of infection or a change in the condition of a patient's access site during a home visit?

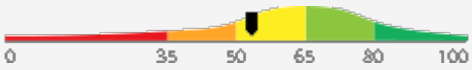
1	2	3	4	5
Has no clear response plan or would delay reporting the finding.		Would report the finding but lacks detail on immediate steps to take to protect the patient.		Describes immediate protective steps, clear documentation, and timely escalation to the healthcare team.

What do you look for when assessing a patient's dialysis access site at the start of a home visit?

1	2	3	4	5
Mentions only visual inspection with no reference to specific signs of complications.		Identifies some signs to look for but misses key indicators like bruit, thrill, or infection signs.		Describes a thorough assessment including visual, tactile checks and key indicators for each access type.

Detail

Dialysis Machine Setup, Operation, and Maintenance (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.

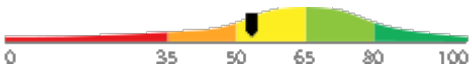
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Infection Control and Sterile Technique (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.

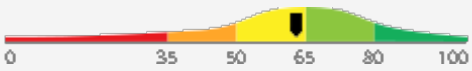
Can you walk me through the basic stages you would follow to take an AI-enabled product from an initial idea to a live deployment?

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

Dialysis Machine Setup, Operation, and Maintenance

Score: 63



Description:

Covers the steps required to correctly set up, operate, and maintain home dialysis machines before, during, and after treatment. Includes priming the machine, programming treatment settings, responding to alarms, and performing routine maintenance checks to ensure the equipment functions safely and effectively.

Interpretation:

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

The candidate possesses a moderate understanding of in-home dialysis technician knowledge areas, demonstrating familiarity with core concepts such as machine operation, infection control, and patient communication. However, gaps remain in more advanced areas including troubleshooting equipment malfunctions, water treatment systems, and adherence to safety and privacy regulations. With targeted guidance and on-the-job experience, this individual has the potential to develop into a competent technician.

Interview Guide

Describe a time when a dialysis machine alarm went off during a treatment session. How did you identify the cause and resolve it?

1	2	3	4	5
Cannot describe a specific example or lacks a systematic approach to troubleshooting.		Provides a general example but lacks detail on how the root cause was identified.		Gives a specific, detailed example with clear steps taken to diagnose and resolve the alarm safely.

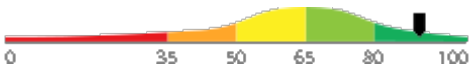
Can you walk me through the basic steps you would take to set up a dialysis machine before a home treatment session?

1	2	3	4	5
Cannot describe setup steps or skips critical safety checks.		Describes general steps but misses key details like priming or settings verification.		Clearly outlines all steps including priming, settings, and safety verification in order.

Detail

Documentation, Supply Management, and Regulatory Compliance

Score: 90



Description:

Covers the accurate recording of treatment data, patient observations, and visit activities in required documentation systems. Also includes managing dialysis supply inventory, placing orders to prevent shortages, following waste disposal procedures, and adhering to patient privacy regulations and home dialysis safety guidelines.

Interpretation:

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

The candidate demonstrates a high level of expertise in documentation, supply management, and regulatory compliance as applied to in-home dialysis technician responsibilities. They show comprehensive knowledge of accurate treatment and visit documentation, proactive supply inventory management, proper waste disposal procedures, and strict adherence to patient privacy and home dialysis safety regulations. This individual is well-prepared to perform these duties independently and to a high standard of accuracy and compliance.

Interview Guide

How do you manage dialysis supply inventory for your patients, and what steps do you take to make sure a patient never runs out of necessary supplies?

1	2	3	4	5
Has no structured approach to inventory tracking or ordering and cannot describe a prevention strategy.		Describes basic tracking but lacks a proactive system for anticipating and preventing supply shortages.		Describes a proactive inventory system with regular audits, par levels, and timely reorder processes.

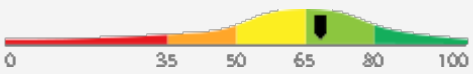
What information do you typically record after completing a home dialysis treatment session, and why is accurate documentation important?

