

Test Results and Interview Guide

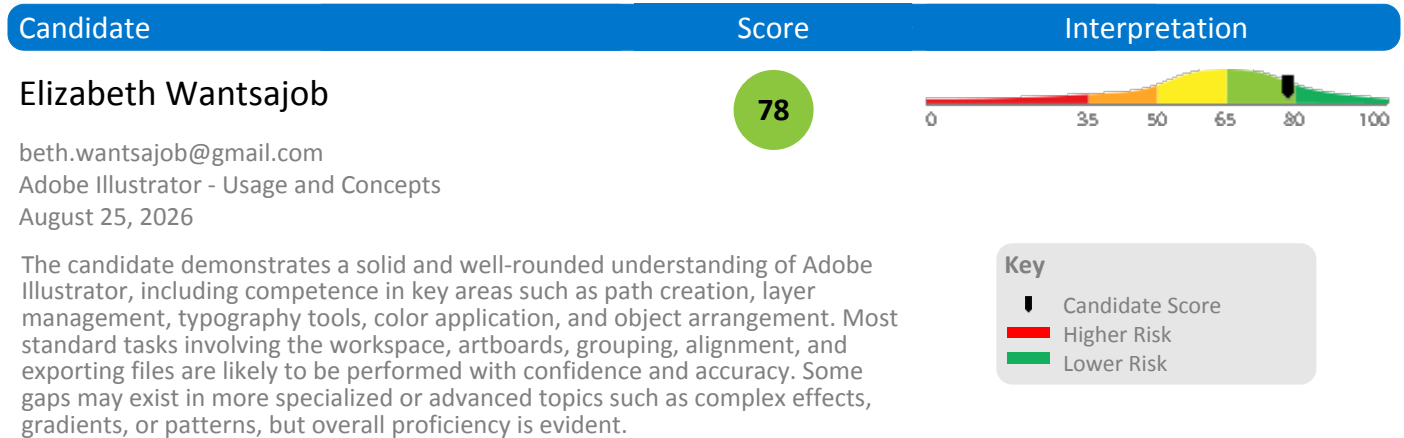
Candidate: **Elizabeth Wantsajob**
Assessment: Adobe Illustrator - Usage and Concepts
Completed: August 25, 2026
Prepared for: Sara Maple
Example Company

