

# Mock Interview

# Assessment Report

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**Company:** The Hong Kong Polytechnic University

**Position:** Postdoctoral Fellow

**Candidate:** 10

**Total Questions:** 4

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## 1. Executive Summary

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Dimension	Score	Rating
Professional Competency	6.5/10	Good
Communication Skills	5.8/10	Fair
Overall Score	6.2/10	Good

### Key Strengths:

- + Strong understanding of AI and digital transformation concepts.
- + Experience in developing AI models and frameworks.
- + Basic clarity in communication and structure.
- + Effort to engage through eye contact and facial expressions.

### Areas for Improvement:

- Lack of detailed examples and structured explanations of past project leadership.
- Inconsistent logical flow and lack of smooth transitions.

## 2. Interview Information

<b>Company Name</b>	The Hong Kong Polytechnic University
<b>Position Title</b>	Postdoctoral Fellow
<b>Candidate</b>	10
<b>Total Questions</b>	4
<b>Interview Status</b>	Completed

### Job Description:

#### Duties

With a mission to promote and drive digital transformation for education innovation, the Digital Transformation Division (DTD) of the Institute for Higher Education Research and Development (IHERD) seeks individuals with a positive and future-focused mindset who share our vision of digital innovation to join our strong and dynamic team.

The appointees will perform the roles as Research Engineers and be required to contribute directly to the PolyU's educational digital and AI transformation by conducting assessments, developing new technologies, solving complex problems and advancing knowledge in the related fields. They will be required to:

- (a) lead research-driven AI and data projects;
- (b) investigate and assess digital capacity, identify gaps and opportunities for innovative technologies;
- (c) explore and evaluate emerging technologies, including AI, to enhance teaching, learning and administrative processes;
- (d) pilot digital solutions and provide evidence-based recommendations;
- (e) execute digital innovation initiatives to enhance university's operational efficiency;
- (f) collaborate closely with the DTD team; and
- (g) perform any other duties as assigned by the Director of IHERD or his delegates.

#### Qualifications

For the post of Senior Research Fellow, applicants should have a doctoral degree in Education Technology, Computer Science, Data Science or related fields plus at least six years of postdoctoral research experience or equivalent qualifications and experience.

For the post of Postdoctoral Fellow, applicants should have a doctoral degree in the aforesaid disciplines or an equivalent qualification and must have no more than five years of post-qualification experience at the time of application.

For both posts, applicants should also have:

- (a) a strong background in digital infrastructure assessment and AI;

- (b) experience in digital innovation research, with a strong focus on data analytics and management, as well as planning for the implementation of digital solutions, familiarity with data governance being an advantage;
- (c) excellent communication skills, a high level of proactivity and self-motivation;
- (d) demonstrated proactive problem-solving skills and agile thinking, with a positive outlook and strong teamwork spirit; and
- (e) an excellent command of both written and spoken English and Chinese, with fluency in Putonghua being an advantage.

Shortlisted candidates may be invited to deliver a presentation.

For both posts, preference will be given to those with relevant experience gained in higher education sector or technology companies.

### **3. Professional Competency**

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#### **Score: 6.5/10 - Good**

The candidate possesses a solid foundation in AI and digital transformation, aligning well with the technical requirements of the position. However, there is a need for more structured application of their knowledge to practical scenarios and clearer articulation of their experience in leading projects.

#### **Strengths:**

- + Strong understanding of AI and digital transformation concepts.
- + Experience in developing AI models and frameworks.

#### **Areas for Improvement:**

- Lack of detailed examples and structured explanations of past project leadership.

## 4. Communication Skills

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### Score: 5.8/10 - Fair

The candidate's communication skills are adequate, with a basic structure and clarity in responses. However, the lack of smooth transitions and logical flow in their answers affects engagement and persuasiveness.

#### Strengths:

- + Basic clarity in communication and structure.
- + Effort to engage through eye contact and facial expressions.

#### Areas for Improvement:

- Inconsistent logical flow and lack of smooth transitions.

## 5. Question Performance Overview

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#	Question	Category	Score
1	Please introduce yourself and share your educational background and...	Self Introduction	<b>6.1/10</b>
2	Tell us about a time when you led a team to successfully implement ...	Behavioral	<b>5.8/10</b>
3	What methodologies do you use to assess digital capacity and identi...	Skill QA	<b>7.0/10</b>
4	Imagine you are tasked with piloting a new AI technology to enhance...	Scenario	<b>5.6/10</b>

## 6. Question-by-Question Analysis

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### Question 1: Self Introduction

**Please introduce yourself and share your educational background and experience in digital transformation.**

**Score: 6.1/10**

#### Your Response:

[Main Question] Hello and welcome! I'm delighted to have you here today for this interview. We're looking forward to discussing the position with you, and we'll spend about eight minutes together. Let's dive right in! Could you please introduce yourself and share your educational background and experience in digital transformation? [Answer] Ah, sure. So currently, I'm a fifth year PhD student from the Department of Computing in the Hong Kong Polytechnic University, and my previous research mainly covers a new architecture search, model compression, efficient AI, and a self evolving AI. I hope these experience could be applied to the ah to help the digital transformation in education innovation. For example, designing more customized and efficient models. For a for education area, and also...

