

Test Results and Interview Guide

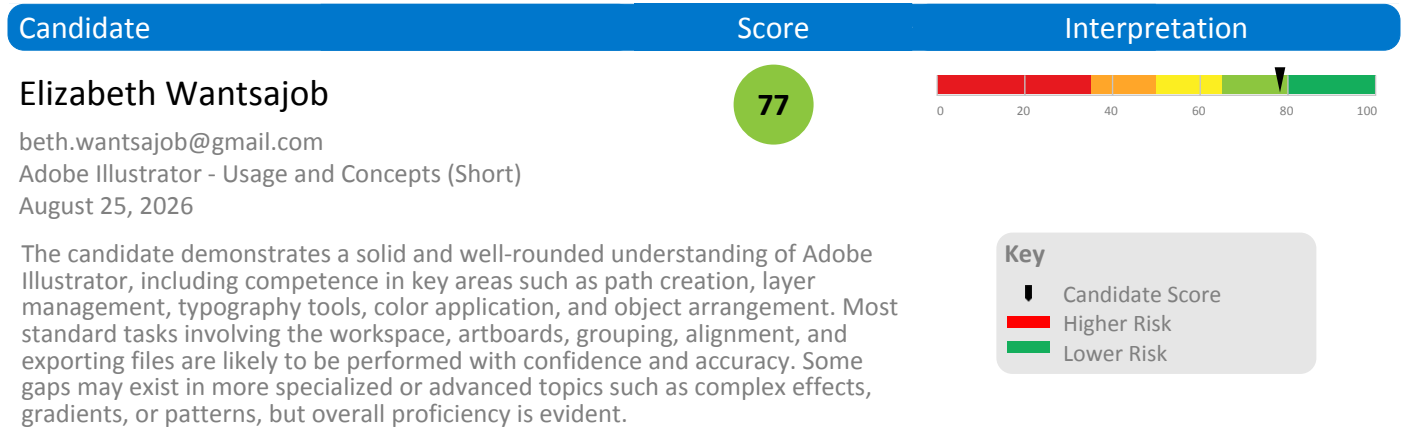
Candidate: **Elizabeth Wantsajob**
Assessment: Adobe Illustrator - Usage and Concepts (Short)
Completed: August 25, 2026
Prepared for: Sara Maple
Example Company

What's Included

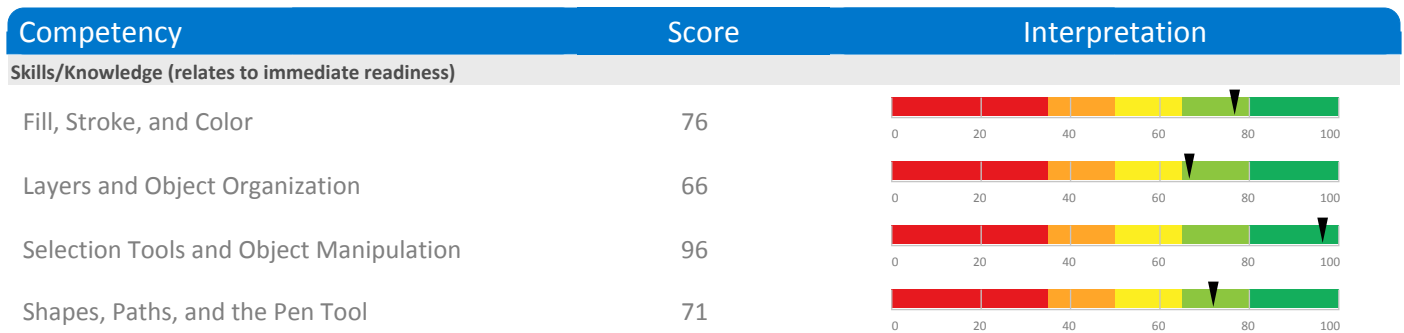
- Overall Score
- Competency Summary Table
- Comparison Matrix
- Detailed Competency Results with Interview Guide

Important Note: The Adobe Illustrator - 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

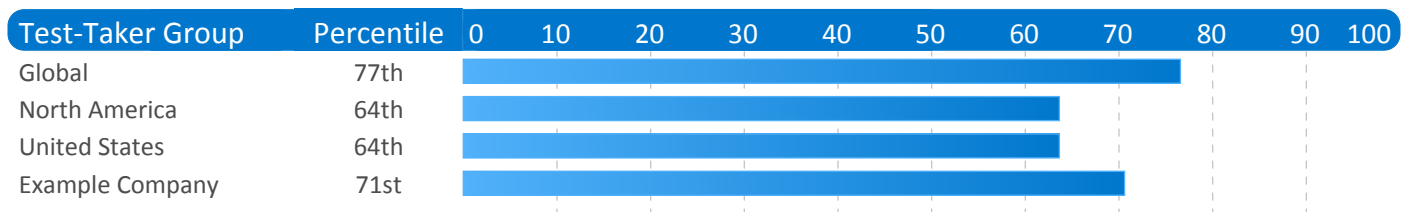


Competency Summary



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 (Short)
 Authorized: August 25, 2026, by Sara Maple, Example Company, qamailsaram.mike@hravatar.com
 Started: August 25, 2026, 7:09:53PM EDT
 Completed: August 25, 2026, 7:09:53PM 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

Fill, Stroke, and Color

Score: 76



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

The candidate shows a solid and proficient understanding of fill and stroke properties in Adobe Illustrator, including the effective use of the Color panel, Swatches panel, and gradients for artwork coloring. They are generally capable of applying and adjusting color for both print and screen use, with only minor gaps in more advanced or specialized techniques.