What's Included

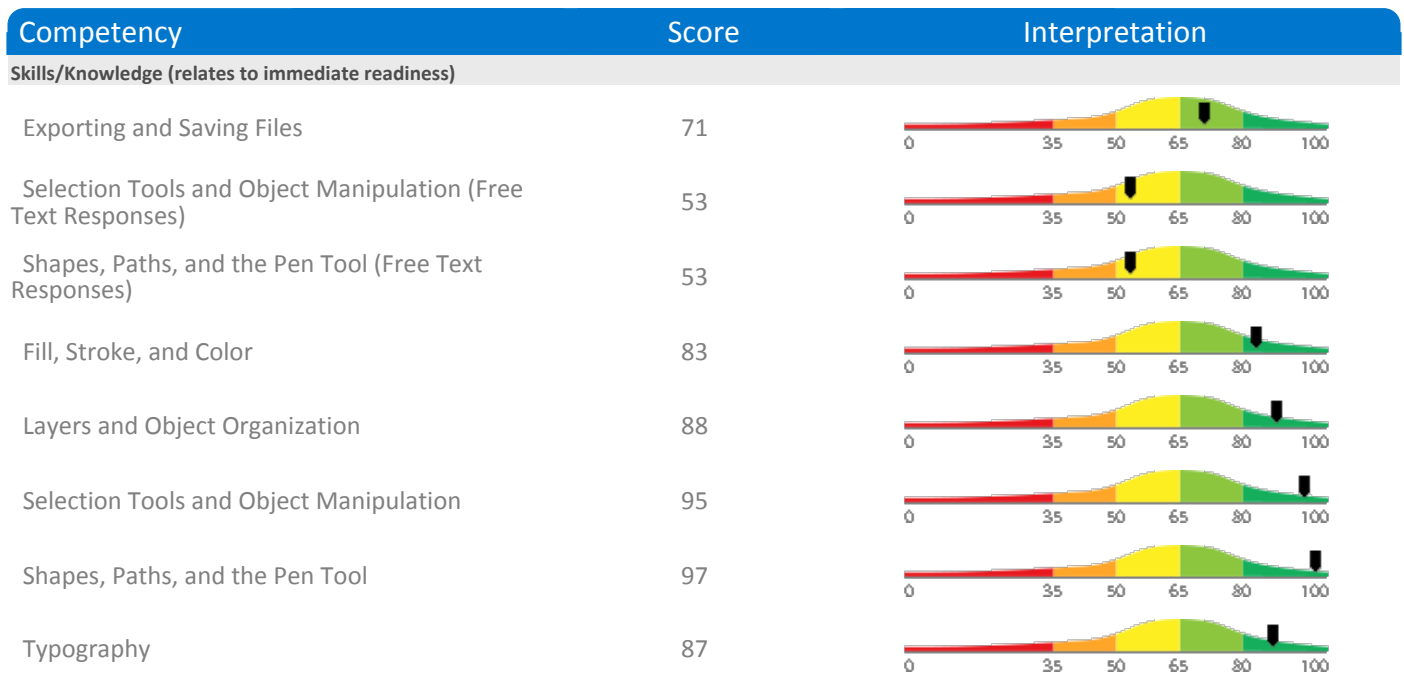
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Adobe Illustrator - 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

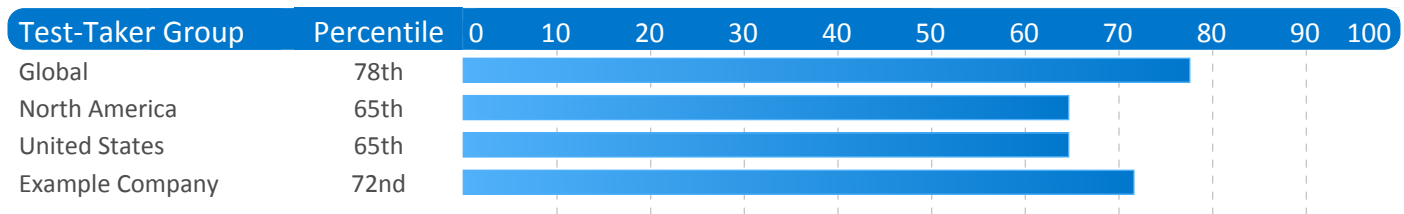


Competency Summary



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.



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 Illustrator - Usage and Concepts
 Authorized: August 25, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
 Started: August 25, 2026, 7:10:46PM EDT
 Completed: August 25, 2026, 7:10:46PM EDT
 Overall Score: 78

Knowledge and Skills Detail

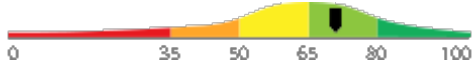
This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail

Interview Guide

Exporting and Saving Files

Score: 71



Description:

Covers saving native Illustrator files (.ai) and exporting artwork in formats suitable for print (PDF, EPS) and web or screen use (PNG, JPG, SVG). Includes understanding artboard setup and how export settings affect file quality and size.

Interpretation:

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

The candidate demonstrates a solid understanding of saving native Illustrator files and exporting artwork in formats appropriate for print and web use. They are generally proficient with artboard setup and export settings, though there may be some room for refinement in more advanced or nuanced scenarios.

Walk me through the steps you would take to export a finished logo for both a print vendor and a website, including which file formats you would use and why.



1

Cannot name appropriate formats for print or web or provides no reasoning.



2

Names one correct format for either print or web but is unclear about settings or reasoning.