#### Non-Verbal Performance:

Dimension	Score	Evaluation
Eye Contact	0.0/10	Evaluation not available
Facial Expression	0.0/10	Evaluation not available
Body Posture	0.0/10	Evaluation not available
Gesture	0.0/10	Evaluation not available

#### Pronunciation Assessment:

Metric	Score
Accuracy	4.9/10
Prosody	7.9/10
Fluency	9.3/10

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### Question 2: Behavioral

**Tell us about a time when you led a team to successfully implement a digital innovation project.**

**Score: 5.8/10**

#### Your Response:

[Main Question] Thank you, Xiaoyun, for sharing your background with us. It's impressive how your research in architecture adaptation could play a role in educational innovation. Now, let's talk about a time when you led a team to successfully implement a digital innovation project. Can you share your experience with us? [Answer] Uh, I actually I haven't really landed him, but recently I'm collaborating with some of the members in our lab, to develop an AI assisted job interview simulation framework, a job interview simulation system, uh, and I uh mainly. Help design the, uh, evaluation framework, and the overall workflow from the question generation to the response evaluation, of the system. --- [Follow-up 1 Question] That sounds like a fascinating project! Could you share how you coll...

### Non-Verbal Performance:

Dimension	Score	Evaluation
Eye Contact	5.5/10	The candidate maintains intermittent eye contact with the camera but frequently looks downward or slightly to the side, especially when speaking. There are noticeable moments of gaze aversion that suggest concentration or nervousness rather than deliberate engagement. While she returns to the camera periodically, the inconsistency reduces the sense of direct connection with the interviewer.
Facial Expression	6.0/10	Her facial expression remains largely neutral and focused, with minimal variation—no smiling or strong emotional cues observed. The expression appears calm and serious, which is appropriate for a formal setting, but lacks warmth or dynamic responsiveness. Slight tension around the eyes and mouth suggests mild anxiety, though not overtly distracting.
Body Posture	7.0/10	She sits upright on a white-covered chair with her torso stable and shoulders relaxed, indicating decent composure. Her posture is neither overly rigid nor slouched, conveying basic professionalism. A slight forward lean at times suggests attentiveness, though the overall positioning remains static without notable presence enhancement.
Gesture	3.5/10	Her right hand continuously holds the earphone wire near her chin/mouth area throughout the clip, creating a repetitive, self-soothing or nervous habit. This gesture is distracting and undermines confidence, appearing more like fidgeting than intentional emphasis. No other purposeful gestures are observed, limiting non-verbal reinforcement of her speech.

### Pronunciation Assessment:

Metric	Score
Accuracy	1.9/10
Prosody	7.7/10
Fluency	8.8/10

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### Question 3: Skill QA

**What methodologies do you use to assess digital capacity and identify gaps in technology implementation?**

**Score: 7.0/10**

## Your Response:

[Main Question] It sounds like you have a strong foundation in both theoretical frameworks and collaborative practices, Xiaoyun. Given your expertise in areas like Neural Architecture Search and your experience with machine learning libraries, I'm curious to know what methodologies you use to assess digital capacity and identify gaps in technology implementation? [Answer] I usually survey the existing related papers to, identify the gaps and also implement some baselines by myself to, check whether, to validate the whether these gap really exist, and I will try to propose new methods according to the gap I, identified. Ah, for example, for my first work, a multi granular texture search, um. I find that most of existing conventional the French architecture search mainly focus on, optimizin...

## Non-Verbal Performance:

Dimension	Score	Evaluation
Eye Contact	0.0/10	Evaluation not available
Facial Expression	0.0/10	Evaluation not available
Body Posture	0.0/10	Evaluation not available
Gesture	0.0/10	Evaluation not available

## Pronunciation Assessment:

Metric	Score
Accuracy	2.1/10
Prosody	8.1/10
Fluency	8.5/10

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## Question 4: Scenario

**Imagine you are tasked with piloting a new AI technology to enhance teaching processes. How would you approach this project from start to finish?**

**Score: 5.6/10**

## Your Response:

[Main Question] Your approach to identifying and addressing gaps through innovative methods like adaptive pruning is truly impressive, Xiaoyun. Now, considering your experience as a teaching assistant, imagine you're tasked with piloting a new AI technology to enhance teaching processes. How would you approach this project from start to finish? [Answer] I'll first survey some existing, related papers in like AI agents for, the, teaching process and try to get some experience in implementing those, existing methods, and also get my own insights, and I will try to identify the actual needs of the. Teachers in the teaching process, and identify the gaps between the existing methods and, the actual needs, and then I will, implement the, implement my own, AI agent for the teaching. --- [Foll...

## Non-Verbal Performance:

Dimension	Score	Evaluation
Eye Contact	5.5/10	The candidate maintains intermittent eye contact with the camera but frequently looks downward or to the side, particularly when speaking. There are noticeable moments of avoidance, suggesting mild distraction or nervousness rather than deliberate disengagement. The gaze returns to the camera periodically, indicating basic awareness of the interview context, but consistency is lacking.
Facial Expression	6.0/10	The candidate displays a mostly neutral facial expression with minimal variation; there is little smiling or expressive change in response to speech. Occasional slight mouth movements suggest concentration, but overall emotional engagement appears subdued. The expression is not negative or inappropriate, yet it lacks warmth or dynamic responsiveness expected in professional interviews.
Body Posture	7.0/10	The candidate sits upright on a couch with a reasonably straight back and relaxed shoulders, conveying basic professionalism and comfort. There is no slouching or excessive leaning, and the upper body remains relatively stable throughout. While not exceptionally poised, the posture supports a credible and composed presence.
Gesture	3.5/10	The candidate holds earphone wires near the chin/mouth area with one hand for nearly the entire duration, creating a repetitive, self-soothing or nervous gesture. This behavior is distracting and suggests anxiety or lack of awareness of non-verbal habits. No other purposeful gestures are observed, and the static hand position undermines message delivery.

## Pronunciation Assessment:

Metric	Score
Accuracy	2.3/10
Prosody	7.9/10
Fluency	8.4/10

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