

Test Results and Interview Guide

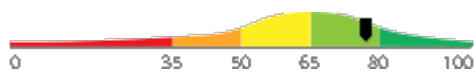
Candidate:	Elizabeth Wantsajob
Assessment:	Adobe Premiere Pro - Usage and Concepts
Completed:	August 25, 2026
Prepared for:	Sara Maple Example Company

What's Included

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

Important Note: The Adobe Premiere Pro - 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

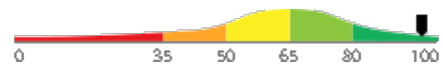
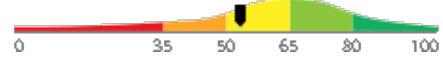
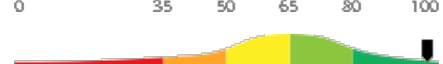
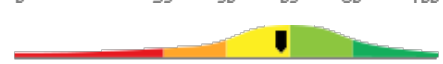
Candidate	Score	Interpretation
Elizabeth Wantsajob beth.wantsajob@gmail.com Adobe Premiere Pro - Usage and Concepts August 25, 2026	77	

Key

-  Candidate Score
-  Higher Risk
-  Lower Risk

The candidate exhibits a solid and well-rounded knowledge of Adobe Premiere Pro, including competence in managing project media, editing sequences, applying effects and transitions, and working with audio and color tools. Minor gaps may exist in advanced or specialized areas, but overall the candidate is capable of performing most professional video editing tasks effectively.

Competency Summary

Competency	Score	Interpretation
Skills/Knowledge (relates to immediate readiness)		
Audio Editing and Mixing	96	
Media Import and Project Organization (Free Text Responses)	53	
Timeline Editing and Clip Management (Free Text Responses)	53	
Color Correction and Visual Effects	72	
Exporting and Rendering	95	
Media Import and Project Organization	85	
Timeline Editing and Clip Management	98	
Titles, Text, and Graphics	63	

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	77th											
North America	64th											
United States	64th											
Example Company	71st											

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 Premiere Pro - 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: 77

Knowledge and Skills Detail

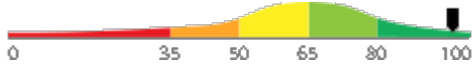
This section contains a list of job-related knowledge areas and skills that have been evaluated. Low scores in these areas often indicate that additional learning may be required before top performance can be achieved.

Detail

Interview Guide

Audio Editing and Mixing

Score: 96



Description:

Covers adjusting audio levels, adding and manipulating keyframes on audio tracks, and mixing multiple audio sources within a sequence. Includes understanding audio track types, using the Audio Track Mixer, and applying basic audio effects. Audio editing is a routine part of producing polished video content in Premiere Pro.

Interpretation:

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

The candidate exhibits a strong and comprehensive mastery of audio editing and mixing concepts in Adobe Premiere Pro. They are highly likely to be proficient in all core areas, including keyframe manipulation, multi-source audio mixing, use of the Audio Track Mixer, and application of audio effects to produce polished video content. They can be expected to perform audio editing tasks independently and with a high degree of competence.

How do you approach mixing audio when a sequence has multiple tracks, such as dialogue, background music, and sound effects all playing at the same time?



1

Gives a vague answer with no mention of specific Premiere Pro tools or level-balancing techniques.



2

Mentions adjusting individual track levels and possibly using the Audio Track Mixer.



3



4



5

Describes a structured mixing workflow using the Audio Track Mixer, keyframes, audio meters, and possibly audio effects like EQ or compression.

If a clip's audio is too loud in one section of your timeline, how would you lower the volume for just that section without affecting the rest of the clip?



1

Cannot describe how to adjust audio for a specific section; unaware of keyframes.



2

Mentions using keyframes on the audio track to raise and lower volume at specific points.