3



4

Accurately describes exporting a PDF or EPS for print and an SVG or PNG for web, with clear reasoning about quality, scalability, and file size.



5

What is the difference between saving a file as an .ai file and exporting it as a PNG, and when would you choose each format?



1

Cannot distinguish between saving and exporting or identify appropriate use cases for each format.



2

Correctly identifies one format's use case but is unclear or incorrect about the other.



3



4

Clearly explains that .ai preserves editable vector data while PNG is a flattened raster format suited for web or screen use.



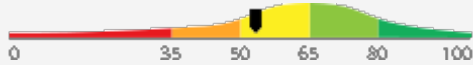
5

Detail

Interview Guide

Selection Tools and Object Manipulation (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

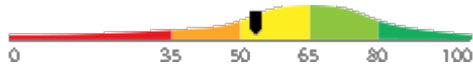
Candidate clearly outlines a structured lifecycle including discovery, requirements, development, model validation, testing, deployment, and monitoring. Demonstrates awareness of AI-specific challenges such as data quality, model drift, and iterative retraining, and explains how they would coordinate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

Detail

Interview Guide

Shapes, Paths, and the Pen Tool (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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3



4



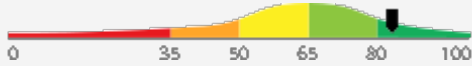
5

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

Fill, Stroke, and Color

Score: 83


Description:

Covers applying and adjusting fill and stroke properties on objects, including color, weight, and stroke style. Includes using the Color panel, Swatches panel, and gradients to apply color to artwork for both print and screen use.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced mastery of fill and stroke properties in Adobe Illustrator, including precise control over color, weight, stroke styles, and gradient application. They are highly proficient in utilizing the Color panel, Swatches panel, and related tools to produce polished artwork optimized for both print and screen environments.

Interview Guide

Describe how you would create and apply a linear gradient fill to a shape, and how you would adjust the direction and color stops of that gradient.



1

Cannot describe how to apply a gradient or adjust its properties.



2

Describes applying a gradient but is vague about adjusting direction or color stops.



3



4



5

Accurately describes opening the Gradient panel, applying a linear gradient, dragging the gradient tool to set direction, and editing color stops.

Can you explain what fill and stroke are in Illustrator, and describe how you would change the stroke color and weight of a selected object?



1

Cannot define fill and stroke or describe the steps to change them.



2

Correctly defines fill and stroke and describes one change but misses steps for the other.



3



4



5

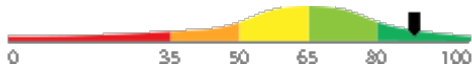
Clearly defines both properties and accurately describes using the toolbar, Color panel, or Stroke panel to change color and weight.

Detail

Interview Guide

Layers and Object Organization

Score: 88


Description:

Covers using the Layers panel to create, name, reorder, lock, and hide layers to keep artwork organized. Includes understanding how layer order affects object stacking and how to move objects between layers.

Interpretation:

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

The candidate exhibits an advanced and comprehensive mastery of layers and object organization in Adobe Illustrator. They are highly proficient in all aspects of the Layers panel, including managing complex layer structures, controlling object stacking order, and efficiently organizing artwork through layer manipulation techniques.

Describe how you would set up a layered document for a project that has a background, a set of graphic elements, and a text layer, and explain why you would organize it that way.



1

Provides no clear layer structure or rationale for the organization.



2

Describes a basic layer structure but gives limited reasoning for the organization choices.



3



4



5

Describes a logical three-layer structure and explains benefits such as easy editing, locking background, and isolating text.

What is the purpose of using layers in Illustrator, and how would you move an object from one layer to another?



1

Cannot explain the purpose of layers or describe how to move objects between them.



2

Explains the general purpose of layers but is unclear or incorrect about moving objects between them.



