

Candidate B

Senior Data Analyst - assessed against a role-specific rubric

STRONG HIRE

90 /100
Overall Truescore

What this means

Exceptional analyst, production-ready from day one. Independent across SQL, analysis and communication; anticipates data issues before they bite and explains findings clearly to non-technical stakeholders. Extend an offer quickly.

Competency breakdown

SQL & data wrangling 92

Elegant set-based queries; correct window functions; reproducible.

Analytical reasoning 91

Frames the precise question; rigorous, well-justified assumptions.

Data quality & rigor 88

Validated every output; caught and documented edge cases.

Communication 89

Crisp written summary; clean visuals aimed at non-technical readers.

Strengths

- Writes efficient, well-documented SQL unprompted.
- Proactively flags data-quality risks before they surface.
- Turns analysis into a clear story for decision-makers.

Onboarding notes

- Give real ownership early to keep them engaged.
- Strong candidate to mentor junior analysts.
- Stretch: lead a reporting redesign in the first quarter.

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 (92): used CTEs and window functions to compute retention cohorts; ran first time. Reasoning (91): correctly excluded refunds and segmented by acquisition channel. Quality (88): reconciled row counts and flagged two duplicate IDs proactively. Communication (89): one-paragraph summary a manager could act on immediately.

Recommendation logic

All competencies sit at or above the strong-hire threshold with no gaps and no concerns. Independent, rigorous and clear. Maps to 'Strong hire' - move fast before another team does.

Truescore verdict scale

 **Strong hire**
85-100

 **Hire**
78-84

 **Hire with support**
65-77

 **Do not hire**
0-64