

Candidate A

Mid-level Data Analyst - assessed against a role-specific rubric

HIRE WITH SUPPORT

78 /100
Overall Truescore

What this means

Solid, hireable analyst. Strong on SQL and analytical reasoning; needs light mentoring on data-quality rigor and stakeholder communication in the first 60 days. No red flags. Would add value quickly on a supported team.

Competency breakdown

SQL & data wrangling 82

Clean, set-based queries; correct joins and window functions.

Analytical reasoning 80

Frames the right question; sound assumptions; sensible segmentation.

Data quality & rigor 72

Catches most issues; missed two edge cases in validation.

Communication 76

Clear written summary; visuals need tightening for non-technical readers.

Strengths

- Writes production-quality SQL without hand-holding.
- Translates a vague business question into a testable analysis.
- Documents work so others can reproduce it.

Watch-outs / onboarding plan

- Pair on data-validation checklists for the first month.
- Review dashboards before they reach non-technical stakeholders.
- Stretch goal: own one end-to-end reporting pipeline.

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 (82): used CTEs and a window function to compute repeat-purchase rate; query ran first time. Reasoning (80): correctly excluded refunded orders before calculating revenue. Quality (72): validated row counts but missed two duplicate customer IDs. Communication (76): clear one-paragraph summary; chart axis labels were ambiguous.

Recommendation logic

Scores cluster in the high-70s to low-80s with no competency below the hire threshold and no integrity or fundamentals concerns. Maps to 'Hire with support': bring on board, pair on data-quality and stakeholder-facing outputs for the first 60 days.

Truescore verdict scale



Strong hire
85-100



Hire
78-84



Hire with support
65-77



Do not hire
0-64