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Hiring Manager Feedback

Performance Summary

Overall, you demonstrated a solid understanding of machine learning concepts and problem-solving skills. To further improve, focus on practical implementation of coding challenges, deepen your knowledge of model evaluation techniques, and enhance communication skills when explaining complex concepts to non-technical stakeholders.

Coding Skills

The user's code is incomplete and lacks the necessary components to create a convolutional neural network for image classification using TensorFlow. The user attempted to import TensorFlow and create a Sequential model, but did not define the layers or compile the model. Additionally, calling model.train() and model.test() are not standard TensorFlow functions for training and testing a model.

Sample Code

```
import tensorflow as tf

model = tf.keras.models.Sequential([
    tf.keras.layers.Conv2D(32, (3, 3),
activation='relu', input_shape=(28, 28,
1)),
    tf.keras.layers.MaxPooling2D((2,
2)),
    tf.keras.layers.Flatten(),
```

Analytical Thinking

The user demonstrated a good understanding of the common issue of model performance discrepancy between testing and production. They showed analytical thinking by suggesting investigating data differences, communicating with stakeholders, and collaborating with the team.

Technical Ability

The user demonstrated a basic understanding of overfitting in machine learning and mentioned techniques like K-fold cross validation to avoid it. However, the explanation lacked depth and clarity, resulting in a lower score.

Self-Efficacy

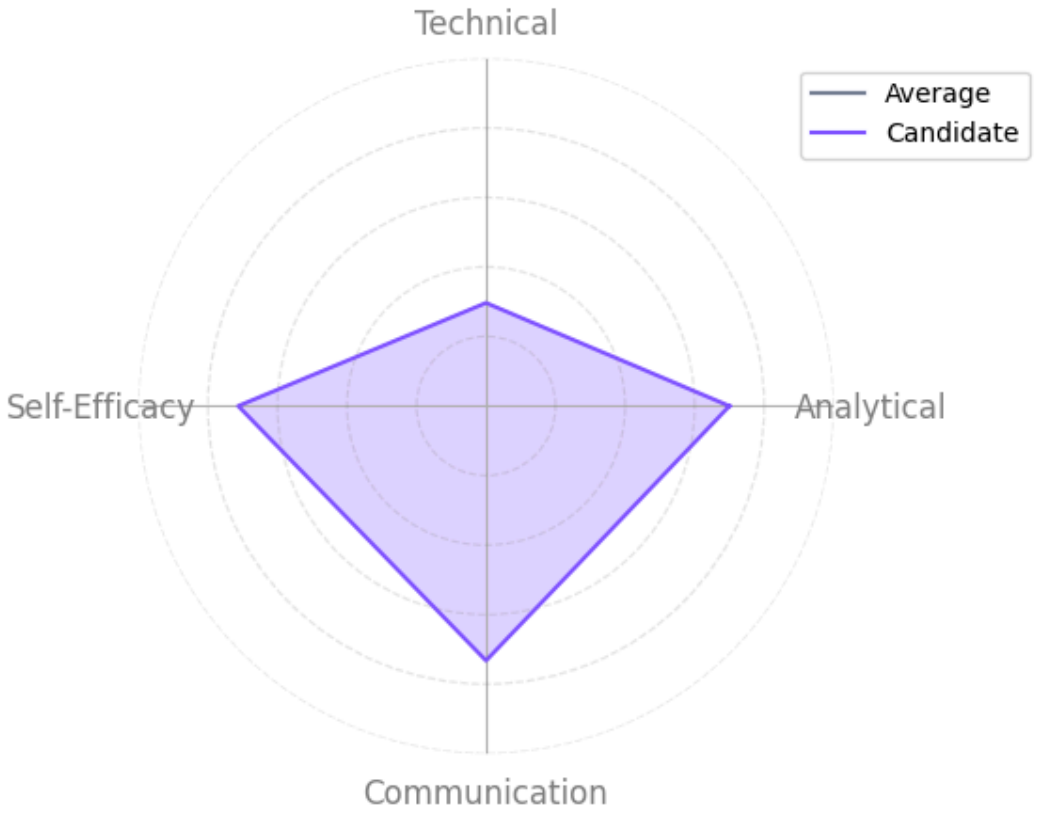
The user demonstrates a good level of resilience, flexibility, and adaptability in their response. They show resilience by acknowledging the common occurrence of discrepancies in machine learning models and immediately taking action to investigate the issue. Their flexibility is evident in their willingness to look at different data sources and collaborate with their team to find a solution. Additionally, their adaptability is showcased through their proactive approach in suggesting next steps for resolution. Overall, the user's response reflects a strong ability to handle challenging situations effectively.