3



4



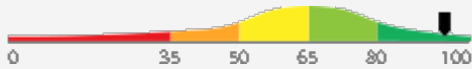
5

Clearly explains organization and stacking benefits of layers and accurately describes dragging objects in the Layers panel to move them.

Detail

Selection Tools and Object Manipulation

Score: 95


Description:

Covers using the Selection tool to move, resize, and select whole objects, and the Direct Selection tool to edit individual anchor points and path segments. Also includes grouping, ordering, arranging, and transforming objects using scale, rotate, and reflect functions.

Interpretation:

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

The candidate exhibits an advanced, comprehensive understanding of Adobe Illustrator's selection tools and object manipulation capabilities. They are highly proficient in using both the Selection and Direct Selection tools, and can confidently group, order, arrange, and apply complex transformations including scaling, rotating, and reflecting objects with precision.

Interview Guide

Walk me through how you would take a set of overlapping objects, group them, resize the group proportionally, and then move one individual object within the group without ungrouping.



1

Cannot describe the grouping or resizing process and is unaware of how to edit within a group.



2

Correctly describes grouping and resizing but is unsure how to select within a group.



3



4

Accurately describes grouping, proportional scaling, and using Direct Selection or double-clicking to edit within a group.



5

What is the difference between the Selection tool and the Direct Selection tool, and when would you use each one?



1

Cannot distinguish between the two tools or gives an incorrect explanation.



2

Correctly identifies one tool's purpose but is unclear or incorrect about the other.



3



4

Clearly explains that the Selection tool targets whole objects while Direct Selection targets individual anchor points, with accurate examples.



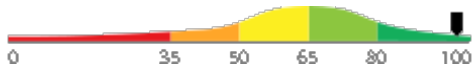
5

Detail

Interview Guide

Shapes, Paths, and the Pen Tool

Score: 97


Description:

Covers creating and editing basic shapes (rectangles, ellipses, polygons) and working with paths using the Pen tool. Includes adding, removing, and adjusting anchor points, and converting between smooth and corner points to build precise vector artwork.

Interpretation:

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

The candidate demonstrates a high level of proficiency in Adobe Illustrator, reflecting strong command of both fundamental and advanced features, including path manipulation, the Pathfinder panel, gradients, effects, and file preparation for print and web. They are well-equipped to independently produce high-quality graphics and manage complex design workflows.

Describe a situation where you needed to create a custom shape that could not be made with the basic shape tools. How did you use the Pen tool and anchor point editing to achieve the result?



1

Gives a vague or irrelevant example with no mention of anchor point editing.



2

Describes a plausible scenario and mentions the Pen tool but omits anchor point details.



3



4

Provides a specific example with clear explanation of Pen tool use, anchor types, and editing handles.



5

Can you explain what a vector path is and describe the steps you would take to draw a simple curved path using the Pen tool?



1

Cannot define a vector path or describe basic Pen tool steps.



2

Defines a vector path and lists some Pen tool steps but lacks detail.



3



4

Clearly defines vector paths and accurately describes clicking, dragging, and adjusting anchor points.

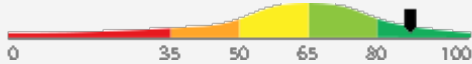


5

Detail

Typography

Score: 87


Description:

Covers creating and formatting text using the Type tool, including adjusting font, size, leading, kerning, and tracking via the Character and Paragraph panels. Includes working with point type and area type for different layout needs.

Interpretation:

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

The candidate demonstrates a comprehensive and advanced mastery of Typography in Adobe Illustrator. They are highly skilled in creating and formatting text using the Type tool, with expert-level command of font, size, leading, kerning, tracking, and the full capabilities of the Character and Paragraph panels across both point type and area type workflows.

Interview Guide

How would you adjust the spacing between individual characters and between lines of text in a text block, and which panels or settings would you use?



1

Cannot identify the correct tools or panels for adjusting character or line spacing.



