

Candidate C

Junior Data Analyst - assessed against a role-specific rubric

DO NOT HIRE

54 /100
Overall Truescore

What this means

Not ready for this role. Queries returned incorrect results, key assumptions were wrong, and validation was skipped. Communication was the bright spot but cannot offset the technical gaps. Reliable output would require heavy supervision.

Competency breakdown

SQL & data wrangling 58

A join duplicated rows and inflated the revenue figure.

Analytical reasoning 50

Answered the wrong business question; flawed core assumption.

Data quality & rigor 47

No validation step; shipped an obvious error uncaught.

Communication 62

Friendly, clear writing - the one genuine strength.

Strengths

- Clear, friendly written communication.
- Willing to explain reasoning and ask questions.
- Basic single-table queries are correct.

Concerns

- Joins produced duplicate rows that inflated revenue.
- Skipped validation and shipped an obvious error.
- Misread the brief and answered the wrong question.

How this candidate was assessed

Every Truescore assessment is built on a role-specific rubric agreed with the hiring team before a candidate is touched. The candidate completes a short, realistic work sample that mirrors the actual job - not a trivia quiz. An experienced practitioner scores each competency against defined criteria and records the evidence behind every score, so the recommendation is explainable and defensible.

The work sample

Each candidate was given the same messy 3-table retail dataset and asked to: (1) clean and join the data, (2) answer two business questions about revenue and customer retention, and (3) summarize findings for a non-technical manager. Time-boxed to 90 minutes, completed remotely.

Scoring criteria

SQL & data wrangling, analytical reasoning, data quality & rigor, and communication - each scored 0-100 against explicit anchors (80+ = correct, efficient, reproducible; 65-79 = correct with minor gaps; below 65 = material errors). The overall Truescore is a weighted blend reflecting what the role actually demands.

Evidence highlights

SQL (58): inner-join fan-out double-counted orders; revenue overstated ~30%. Reasoning (50): computed 'active users' on the wrong date field. Quality (47): no row-count or sanity checks performed. Communication (62): the summary read well but described incorrect numbers.

Recommendation logic

Multiple competencies fall below the hire threshold, including material errors in core SQL and analysis. Maps to 'Do not hire' for this role. Could revisit as a trainee with substantial structured mentoring.

Truescore verdict scale

 **Strong hire**
85-100

 **Hire**
78-84

 **Hire with support**
65-77

 **Do not hire**
0-64