Comprehensive Interview Analysis

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Core Behavioral Traits

Humility

6.9/10

Avg. of: AdmitMistake, MindChange, LearnerMindset, BragFlag, BlameShift, KnowItAll, FeedbackAcceptance, SupportGrowth.

LLM Agents — Detailed Scores

Agent	Score	Evidence
AdmitMistake	7.00	The candidate admits to making reports that were too detailed and difficult to scan quickly. They acknowledge their initial defensiveness ('Initially, I went, I had put in so much effort') but then demonstrate reflection and learning ('but I realized that my back was, I meant to present key points and concise bullet point and move the detailed analysis and appendix. This not only improved communication, but also helped me become more effective by tailoring my work for the audience.').
MindChange	8.00	Initially, I went, I had put in so much effort, but I realized that my back was, I meant to present key points and concise bullet point and move the detailed analysis and appendix. This not only improved communication, but also helped me become more effective by tailoring my work for the audience.
ShareCredit	7.00	The candidate specifically credits their manager for pointing out the issue with their reports, leading to improvement: "In my previous role, my manager pointed out that the life of my reports were detailed."
LearnerMindset	8.00	The candidate describes a specific instance where they learned to improve their report writing based on feedback, leading to improved communication and effectiveness. The phrase 'This not only improved communication, but also helped me become more effective by tailoring my work for the audience' demonstrates a clear understanding and application of the feedback.
BragFlag	7.00	The response focuses on a learning experience and self-improvement, but the initial defensiveness ('I had put in so much effort') hints at a potential for overvaluing one's own work.
BlameShift	8.00	The candidate initially mentions putting in 'so much effort' which could be interpreted as a slight defensiveness, but quickly pivots to acknowledging the need for improvement and tailoring work for the audience, demonstrating a willingness to learn and adapt.
KnowItAll	8.00	The candidate acknowledges initial defensiveness ("Initially, I went, I had put in so much effort") but then demonstrates a willingness to learn and adapt based on feedback, suggesting intellectual humility.

Agent	Score	Evidence
FeedbackAcceptance	8.00	The candidate provides a specific example of feedback received ('reports were detailed, too long, and not easy to scan'), acknowledges their initial reaction ('I had put in so much effort'), and then describes the action they took ('present key points and concise bullet point and move the detailed analysis and appendix') and the positive outcome ('improved communication, helped me become more effective').
SupportGrowth	1.00	The response focuses on personal improvement based on feedback from a manager, but it doesn't describe any actions taken to support the growth of others.

Detailed Response Analysis

Q1. 1) Can you tell me about a time when you received constructive criticism? How did you handle it?

Response: In my previous role, my manager pointed out that the life of my reports were detailed. They were sometimes too long and they were quite close to scan quickly. Initially, I went, I had put in so much effort, but I realized that my back was, I meant to present key points and concise bullet point and move the detailed analysis and appendix. This not only improved communication, but also helped me become more effective by tailoring my work for the audience.

Humility   6.8/10
Computed as avg of 8 agents: Admitmistake, Blameshift, Bragflag, Feedbackacceptance, Knowitall, Learnermindset, Mindchange, Supportgrowth. Parser notes: Pronouns — I:4, We:0

Learning   4.8/10
Growth/learning terms mentioned ; Past learning experiences described

Feedback
Quantify the outcome (e.g., 'reduced cycle time by 30%' or '+3 pts CSAT'). Acknowledge collaboration briefly (e.g., 'with support from X'). Invite feedback (e.g., 'Would value your feedback on any blind spots.').

Q2. 2) Describe a situation where you had to work with a difficult team member. How did you handle it?

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Q3. 3) Tell me about a time when you made a mistake at work. How did you address it?

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Q4. 4) How do you handle situations where you need to learn something new?

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Q5. 5) Can you share an example of when you had to adapt to a significant change at work?

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