3



4



5

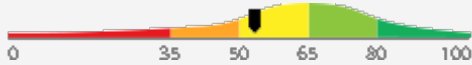
Clearly explains adding keyframes via the rubber band or Effects Controls panel and describes smooth ramping techniques.

Detail

Interview Guide

Media Import and Project Organization (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

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.



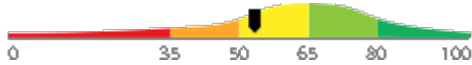
5

Detail

Interview Guide

Timeline Editing and Clip 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.

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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

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

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3



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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



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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.



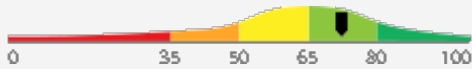
5

Detail

Interview Guide

Color Correction and Visual Effects

Score: 72


Description:

Covers applying and adjusting color correction tools such as Lumetri Color, as well as adding and customizing effects from the Effects panel. Includes understanding how to use the Effects Controls panel to modify effect parameters and apply effects consistently across clips. Color correction and effects are standard steps in any professional video finishing workflow.

Interpretation:

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

The candidate demonstrates a solid working knowledge of color correction and visual effects within Adobe Premiere Pro. They are likely comfortable using Lumetri Color, the Effects panel, and the Effects Controls panel to apply and adjust effects across clips in a consistent manner. Minor gaps in advanced techniques may exist, but overall they are well-prepared to contribute to professional video finishing workflows.

If you need to apply the same color correction settings to many clips in your timeline, what is the most efficient way to do that in Premiere Pro?



1

Suggests manually applying and adjusting each clip individually with no mention of efficient methods.



2

Mentions copying and pasting effects attributes or using adjustment layers.



3



4



5

Describes using adjustment layers, copy/paste attributes, or saving and applying Lumetri presets for maximum efficiency.

How would you make a clip in your timeline look brighter and more colorful using Premiere Pro's built-in tools?



1

Cannot identify the relevant tools or describes a process that would not achieve the result.



2

Mentions the Lumetri Color panel and identifies basic controls like exposure or saturation.



3



4



5

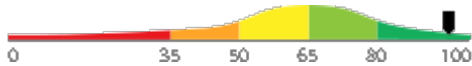
Describes using Lumetri Color with specific controls (exposure, contrast, saturation, curves) and mentions scopes for accuracy.

Detail

Interview Guide

Exporting and Rendering

Score: 95


Description:

Covers how to export a finished sequence from Premiere Pro using the Export Settings dialog and Adobe Media Encoder. Includes selecting the correct format, codec, and resolution for different delivery platforms, and understanding basic render and export settings. Exporting is the final and essential step in every video production project.

Interpretation:

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

The candidate exhibits a high level of proficiency in exporting and rendering within Adobe Premiere Pro, demonstrating strong command of the Export Settings dialog, Adobe Media Encoder, and the selection of optimal formats, codecs, and resolutions for diverse delivery platforms. They are well-equipped to independently and reliably complete the final export stage of any video production project.

How do you decide which export format and settings to use when delivering a video for different platforms, such as YouTube versus a broadcast network?



1

Cannot distinguish between delivery requirements or suggests the same settings for all platforms.



2

Acknowledges that different platforms have different requirements and mentions common formats like H.264 for web.



3



4



5

Demonstrates knowledge of platform-specific specs (resolution, bitrate, codec), broadcast standards, and how to match sequence settings to delivery requirements.

Once you have finished editing a video in Premiere Pro, how would you export it as an MP4 file that can be shared online?



1

Cannot describe the export process or identifies incorrect steps or settings.



2

Describes accessing Export Settings and selecting H.264 format to produce an MP4 file.



3



4

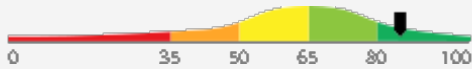


5

Clearly explains the full export workflow including format, codec, preset selection, bitrate, and optionally using Media Encoder for queue-based exporting.