2

Identifies the correct panel but confuses kerning, tracking, or leading settings.



3



4

Accurately describes using the Character panel to adjust kerning or tracking for character spacing and leading for line spacing.



5

What is the difference between point type and area type in Illustrator, and when would you use each?



1

Cannot distinguish between point type and area type or gives an incorrect explanation.



2

Correctly describes one type but is vague or incorrect about the other or when to use them.



3



4

Clearly explains that point type is for short text and area type is for longer text that flows within a bounding box, with accurate use cases.



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

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.

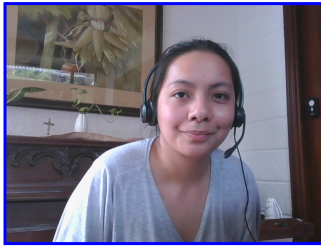
Misspelled Words: guardrails (1), hallucination (1)

Identity Confirmation Photos

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

Photo Analysis Results

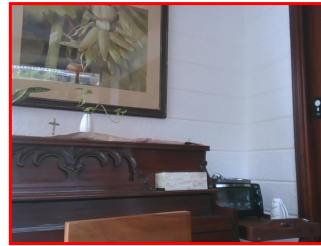
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



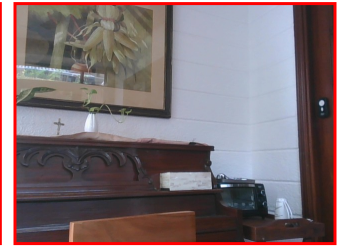
Pre/Post-Test Photo



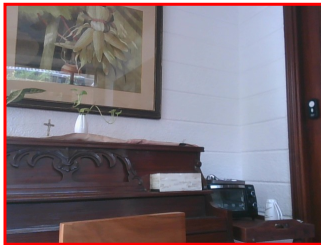
ID Photo



In-Test Error Detected (No Face Detected)



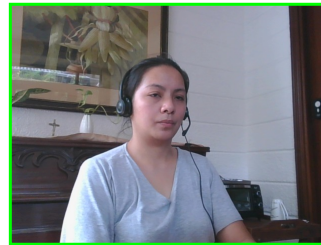
In-Test Error Detected (No Face Detected)



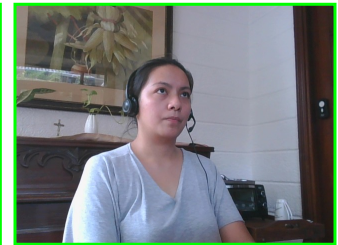
In-Test Error Detected (No Face Detected)



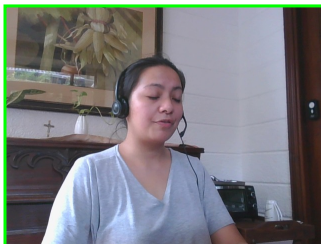
In-Test Photo



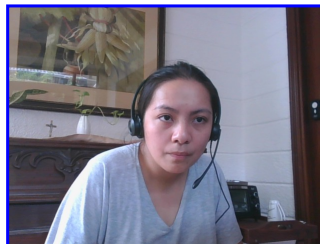
In-Test Photo



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: 21048-1, Key: 0-0, Rpt: 104, Prd: 9889, 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 (%)
Exporting and Saving Files	71.0854	Numeric Score	71.0854	12.5000
Fill, Stroke, and Color	83.5597	Numeric Score	83.5597	12.5000
Layers and Object Organization	88.5441	Numeric Score	88.5441	12.5000
Selection Tools and Object Manipulation	95.0513	Numeric Score	95.0513	12.5000
Selection Tools and Object Manipulation (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Shapes, Paths, and the Pen Tool	97.5810	Numeric Score	97.5810	12.5000
Shapes, Paths, and the Pen Tool (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Typography	87.6184	Numeric Score	87.6184	12.5000
Weighted Average:				78.8956
Final Overall Score:				78

Notes

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