1	2	3	4	5
Can only name one or two data points with no explanation of why documentation matters.		Names several documentation items but gives a vague or incomplete reason for their importance.		Lists comprehensive treatment record items and clearly explains their role in patient safety and care continuity.

Detail

Infection Control and Sterile Technique

Score: 68



Description:

Focuses on practices used to prevent infection during home dialysis treatment, including proper hand hygiene, use of personal protective equipment (PPE), sterile technique when handling dialysis lines and access sites, and maintaining a clean treatment environment. These practices are critical for patient safety and are applied during every treatment session.

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 infection control and sterile technique as they apply to home dialysis treatment. Knowledge of proper hand hygiene, personal protective equipment use, and sterile access site management is generally well-established, with only minor areas requiring further refinement. This individual is likely capable of applying these practices reliably during treatment sessions with minimal oversight.

Interview Guide

How do you maintain sterile technique when connecting or disconnecting a patient's dialysis access site, and what do you do if sterility is compromised?

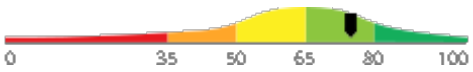
1	2	3	4	5
Cannot describe sterile connection steps or has no plan for a breach in sterility.		Describes basic steps but is unclear about what to do if sterility is compromised.		Clearly explains sterile connection procedure and has a specific, correct response plan for a sterility breach.

What steps do you take to prevent infection when setting up or handling dialysis supplies and equipment in a patient's home?

1	2	3	4	5
Mentions only basic handwashing with no reference to sterile technique or PPE.		Mentions handwashing and gloves but does not address sterile field or access site precautions.		Describes full infection control protocol including PPE, sterile technique, and clean environment maintenance.

Patient Monitoring and Complication Recognition

Score: 75



Description:

Covers the ongoing monitoring of a patient's vital signs and physical condition throughout a dialysis treatment session. Includes recognizing early warning signs of common complications such as low blood pressure, muscle cramps, bleeding, or access site problems, and knowing when and how to respond or escalate to a healthcare provider.

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 monitoring patient vital signs and recognizing common dialysis-related complications such as low blood pressure, muscle cramps, and access site issues. They are generally knowledgeable about when and how to respond or escalate concerns to a healthcare provider, with only minor areas potentially benefiting from further refinement.

What signs or symptoms would alert you that a patient is experiencing a complication during dialysis treatment, and what would you do next?

1	2	3	4	5
Identifies only one or two symptoms and has no clear action plan for responding.		Identifies several symptoms but the response plan is vague or incomplete.		Identifies a range of complications with specific, appropriate response steps including when to escalate care.

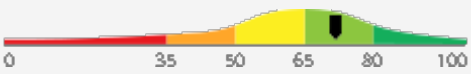
What vital signs do you monitor during a home dialysis treatment session, and why is each one important?

1	2	3	4	5
Can name only one or two vital signs with no explanation of their relevance to dialysis.		Names several vital signs but provides limited explanation of their significance during dialysis.		Names all key vital signs and clearly explains how each relates to dialysis safety and patient condition.

Detail	Interview Guide

Patient and Family Education

Score: 72



Description:

Covers the methods and skills used to teach patients and their family members how to safely participate in and manage home dialysis treatment. Includes explaining procedures, demonstrating equipment use, reinforcing safety practices, and confirming patient understanding to promote independence and reduce the risk of errors between technician visits.

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 patient and family education methods relevant to in-home dialysis treatment. They are generally capable of explaining procedures, demonstrating equipment use, and reinforcing safety practices, with only minor areas potentially benefiting from further development.

Tell me about a time you successfully taught a patient or family member a dialysis-related skill. What approach did you use and how did you know they understood?

1	2	3	4	5
Cannot provide a specific example or describes a one-way explanation with no confirmation of learning.		Provides an example but relies only on verbal confirmation of understanding.		Describes a structured teaching approach with return demonstration or another method to confirm competency.

How do you explain a new dialysis procedure or safety practice to a patient who seems confused or anxious about it?

1	2	3	4	5
Would simply repeat the same explanation without adjusting approach or checking understanding.		Would try to simplify language but does not describe confirming understanding or using demonstrations.		Describes adjusting communication style, using demonstrations, and confirming understanding through return demonstration.

