

Average score

76%

## Anti-cheating monitor

Device used?

**Desktop**

Filled out only once from IP address?

✓ Yes

Webcam enabled?

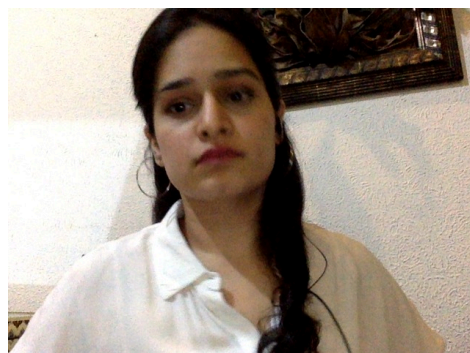
✓ Yes

Full-screen mode always active?

✗ No

Mouse always in assessment window?

✗ No







## Test scores

Average score





76%

Benchmark peer group:  
% correct





### Business ethics & compliance 75%

- 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 87%

- 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 66%

- 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) 75%

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

## Personality

DISC

Supportive and Agreeable

## SI

### Description

These individuals are caring and supportive. They are great listeners. They focus on others' goals, and how they can be their best in relationships.

### In personal relationships

Personal relationships are the most valued of all among the SI type. They want to integrate everyone into the group, and make sure all are having a good experience. They value trust and are loyal friends and partners.

### At work

They are great team workers, adjusting easily to situations. With an agreeable spirit, SIs are highly motivating, and focus on cooperation, co-creation, and problem solving.

### Their best Attributes

They are calm problem solvers who attend to everyone's needs. They are characterized by their sensitivity, warmth, and stabilizing presence.

### Their main Challenges

While harmonizing and warm, SIs tend to struggle with assertiveness and confrontation. They are sensitive and emotional, and can get their feelings hurt easily.

### Tips for more effective communication with a SI

Keep your communication sincere and expressive. As emotional individuals, keep in mind that for SIs, in-person communication is valued over online discussions. If a conflict arises, make sure to keep things level-headed, and ensure that everyone has a chance to verbalize their opinions, even if they have remained quiet.

SIs respond best to a calm and emotional form of communication. At the same time, they need a gentle assertiveness to keep them level-headed. This style is often found effective with the ID or SC types.

### Tips for working with a SI

Remain open to ideas and feedback. Be encouraging, and remind them not to take negative feedback personally. Balance any conversation with positive and personal feedback.

### Suggested questions for job interviewers

1. What communication strategies do you utilize to assert yourself?
2. How do you balance your emotional responses in a high-pressured discussion or environment?
3. What is your approach when providing constructive feedback to a co-worker?

## Custom questions

### Essay

**Compose a brief email to a prospective client.**

Dear Joe,

Hope this email finds you well!

Thank you for your time, it was a pleasure talking to you.

As mentioned during our call, I think our organisation would be the perfect fit for you according to your requirements and I will get back to you with the potential solutions we discussed.

I hope to hear back from you soon, and do not hesitate to reach out to me if you have any questions.

Regards

Kanza

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