

# Mock Interview Assessment Report

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**Company:** Stanford University

**Position:** AI Research Assistant

**Candidate:** 10

**Total Questions:** 4

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## 1. Executive Summary

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| Dimension               | Score  | Rating            |
|-------------------------|--------|-------------------|
| Professional Competency | 4.0/10 | Fair              |
| Communication Skills    | 3.0/10 | Needs Improvement |
| Overall Score           | 3.5/10 | Needs Improvement |

### Key Strengths:

- + Familiarity with PyTorch and large language models
- + Expressed interest in AI research
- + Shows basic engagement through non-verbal communication
- + Displays enthusiasm for the subject matter

### Areas for Improvement:

- Limited depth in machine learning fundamentals and applied creativity
- Lack of clarity and logical coherence in responses

## 2. Interview Information

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|                         |                       |
|-------------------------|-----------------------|
| <b>Company Name</b>     | Stanford University   |
| <b>Position Title</b>   | AI Research Assistant |
| <b>Candidate</b>        | 10                    |
| <b>Total Questions</b>  | 4                     |
| <b>Interview Status</b> | Completed             |

### Job Description:

#### Minimum Qualifications:

Currently enrolled in or recently completed a Bachelor's or Master's degree in Computer Science, Artificial Intelligence, Machine Learning, or related field.

Strong programming skills in Python with experience in ML frameworks (PyTorch, TensorFlow, JAX).

Solid understanding of machine learning fundamentals, deep learning, and statistical methods.

Ability to read and implement ideas from academic papers.

#### Preferred Qualifications:

Experience with large language models (LLMs), transformers, or generative AI.

Familiarity with NLP, computer vision, or reinforcement learning.

Prior research experience or publications in ML/AI conferences.

Experience with high-performance computing or GPU clusters.

Knowledge of experiment tracking tools (Weights & Biases, MLflow).

#### Responsibilities:

Conduct literature reviews and stay current with state-of-the-art research in AI/ML.

Design and run experiments to test research hypotheses.

Implement and reproduce baseline models from published papers.

Analyze experimental results and prepare visualizations for research presentations.

Collaborate with PhD students and faculty on research projects.

Contribute to writing research papers and technical reports.

Maintain clean, reproducible code and documentation.

#### Skills:

Machine learning and deep learning

Research methodology

Technical writing

Collaborative problem-solving

Self-directed learning

### 3. Professional Competency

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#### Score: 4.0/10 - Fair

The candidate shows an entry-level understanding of AI research, with familiarity in relevant ML frameworks like PyTorch and Transformers. However, their overall grasp of job-specific skills and necessary depth in applied mental skills and creativity is lacking.

#### Strengths:

- + Familiarity with PyTorch and large language models
- + Expressed interest in AI research

#### Areas for Improvement:

- Limited depth in machine learning fundamentals and applied creativity

## 4. Communication Skills

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### **Score: 3.0/10 - Needs Improvement**

The candidate's interview performance reveals significant challenges in communication, marked by a lack of clarity and logical structure in responses. Although there are instances of engagement, the overall effectiveness is hindered by disorganized and vague expressions.

### **Strengths:**

- + Shows basic engagement through non-verbal communication
- + Displays enthusiasm for the subject matter

### **Areas for Improvement:**

- Lack of clarity and logical coherence in responses

## 5. Question Performance Overview

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| # | Question   | Category          | Score  |
|---|--|-------------------|--------|
| 1 | Please introduce yourself and tell us about your background.           | Self Introduction | 3.0/10 |
| 2 | Can you describe a time when you collaborated with others on a rese... | Behavioral        | 2.7/10 |
| 3 | What machine learning frameworks are you most familiar with, and ho... | Skill QA          | 3.0/10 |
| 4 | Imagine you are tasked with designing an experiment to test a new m... | Scenario          | 2.7/10 |

## 6. Question-by-Question Analysis

### Question 1: Self Introduction

Please introduce yourself and tell us about your background.