Free Text Responses

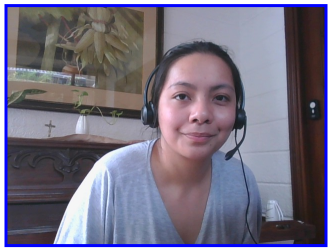
During the assessment, the candidate was asked to answer one or more questions using text, audio, video, or an uploaded text file. Their responses are included below for review.

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

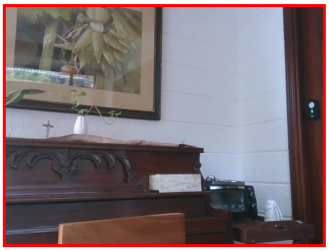
The following photos of the candidate and any identification were uploaded during the assessment session.

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%)

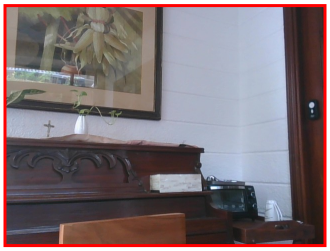


Pre/Post-Test Photo

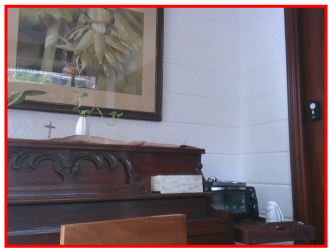
ID Photo



In-Test Error Detected (No Face Detected)

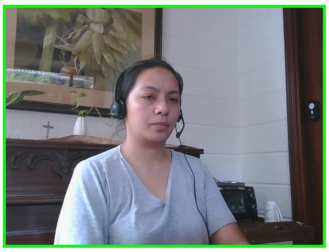


In-Test Error Detected (No Face Detected)

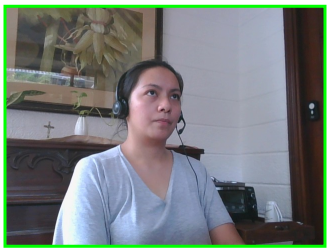


In-Test Error Detected (No Face Detected)

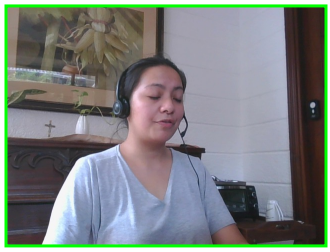
In-Test Photo



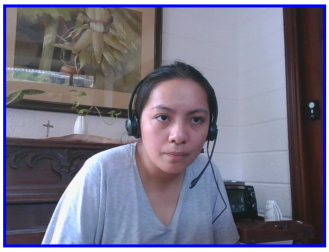
In-Test Photo



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: 20920-1, Key: 0-0, Rpt: 104, Prd: 9751, Created: 2026-07-10 14:55 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 each of the individual competency scores. First, all competency scores are calculated on a scale of 0-100. Note that some competencies use their color category rather than their actual numeric score in the overall calculation. For these, a standard score associated with the assigned color category is used in the overall score calculation rather than the actual numeric score. This is reflected in the ''Score Value Used'' column. Next, a weighted average of scores is computed using individual competency weights, typically set using job analysis data provided by the US Government Occupational Information Network (O*Net).

Competency	Score	How applied to overall	Score Value Used	Weight (%)
Access Site Care and Monitoring	79.1278	Numeric Score	79.1278	12.5000
Dialysis Machine Setup, Operation, and Maintenance	63.2291	Numeric Score	63.2291	12.5000
Dialysis Machine Setup, Operation, and Maintenance (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Documentation, Supply Management, and Regulatory Compliance	90.0230	Numeric Score	90.0230	12.5000
Infection Control and Sterile Technique	68.8424	Numeric Score	68.8424	12.5000
Infection Control and Sterile Technique (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Patient Monitoring and Complication Recognition	75.4181	Numeric Score	75.4181	12.5000
Patient and Family Education	72.0417	Numeric Score	72.0417	12.5000
Weighted Average:				69.5509
Final Overall Score:				69

Notes

(This area is intentionally blank - it's reserved as space for your notes.)