



Test scores

Average score

96%

Business ethics & compliance

99%

- Understanding and avoiding conflicts of interest
- Understanding policy and legal violations
- Understanding the impact of ethical issues on a busi...
- Anti-harassment and anti-discriminatory policies

Communication

96%

- Understanding and interpreting written communica...
- Listening actively and interpreting non-verbal cues
- Clarifying next steps and summarizing messages eff...
- Using professional communication etiquette

Problem solving

96%

- Creating and adjusting schedules
- Interpreting data and applying logic to make decisio...
- Prioritizing and applying order based on a given set ...
- Analyzing textual and numerical information to dra...

Attention to detail (textual)

91%

- Matching information
- Filtering information
- Comparing statements for differences
- Checking the consistency of information



Personality

Enneagram

Description

Cheerleader

Optimists at heart, lively by nature, these social butterflies are free spirits who enjoy company, social settings, conversation, and being surrounded by people. While planning is not their forte, they are always up for a new adventure and live by spontaneity.

In personal relationships

Cheerleaders enjoy being constantly stimulated. While they are spontaneous, enjoying company and social settings, their adventurous spirit may get in the way of long term relationships. They may be perceived as eccentric dreamers, which attracts others like them. In personal relationships, Cheerleaders are put off by needy and clingy individuals, as well as those who judge them for following a less traditional life.

At work

Cheerleaders have a wide array of interests that can qualify for a number of different jobs, but this also means they may start projects that never get finished. Their hesitance to commit and need for excitement in life makes them difficult employees to have in an office working 9-5 hours. Cheerleaders usually have difficulties choosing a career and following a traditional path, as their multiple interests interfere with the need for one specific profession. They are risk takers, and if given the opportunity, they will invest in ideas that others may shy away from.

The best attributes of being a Cheerleader

As extroverts, Cheerleaders are guaranteed to be social and fun to be around. They attract all sorts of people, while at the same time enjoying their freedom. With a lot of talents and interests, Cheerleaders are not afraid to try out different things and dip their toes in a variety of waters. They are great information processors, creative in coming up with solutions, and their ongoing interests makes them knowledgeable across different fields.

The main challenges of being a Cheerleader

Getting lost in the dreams, fantasies, and high aspirations driven by their spontaneity may be the most difficult part of being a Cheerleader. They get scattered easily due to their multiple interests and commitment to living freely. Consequently, it can be exhausting to always be "on the go" and lack a solid grounding. While they can visualize ideas and plans, the challenge becomes putting them into action, as they either get distracted, lack discipline, or engage in a new undertaking, moving quickly from project to project.

Tips for more effective communication

Practice tolerance and patience. Their spontaneity can come across as impulsivity in the way they communicate. This can in turn be misunderstood as rudeness, insensitivity and like they only put themselves first, or are insensitive to others' needs for rules, discipline, and even affection.

Tips for others working with Cheerleaders

As high energy individuals, it is important for Cheerleaders that you also demonstrate interest and enthusiasm for the project at hand! Someone who shows signs of arrogance will be interpreted negatively. When working with Cheerleaders, it is important to provide them with space and hold them accountable for their projects and decisions, as it is not uncommon for these individuals to flee when faced with difficulties. The best way to approach any conflict with a Cheerleader is to be an open book and to be honest about the issues.

Suggested questions for job interviewers

1. How comfortable do you feel providing constructive feedback?
2. How can you ensure that you keep deadlines and stay focused on each project you are assigned to?
3. What techniques do you utilize when you have to work independently without guidance or support of others?

Custom questions

Essay

Compose a brief email for your manager.

Hello Mr Manager,

I am writing this email to make sure that I understood the client's requirements perfectly. Please see the bullets points below which I aim to cover in my solar quotation.

- A
- B
- C
- D

Please review and let know if you need any amendments in the proposal. Happy to discuss it over call or email, whichever you prefer. Looking forward to hearing back from you.

Regards,

Faizan