Detail
Interview Guide
Media Import and Project Organization

Score: 85


Description:

Covers how to import media files into a Premiere Pro project and keep the project organized. Includes using the Project panel, creating and managing bins, applying labels and metadata, and understanding how Premiere Pro links to source media files. Good organization practices are essential for efficient editing on any project.

Interpretation:

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

The candidate exhibits a strong, comprehensive understanding of media import and project organization in Adobe Premiere Pro. They are highly proficient in all aspects of the Project panel, bin management, metadata and label application, and source media linking, consistently applying best practices for efficient project organization. They are well-prepared to handle complex, professional-level editing projects with a high degree of organizational competence.

How do you keep a large Premiere Pro project organized, and what features in Premiere Pro do you rely on most to manage your media?



1

Gives vague or minimal answer with no specific Premiere Pro features mentioned.



2

Mentions bins, labels, or basic naming conventions as organizational strategies.



3



4



5

Describes a clear system using bins, labels, metadata, search, markers, and possibly proxies or project templates.

How would you bring a video file into a Premiere Pro project, and where would you find it once it has been imported?



1

Struggles to describe the import process or does not know where imported media appears.



2

Correctly identifies using File > Import or drag-and-drop and locating media in the Project panel.



3



4

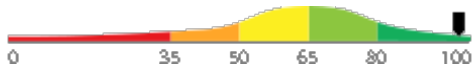


5

Describes multiple import methods, use of bins for organization, metadata, and relinking offline media.

Timeline Editing and Clip Management

Score: 98


Description:

Covers the core skills of arranging, trimming, cutting, and managing clips on the Premiere Pro timeline. Includes working with tracks, using the razor tool, performing insert and overwrite edits, and adjusting clip speed and duration. This is the foundational skill set for any video editing workflow in Premiere Pro.

Interpretation:

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

The candidate demonstrates an advanced and comprehensive mastery of Adobe Premiere Pro, encompassing efficient media organization, precise timeline editing, audio mixing, color correction, graphics integration, and optimized export workflows. They are well-equipped to independently manage complex video production projects and leverage keyboard shortcuts and workflow efficiency techniques to a high professional standard.

What is the difference between a ripple edit and a rolling edit in Premiere Pro, and when would you use each one?



1

Cannot distinguish between the two edit types or describes them inaccurately.



2

Correctly defines both edit types but gives limited or generic examples of when to use them.



3



4



5

Clearly defines both, explains downstream timeline impact of ripple edits, and gives specific, practical use cases.

Can you walk me through how you would place a video clip onto the timeline and then trim it to remove unwanted footage from the beginning and end?



1

Cannot describe basic clip placement or trimming; confuses tools or steps.



2

Describes dragging a clip to the timeline and using the razor or trim tool at a basic level.



3



4



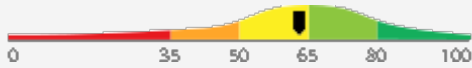
5

Clearly explains multiple trimming methods (ripple, roll, razor), insert vs. overwrite edits, and keyboard shortcuts.

Detail

Titles, Text, and Graphics

Score: 63


Description:

Covers adding text, titles, and graphics to a video sequence using the Essential Graphics panel and the Type tool. Includes creating and editing text layers, adjusting font, size, position, and animation, and working with Motion Graphics Templates (.mogrt files). Adding on-screen text and graphics is a frequent task in nearly all video production workflows.

Interpretation:

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

The candidate shows a foundational understanding of adding and editing titles, text, and graphics using Adobe Premiere Pro. They are likely familiar with core concepts such as the Essential Graphics panel and basic text layer adjustments, though they may need additional guidance when working with more advanced features such as animation or Motion Graphics Templates.

Interview Guide

What are Motion Graphics Templates in Premiere Pro, and how would you use one in a project?



1

Is unfamiliar with Motion Graphics Templates or confuses them with another feature.



2

Correctly identifies .mogrt files and describes how to apply one from the Essential Graphics panel.