Communication Skills

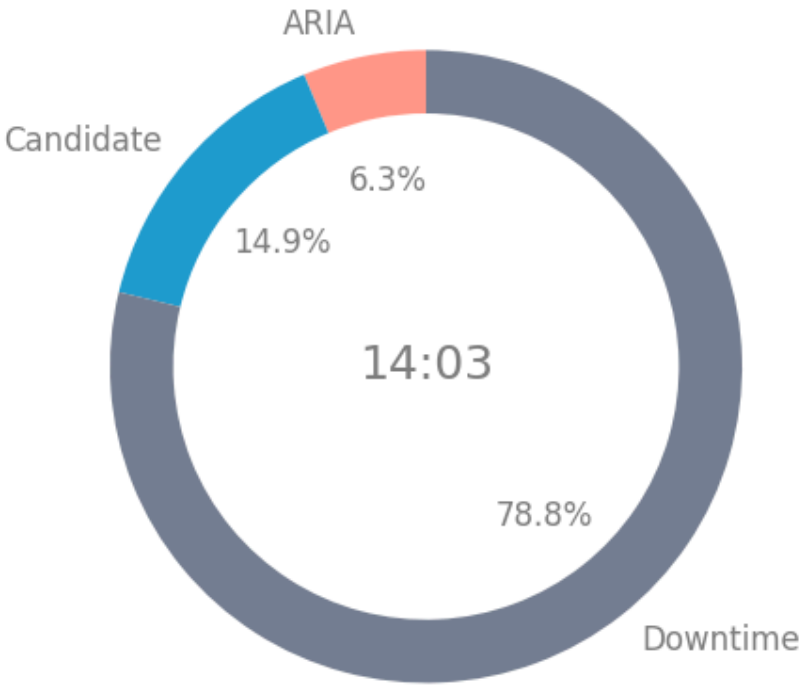
The user demonstrates a high level of fluency in their communication, allowing them to express their ideas clearly and confidently. However, there is room for improvement in terms of ideation, as their ideas could be more developed and impactful.

Candidate Feedback

What	So What	Now What
You demonstrated strong analytical skills during the interview, showcasing your ability to think critically and problem-solve effectively.	Having high analytical and communication skills can greatly benefit you in a professional setting, allowing you to excel in tasks that require strategic thinking and clear articulation of ideas. However, your technical skills may need improvement to ensure you are well-rounded in all areas.	To further enhance your technical skills, consider taking online courses or workshops in areas where you feel less confident. Additionally, continue to leverage your strong analytical and communication skills by actively seeking opportunities to lead projects or presentations. I recommend reading 'Deep Work' by Cal Newport and 'Crucial Conversations' by Kerry Patterson to support your continuous career growth.



Comparison of performance against the average on each dimension. Top candidates outperform on at least 3 dimensions.



Top performers typically complete this interview with flying colors in a low amount of time (~15 mins).

Component	Analysis
Understanding of overfitting in machine learning.	You demonstrated a good understanding of overfitting by mentioning the model learning the training data too well and the importance of cross-validation techniques. To improve, provide more specific examples of overfitting and how different regularization techniques can help prevent it. Consider reading 'Hands-On Machine Learning with Scikit-Learn, Keras, and TensorFlow' by Aurélien Géron for a deeper understanding.
Coding challenge on creating a convolutional neural network.	Your response lacked the actual implementation of a convolutional neural network using TensorFlow. To improve, practice coding challenges related to neural networks and image classification. Consider taking online courses or tutorials on TensorFlow for hands-on experience. 'Deep Learning' by Ian Goodfellow, Yoshua Bengio, and Aaron Courville is a recommended book for learning more about neural networks.
Handling performance discrepancy between testing and production models.	You provided a good approach to handling performance discrepancies by looking at production logs and collaborating with the team. To enhance your response, consider mentioning specific debugging techniques and communication strategies with stakeholders. Additionally, emphasize the importance of continuous monitoring and model evaluation in production. 'Building Machine Learning Powered Applications' by Emmanuel Ameisen can provide insights on handling real-world machine learning challenges.