



## Test scores

Average score

71%

### Business ethics & compliance

76%

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

69%

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

74%

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)

66%

Matching information



Filtering information



Comparing statements for differences



Checking the consistency of information



## Personality

DISC

Pleasantly Calm and Accommodating of Others

# S

## Description

Accommodating and attentive of others' needs, these individuals are best described as cooperative and patient. They prefer to avoid competition, conflict, and confrontation.

## In personal relationships

Ss have difficulties verbalizing their needs, as they fear that doing so will lead to confrontation. They are givers, and believe their role in relationships is to listen attentively and to provide for others. These individuals are easygoing, and would rather follow than lead.

## At work

It is unusual to find a Type S in a leadership role. They are calm, pleasant, and do not rock the boat. Competition is not their thing, they prefer being an individual contributor who works as part of a team.

## Their best attributes

They are great listeners and patient people, who can spend hours listening and encouraging a friend or a co-worker. They are attentive to others' needs, while at the same time, they make a point to check on themselves by asking for feedback.

## Their main Challenges

As individuals that value harmony, they tend to avoid conflict at all times. This often leads to delaying decisions, due to their not being assertive or communicative. Ultimately, this can become problematic because they do not feel comfortable verbalizing their needs and emotions.

## Tips for more effective communication with a S

To get on the same level as these individuals, communicate based on empathy and explain yourself thoughtfully. They prefer in-person communication. Always allow time for questions regarding their personal thoughts and feelings on the matter at hand.

These individuals respond best to direct questions and approaches. As followers, they may keep their opinions to themselves. In order to get the best out of interactions, communicate assertively with them.

## Tips for working with a S

Ask them to participate in group projects and group dynamics. When there is a need for a motivator or someone to help build relationships, you can count on these individuals. Offer feedback frequently, but do not put them in the spotlight in front of others, as they like to keep things low-key.

## Suggested questions for job interviewers

1. What communication strategies do you utilize to assert yourself?
2. How do you feel about leadership positions and public speaking?

3. What is your approach if providing constructive feedback to a co-worker?

## Custom questions

### Essay

**Compose a brief email for a customer.**

Dear Valued Client,

Thank you for your time over the phone. I understand the issues that you have been experiencing. For your quick reference, I'm pointing them as follows:

Issue A

Issue B

Issue C

For the resolution of the said issues, I'll complete the working and testing by the end of this week (dated :) and will contact you to schedule a meeting.

Let me know if I missed something.

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