3



4

Explains .mogrt files, how to browse and apply them, customize editable properties, and where they come from (e.g., After Effects or Adobe Stock).



5

How would you add a simple text title to your video in Premiere Pro, and how would you change its font and position on screen?



1

Cannot identify the correct tool or panel for adding text to the timeline.



2

Identifies the Type tool or Essential Graphics panel and describes basic text and font adjustments.



3



4

Describes using the Type tool, Essential Graphics panel, adjusting properties, and possibly animating text with keyframes.



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.

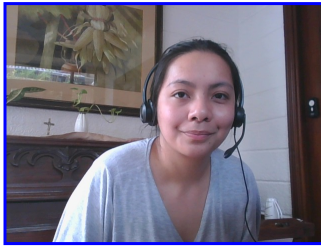
Misspelled Words: guardrails (1), hallucination (1)

Identity Confirmation Photos

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

Photo Analysis Results

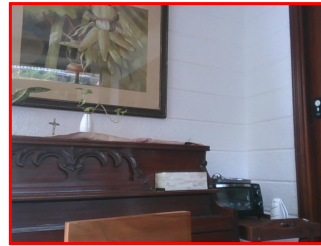
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



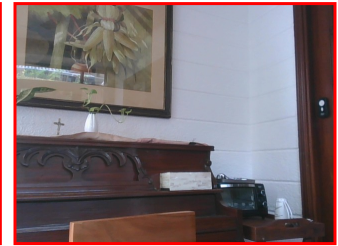
Pre/Post-Test Photo



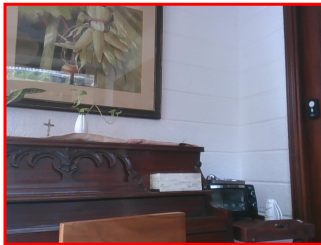
ID Photo



In-Test Error Detected (No Face Detected)



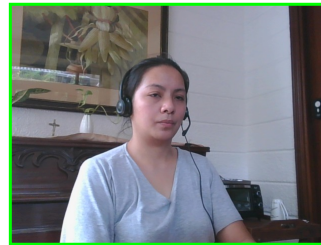
In-Test Error Detected (No Face Detected)



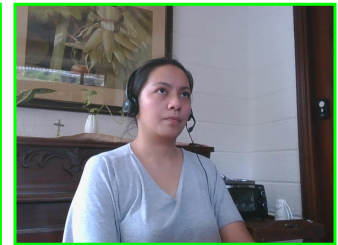
In-Test Error Detected (No Face Detected)



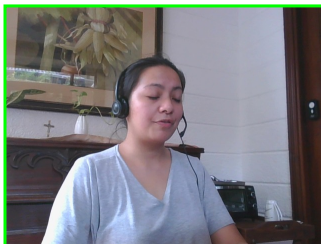
In-Test Photo



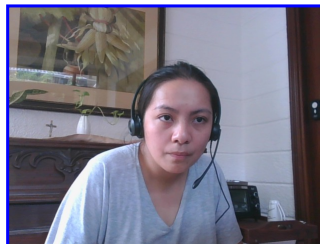
In-Test Photo



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: 21049-1, Key: 0-0, Rpt: 104, Prd: 9890, 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 (%)
Audio Editing and Mixing	96.8392	Numeric Score	96.8392	12.5000
Color Correction and Visual Effects	72.5466	Numeric Score	72.5466	12.5000
Exporting and Rendering	95.6256	Numeric Score	95.6256	12.5000
Media Import and Project Organization	85.2477	Numeric Score	85.2477	12.5000
Media Import and Project Organization (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Timeline Editing and Clip Management	98.2348	Numeric Score	98.2348	12.5000
Timeline Editing and Clip Management (Free Text Responses)	53.8624	Numeric Score	53.8624	12.5000
Titles, Text, and Graphics	63.5286	Numeric Score	63.5286	12.5000
Weighted Average:				77.4684
Final Overall Score:				77

Notes

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