

Test Results and Interview Guide

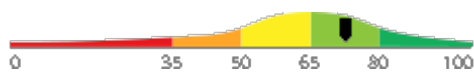
Candidate: **Elizabeth Wantsajob**
Assessment: Adobe Photoshop - Usage and Concepts
Completed: August 25, 2026
Prepared for: Sara Maple
Example Company

What's Included

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

Important Note: The Adobe Photoshop - Usage and Concepts 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

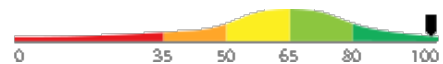
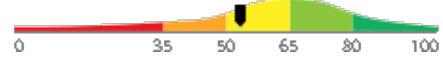
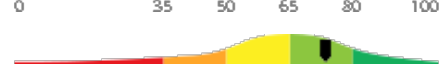
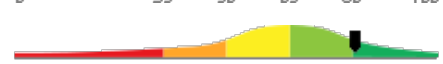
Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Adobe Photoshop - Usage and Concepts August 25, 2026	72	

The candidate exhibits a solid and well-rounded knowledge of Adobe Photoshop, demonstrating competence across most major areas including layer blending, retouching tools, color modes, filters, and workflow management. Minor gaps may exist in specialized or advanced techniques, but the candidate is capable of performing most production tasks with confidence.

Key

-  Candidate Score
-  Higher Risk
-  Lower Risk

Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Color Modes, Color Adjustment, and Image Correction	98	
Layers and Layer Management (Free Text Responses)	53	
Selection Tools and Techniques (Free Text Responses)	53	
Image Size, Resolution, and File Formats	66	
Layers and Layer Management	89	
Retouching and Painting Tools	66	
Selection Tools and Techniques	74	
Transforms, Cropping, and Layout Tools	80	

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	72nd											
North America	60th											
United States	60th											
Example Company	67th											

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: Adobe Photoshop - Usage and Concepts
 Authorized: August 25, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
 Started: August 25, 2026, 7:10:09PM EDT
 Completed: August 25, 2026, 7:10:09PM EDT
 Overall Score: 72

Knowledge and Skills Detail

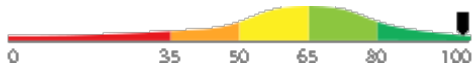
This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail

Interview Guide

Color Modes, Color Adjustment, and Image Correction

Score: 98



Description:

Understanding color is critical for producing accurate, high-quality graphics. This topic covers RGB and CMYK color modes, and the use of color adjustment tools such as levels, curves, hue/saturation, and adjustment layers to correct and enhance images.

Interpretation:

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

The candidate exhibits a comprehensive and advanced understanding of color modes, color adjustment tools, and image correction techniques in Adobe Photoshop. They are highly proficient in leveraging tools such as curves, levels, hue/saturation, and adjustment layers to produce precise, professional-quality graphics across a variety of color workflows.

How would you use Curves or Levels to correct an image that appears too dark and lacks contrast?



1

Cannot describe how to use either tool or describes them incorrectly.



2

Describes a basic adjustment using one tool but cannot explain the reasoning behind the steps.



3



4

Explains a clear, accurate correction process using one or both tools with confident reasoning.



5

What is the difference between RGB and CMYK color modes, and when would you use each one?



1

Cannot distinguish between the two modes or gives an inaccurate explanation.



2

Correctly identifies one mode but gives an incomplete or partially inaccurate comparison.



3



4

Clearly and accurately explains both modes and correctly identifies appropriate use cases for each.



5

Detail

Interview Guide

Layers and Layer Management (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



4



5

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



4



5

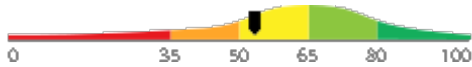
Candidate clearly outlines a structured lifecycle including discovery, requirements, development, model validation, testing, deployment, and monitoring. Demonstrates awareness of AI-specific challenges such as data quality, model drift, and iterative retraining, and explains how they would coordinate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

Detail

Interview Guide

Selection Tools and Techniques (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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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

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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



4

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.



5

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



4

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.



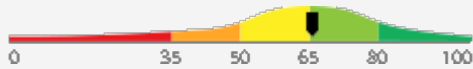
5

Detail

Interview Guide

Image Size, Resolution, and File Formats

Score: 66


Description:

Knowing how to manage image size, resolution, and file formats ensures that graphics are suitable for their intended output, whether for print or digital use. This topic covers canvas and image resizing, resolution settings, and choosing the right file format when saving or exporting.

Interpretation:

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

The candidate demonstrates a solid working knowledge of image size, resolution, and file formats in Adobe Photoshop. They are generally proficient in managing canvas and image resizing, configuring resolution settings, and selecting suitable file formats for both print and digital use, with only minor gaps expected.

