

# Test Results and Interview Guide

Candidate: **Elizabeth Wantsajob**  
Assessment: Adobe Photoshop - Usage and Concepts (Short)  
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 (Short) assessment measures key factors related to high performance and tenure in this job. Attribute types measured vary by test, but can include cognitive ability, skills, knowledge, personality characteristics, emotional intelligence, and past behavioral history. This report includes a one page summary, followed by detailed results with an embedded interview guide. Note that these results should always be used as a part of a balanced candidate selection process that includes independent evaluation steps, such as interviews and reference checks.

## Overall

| Candidate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Score     | Interpretation                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-------------------------------------------------------------------------------------|
| <b>Elizabeth Wantsajob</b><br>beth.wantsajob@gmail.com<br>Adobe Photoshop - Usage and Concepts (Short)<br>August 25, 2026<br><p>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.</p> | <b>79</b> |  |

### Key

- Candidate Score
- Higher Risk
- Lower Risk

## Competency Summary

| Competency                                               | Score | Interpretation                                                                      |
|----------------------------------------------------------|-------|-------------------------------------------------------------------------------------|
| <b>Skills/Knowledge (relates to immediate readiness)</b> |       |                                                                                     |
| Color Modes, Color Adjustment, and Image Correction      | 89    |   |
| Layers and Layer Management                              | 86    |   |
| Retouching and Painting Tools                            | 78    |   |
| Selection Tools and Techniques                           | 65    |  |

## 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           | 79th       |   |    |    |    |    |    |    |    |    |    |     |
| North America    | 66th       |   |    |    |    |    |    |    |    |    |    |     |
| United States    | 66th       |   |    |    |    |    |    |    |    |    |    |     |
| Example Company  | 73rd       |   |    |    |    |    |    |    |    |    |    |     |

## Artificial Intelligence (AI) Generated Scores

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

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

## Detail

Candidate: Elizabeth Wantsajob, beth.wantsajob@gmail.com  
 Assessment: Adobe Photoshop - Usage and Concepts (Short)  
 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: 79

## 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: 89



##### 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.



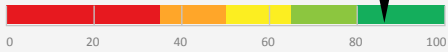
5

## Detail

## Interview Guide

**Layers and Layer Management**

Score: 86


**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



5

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

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



5

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

**Retouching and Painting Tools**

Score: 78


**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



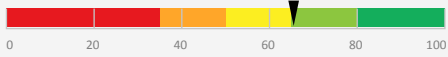
5

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

## Detail

**Selection Tools and Techniques**

Score: 65


*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.

## Interview Guide

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

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



5

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

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



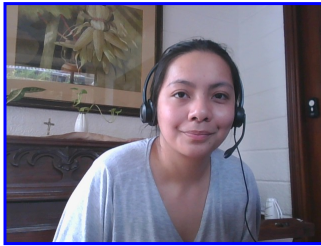
5

## Identity Confirmation Photos

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

### Photo Analysis Results

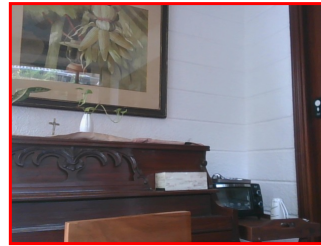
|                                       |                                                        |
|---------------------------------------|--------------------------------------------------------|
| - Risk:                               | Medium risk of cheating based on image inconsistencies |
| - 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%)                                              |



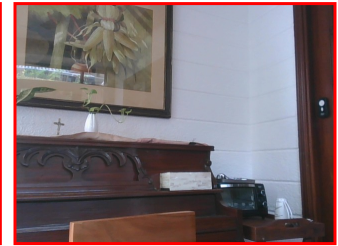
*Pre/Post-Test Photo*



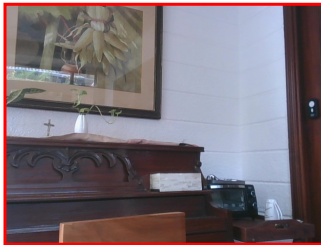
*ID Photo*



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



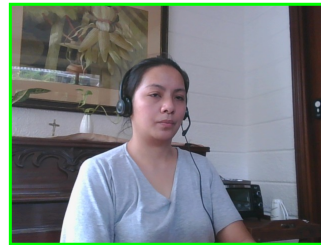
*In-Test Error Detected (No Face Detected)*



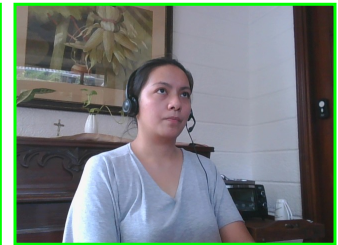
*In-Test Error Detected (No Face Detected)*



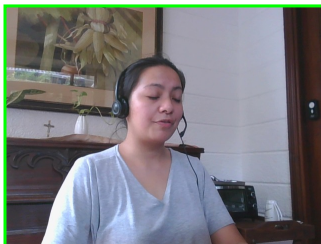
*In-Test Photo*



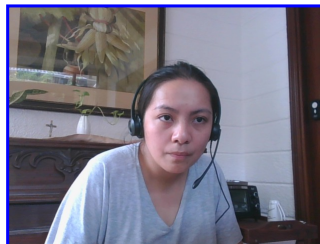
*In-Test Photo*



*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](http://www.hravatar.com).
- Most competency scores are norm-based, which means that they can be interpreted in terms of their distance from the average or mean score. For all scales, a score equal to the mean receives a score of 65 and scores above and below this value are set so that a score change of 15 equals one standard deviation.
- For linear competencies, higher is better across the entire scale. For these scales a score between 65 and 80 (light green) represents 0 to 1 standard deviation above the mean and a score above 80 (dark green) represents more than one standard deviation above the mean. Similarly, a score of 50 - 65 (yellow) represents 0 to 1 standard deviation below the mean, while a score of 35 - 50 (orange) equates to 1 to 2 standard deviations below the mean, and a score below 35 represents more than 2 standard deviations below the mean.
- Sim ID: 21051-1, Key: 0-0, Rpt: 68, Prd: 9892, 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 | 89.3646 | Numeric Score          | 89.3646          | 25.0000    |
| Layers and Layer Management                         | 86.2101 | Numeric Score          | 86.2101          | 25.0000    |
| Retouching and Painting Tools                       | 78.2156 | Numeric Score          | 78.2156          | 25.0000    |
| Selection Tools and Techniques                      | 65.3483 | Numeric Score          | 65.3483          | 25.0000    |
| Weighted Average:                                   |         |                        |                  | 79.7846    |
| Final Overall Score:                                |         |                        |                  | 79         |

**Notes**

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