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

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



5

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

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

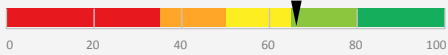


5

Detail

Layers and Object Organization

Score: 66


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

The candidate demonstrates a solid and competent understanding of layers and object organization in Adobe Illustrator, including proficient use of the Layers panel for creating, naming, reordering, locking, and hiding layers. They understand how layer order impacts object stacking and can reliably move objects between layers to maintain organized artwork.

Interview Guide

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

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



5

Detail

Interview Guide

Selection Tools and Object Manipulation

Score: 96


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.

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



5

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

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



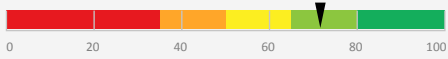
5

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

Detail

Shapes, Paths, and the Pen Tool

Score: 71


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

The candidate shows a solid working knowledge of Adobe Illustrator, including proficiency with core tools, layers, typography, color application, and object arrangement. They are likely capable of handling most design tasks independently, though they may have gaps in more advanced techniques such as complex effects, patterns, or artboard management.

Interview Guide

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.



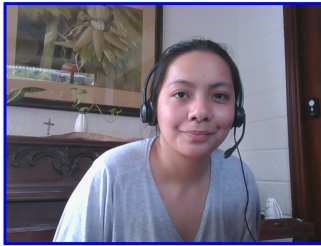
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Identity Confirmation Photos

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

Photo Analysis Results

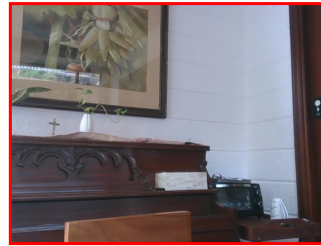
- Risk:	Medium risk of cheating based on image inconsistencies
- Percent match among processed faces	100%
- Total images processed	17
- Total images with valid faces	14 (82%)
- Total pairs of faces compared	13
- Pairs in which faces matched	13 (100%)



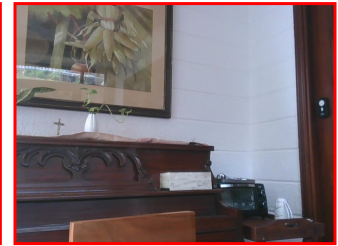
Pre/Post-Test Photo



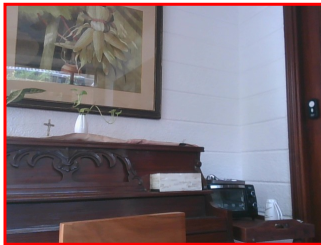
ID Photo



In-Test Error Detected (No Face Detected)



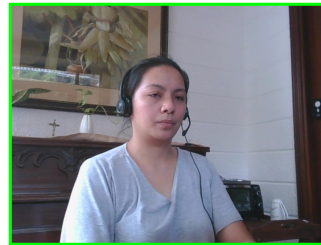
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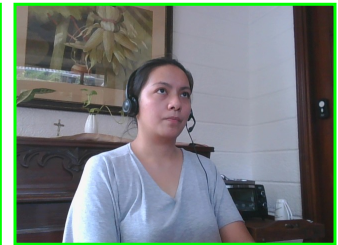
In-Test Error Detected (No Face Detected)



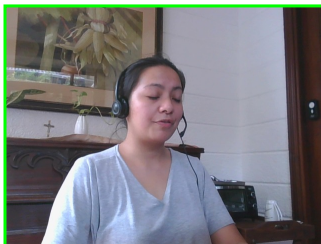
In-Test Photo



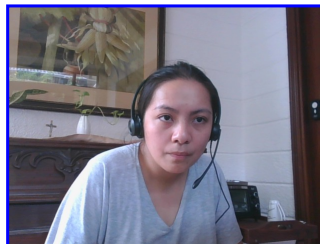
In-Test Photo



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: 21052-1, Key: 0-0, Rpt: 68, Prd: 9893, Created: 2026-08-25 19:09 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 (%)
Fill, Stroke, and Color	76.9037	Numeric Score	76.9037	25.0000
Layers and Object Organization	66.3544	Numeric Score	66.3544	25.0000
Selection Tools and Object Manipulation	96.6238	Numeric Score	96.6238	25.0000
Shapes, Paths, and the Pen Tool	71.7907	Numeric Score	71.7907	25.0000
Weighted Average:				77.9181
Final Overall Score:				77

Notes

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