How would you decide which file format to use when saving a finished project, and what factors would influence your choice?



1

Cannot name relevant file formats or gives inaccurate guidance on when to use them.



2

Names one or two formats correctly but gives only a partial or general explanation of the decision factors.



3



4

Names multiple formats and clearly explains the key factors that determine the best choice for different outputs.



5

What does image resolution mean in Photoshop, and why does it matter when preparing an image for print versus web use?



1

Cannot define resolution or does not distinguish between print and web requirements.



2

Provides a basic definition of resolution but gives only a partial explanation of print vs. web differences.



3



4

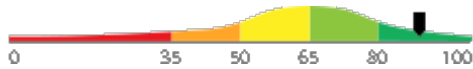
Clearly defines resolution and accurately explains the different requirements for print and web output.



5

Layers and Layer Management

Score: 89


Description:

Layers are the foundation of most work in Photoshop. This topic covers creating, organizing, and editing layers, as well as using layer masks, blending modes, and adjustment layers to control how image elements interact with one another.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced mastery of Adobe Photoshop usage and concepts, spanning layers and blending modes, selection and pen tools, color management, retouching, typography, filters, and file output for both print and web. They are well-equipped to independently produce high-quality graphics and manage complex, multi-step workflows with precision and efficiency. This level of proficiency reflects expertise suitable for professional design environments with high production standards.

How would you use a layer mask and a blending mode together to blend two images seamlessly in Photoshop?



1

Cannot explain either concept or describes them inaccurately.



2

Explains one concept correctly but struggles to describe how both work together.



3



4

Clearly explains both concepts and describes a practical, effective workflow for blending images.



5

Can you explain what a layer is in Photoshop and describe one way you have used layers in your work?



1

Vague or incorrect description of layers; no practical example given.



2

Correct basic definition of layers; general example provided but lacking detail.



3



4

Clear, accurate explanation with a specific, relevant example showing practical understanding.



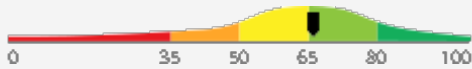
5

Detail

Interview Guide

Retouching and Painting Tools

Score: 66



Description:

Retouching and painting tools are used to clean up, repair, and add detail to images. This topic covers the clone stamp, healing brush, brushes, gradients, and fill tools, which are commonly used for photo retouching and creating original artwork.

Interpretation:

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

The candidate shows a solid understanding of retouching and painting tools in Adobe Photoshop. They are competent in working with the clone stamp, healing brush, brushes, gradients, and fill tools, and can reliably apply these tools for photo retouching and the creation of original artwork.

Describe how you would remove an unwanted object from a photo while keeping the background looking natural and consistent.



1

Cannot describe an effective approach or identifies inappropriate tools.



2

Describes a basic approach using one tool but does not address blending or consistency.



3



4



5

Describes a thorough, practical workflow using appropriate tools and addressing background consistency.

Can you describe the difference between the Clone Stamp tool and the Healing Brush tool, and give an example of when you would use each?



1

Cannot distinguish between the two tools or describes them inaccurately.



2

Correctly describes one tool but gives an unclear or inaccurate description of the other.



3



4

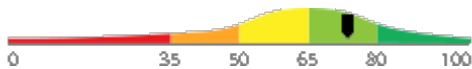


5

Accurately describes both tools and provides clear, practical examples for using each one.

Selection Tools and Techniques

Score: 74



Description:

Making accurate selections is essential for isolating and editing specific parts of an image. This topic covers the marquee, lasso, magic wand, and quick selection tools, as well as methods for refining and modifying selections.

Interpretation:

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

The candidate demonstrates a solid working knowledge of Adobe Photoshop selection tools and techniques. They are proficient with a range of selection tools and can apply refinement methods to achieve accurate selections in most practical scenarios.

Walk me through how you would isolate a subject from a complex background in Photoshop, including which tools you would use and why.



1

Describes a vague or ineffective approach; cannot identify appropriate tools.



2

Describes a workable approach using one or two tools but misses refinement steps.



3



4



5

Describes a detailed, efficient workflow using multiple tools and refinement techniques.

Can you name at least two selection tools in Photoshop and describe a situation where you would use each one?



1

Cannot name two tools or provides incorrect descriptions of their use.



2

Names two tools correctly but gives only general or partially accurate use cases.



3



4



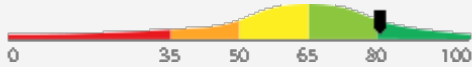
5

Names multiple tools with clear, accurate, and practical descriptions of when and why to use each.