Score: 3.0/10

#### Your Response:

[Main Question] Hello and welcome! I'm so glad you could join us today for this interview for the position. We'll be chatting for about eight minutes, and I'm looking forward to getting to know you better. To start us off, could you please introduce yourself and tell us about your background? [Answer] so yes of course i graduated from computer science major and i also open my master degree and also interest in research and insights so this is why i come here and to apply for this research assistant job and from the engineer aspect familiar with ai programming and also there's several ai projects that doing interview platform or publish some ai reading papers so i'm really interested in this area so this is why i come here to apply for this research assistant

#### Non-Verbal Performance:

| Dimension         | Score | Evaluation   |
|-------------------|-------|--|
| Eye Contact       | 8/100 | The candidate maintains consistent forward gaze toward the camera throughout the video, with natural, brief breaks that suggest thoughtful processing rather than distraction. The reflection of the screen in his glasses confirms he is looking directly at the camera/interviewer. His eye contact appears confident and engaged, supporting a professional impression. |
| Facial Expression | 7/100 | His facial expression is generally neutral to mildly positive, with appropriate mouth movements during speech and occasional slight eyebrow raises indicating engagement. However, there is limited emotional variation—no smiling or strong expressive shifts—which keeps the impression competent but not particularly warm or dynamic.                                  |
| Body Posture      | 8/100 | The candidate sits upright with shoulders relaxed but aligned, demonstrating good posture and stability. He remains relatively still, avoiding slouching or fidgeting, which conveys professionalism and composure. Minor head nods occur naturally with speech, reinforcing attentiveness without undermining presence.   |
| Gesture           | 4/100 | Hands are not visible in the frame, so no intentional gestures are observed. While this avoids distracting movements, the complete absence of visible hand or upper-body gesturing limits expressiveness and may reduce communication impact. In a professional interview context,■■■ (moderate) purposeful gestures would enhance clarity and engagement.                 |

#### Pronunciation Assessment:

| Metric   | Score   |
|----------|---------|
| Accuracy | 4.0/100 |



|         |         |
|---------|---------|
| Prosody | 7.5/100 |
| Fluency | 8.8/100 |

## Question 2: Behavioral

Can you describe a time when you collaborated with others on a research project? What was your role?

Score: 2.7/10

### Your Response:

[Main Question] Thank you for sharing your background, Zijian! It sounds like you have a strong foundation in computer science and a genuine passion for research, especially in AI. Now, can you describe a time when you collaborated with others on a research project? What was your role? [Answer] So yes, of course I carburet others to develop AI interview platform. So in this project I mostly respond for the engineer plaques, which means function, implement. So I design the whole system architecture and also use web coding to generate the codes and to improve our development efficiency. And honestly, my engineering work may be really maybe is huge. In this project and I also designed to design the whole evaluation framework. For this interview platform, so it's really interesting scenes. Be...

### Non-Verbal Performance:

| Dimension         | Score | Evaluation   |
|-------------------|-------|--|
| Eye Contact       | 8/100 | The candidate maintains consistent forward gaze toward the camera throughout the video, with natural, brief breaks that appear intentional rather than distracted. The purple reflection in his glasses indicates he is focused on a screen or camera, and his blinking is regular and unforced. This conveys attentiveness and confidence without appearing overly rigid.               |
| Facial Expression | 8/100 | His facial expressions are generally appropriate and engaged—mouth movements align with speech, and there's subtle variation in brow and lip positioning indicating active communication. However, the expression remains relatively neutral overall, lacking strong emotional inflection (e.g., smiles or emphatic emphasis), which keeps it professional but not particularly dynamic. |
| Body Posture      | 8/100 | He sits upright with shoulders relaxed but aligned, maintaining a stable, centered position in the frame. There is no slouching or leaning, and his torso remains mostly still, suggesting composure and professionalism. Minor head nods occur naturally with speech, reinforcing engagement without undermining poise.   |
| Gesture           | 5/100 | The candidate uses virtually no visible hand or arm gestures; his hands remain out of frame and motionless. While this avoids distracting movements, the complete absence of gestural support limits expressiveness and may reduce perceived enthusiasm or emphasis. In an interview context, minimal gesturing is acceptable but not optimal for conveying conviction.                  |

### Pronunciation Assessment:

| Metric   | Score   |
|----------|---------|
| Accuracy | 3.5/100 |
| Prosody  | 7.3/100 |
| Fluency  | 9.0/100 |

### Question 3: Skill QA

**What machine learning frameworks are you most familiar with, and how have you used them in your projects?**

**Score: 3.0/10**

#### Your Response:

[Main Question] Thank you for sharing those details about your role in the AI interview platform project, Zijian; it sounds like you made a significant impact on the system architecture and evaluation framework. Now, building on your experience, what machine learning frameworks are you most familiar with, and how have you used them in your projects? [Answer] So at the really beginning I really familiar with Pytorch. I think it's really interesting and it can use to continue some small, large language models in my own devices. And besides I also use the transformers to pass in packages used to download some light language models with it fails to your local and also it provides some pipeline to help you ventini your large language model more easily and critically. I have a strong interest i...

#### Non-Verbal Performance:

| Dimension         | Score | Evaluation   |
|-------------------|-------|--|
| Eye Contact       | 8/100 | The candidate maintains consistent forward gaze toward the camera throughout most of the video, with natural, brief breaks that suggest thoughtful processing rather than distraction. The reflection of screen light in his glasses indicates he is focused on the display/interviewer. Occasional slight downward glances occur but are minimal and do not disrupt engagement. |
| Facial Expression | 7/100 | His expressions are generally neutral to mildly engaged, with appropriate mouth movements during speech and subtle eyebrow activity indicating attentiveness. However, there is limited variation—few smiles or expressive shifts—and his demeanor remains somewhat reserved, which slightly reduces emotional resonance despite appearing calm and composed.                    |
| Body Posture      | 8/100 | He sits upright with shoulders relaxed but aligned, conveying professionalism and attentiveness. His torso remains steady and centered in the frame without slouching or excessive movement. The posture supports credibility and focus, though minor stiffness suggests mild nervousness or formality.  |
| Gesture           | 4/100 | His hands are mostly out of frame and remain still throughout the clip, resulting in minimal gestural communication. While this avoids distracting movements, the absence of purposeful gestures limits emphasis and expressiveness. Lack of hand motion may convey over-restraint or missed opportunity to reinforce verbal points.   |

## Pronunciation Assessment:

| Metric   | Score   |
|----------|---------|
| Accuracy | 2.7/100 |
| Prosody  | 7.2/100 |
| Fluency  | 8.4/100 |

## Question 4: Scenario

Imagine you are tasked with designing an experiment to test a new machine learning hypothesis. What steps would you take to ensure its success?

Score: 2.7/10

## Your Response:

[Main Question] Thank you for sharing your insights on PyTorch and your creative approach to web coding with AI agents, Zijian; it sounds like you have a strong foundation in leveraging these technologies. Now, imagine you are tasked with designing an experiment to test a new machine learning hypothesis. What steps would you take to ensure its success? [Answer] So, honestly speaking, I don't think I can make sure that the project is success, but maybe also fail. But see, I can do is to analysis and to learn that the scene I observed and learn from it. And to improve myself improve the project. So it may not make sure that it project is successful. If each scene is successful. So there is no research and there is no development, right? --- [Follow-up 1 Question] I appreciate your honesty...

## Non-Verbal Performance:

| Dimension         | Score | Evaluation  |
|-------------------|-------|---|
| Eye Contact       | 8/100 | The candidate maintains consistent forward gaze toward the camera throughout most of the video, with natural, brief breaks that align with speech rhythm—suggesting attentiveness without appearing rigid. The reflection of screen light in their glasses indicates they are focused on the display or camera, reinforcing engagement. Occasional slight downward glances (e.g., around 0:16, 0:27) occur but are brief and likely tied to thought formulation, not distraction. |
| Facial Expression | 7/100 | The candidate displays a generally neutral-to-serious expression appropriate for an interview context, with subtle mouth movements matching speech articulation. There is minimal smiling or emotional variation, which keeps the tone professional but slightly reserved. No signs of tension, frowning, or discomfort; expressions remain congruent with verbal content, though greater expressiveness could enhance perceived enthusiasm.                                      |
| Body Posture      | 8/100 | The candidate sits upright with shoulders relaxed but aligned, conveying confidence and attentiveness. Their torso remains stable and centered in frame, indicating good physical presence. Minor shifts in head angle (e.g., slight tilts during emphasis) are natural and do not detract from professionalism. No slouching or closed-off positioning observed.   |

|         |       |   |
|---------|-------|---|
| Gesture | 4/100 | Hands are almost entirely out of frame and remain still throughout the clip, resulting in minimal gestural communication. While this avoids distracting movements, the absence of purposeful hand gestures limits non-verbal reinforcement of key points. In a professional interview setting,■■ expressive gestures would enhance clarity and engagement; current stillness reads as overly restrained rather than intentionally composed. |
|---------|-------|---|

**Pronunciation Assessment:**

| Metric   | Score   |
|----------|---------|
| Accuracy | 2.2/100 |
| Prosody  | 7.8/100 |
| Fluency  | 9.0/100 |

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