Detail

Transforms, Cropping, and Layout Tools

Score: 80



Description:

These tools are used to control the position, size, and structure of images and design elements. This topic covers the crop tool, free transform, canvas resizing, and the use of guides, rulers, and alignment tools to create accurate, well-organized layouts.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of Transforms, Cropping, and Layout Tools in Adobe Photoshop. They are highly proficient in controlling the position, size, and structure of design elements using the full range of tools including free transform, canvas resizing, rulers, guides, and alignment tools to produce precise, professional-quality layouts.

Interview Guide

How do you use guides and alignment tools in Photoshop to make sure elements in a design are precisely positioned?



1

Cannot describe how to use guides or alignment tools effectively.



2

Describes basic use of one tool but does not explain a complete alignment workflow.



3



4



5

Describes a clear, practical workflow using both guides and alignment tools for precise layout work.

How would you use the Crop tool and the Canvas Size option in Photoshop, and what is the difference between them?



1

Cannot describe either function or confuses the two.



2

Correctly describes one function but gives an inaccurate or incomplete description of the other.



3



4



5

Accurately describes both functions and clearly explains the practical difference between them.

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

After an AI product is deployed, what is model monitoring and why is it a necessary part of the product lifecycle?

Response

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.

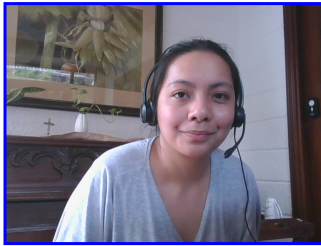
Misspelled Words: guardrails (1), hallucination (1)

Identity Confirmation Photos

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

Photo Analysis Results

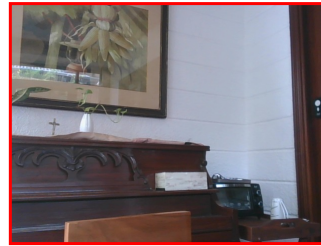
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



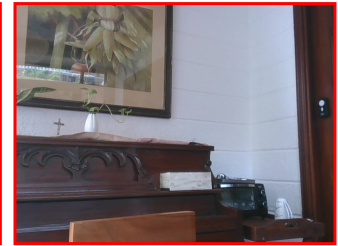
Pre/Post-Test Photo



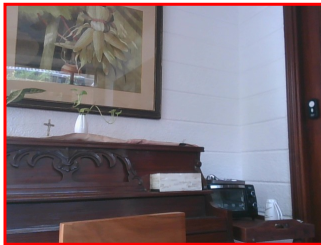
ID Photo



In-Test Error Detected (No Face Detected)



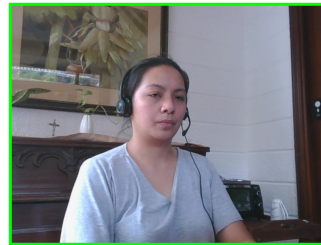
In-Test Error Detected (No Face Detected)



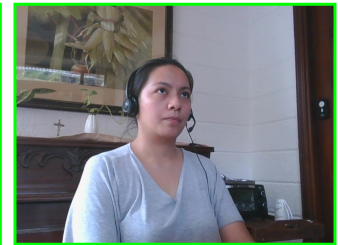
In-Test Error Detected (No Face Detected)



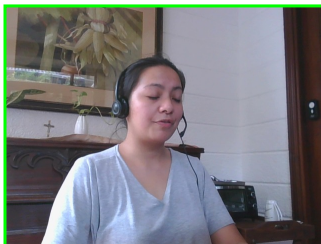
In-Test Photo



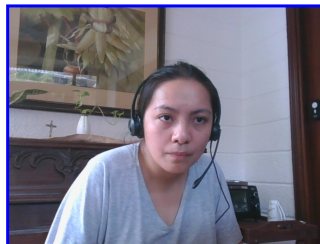
In-Test Photo



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: 21047-1, Key: 0-0, Rpt: 104, Prd: 9888, Created: 2026-08-25 19:10 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 (%)
Color Modes, Color Adjustment, and Image Correction	98.9997	Numeric Score	98.9997	12.5000
Image Size, Resolution, and File Formats	66.0159	Numeric Score	66.0159	12.5000
Layers and Layer Management	89.0455	Numeric Score	89.0455	12.5000
Layers and Layer Management (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Retouching and Painting Tools	66.5559	Numeric Score	66.5559	12.5000
Selection Tools and Techniques	74.0611	Numeric Score	74.0611	12.5000
Selection Tools and Techniques (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Transforms, Cropping, and Layout Tools	80.9079	Numeric Score	80.9079	12.5000
Weighted Average:				72.9139
Final Overall Score:				72

Notes

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