

Test scores

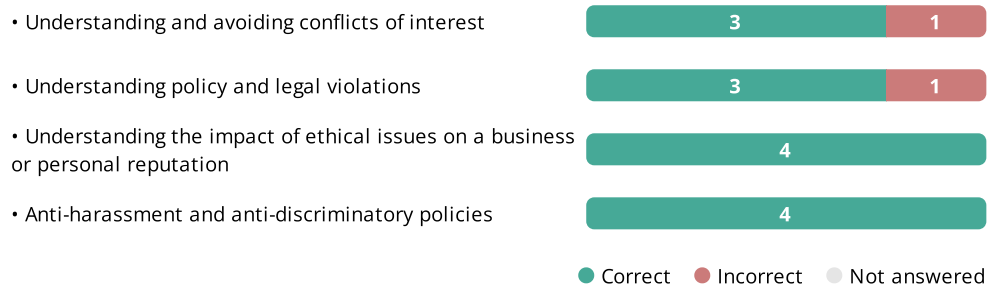
Avg. score **67%**

Business ethics & compliance

87%

The business ethics and compliance test evaluates candidates' awareness, judgment, and knowledge of ethical issues found in a business setting. This test will help you hire employees with a strong ethical compass who can adhere to company policies.

[View full test description](#)



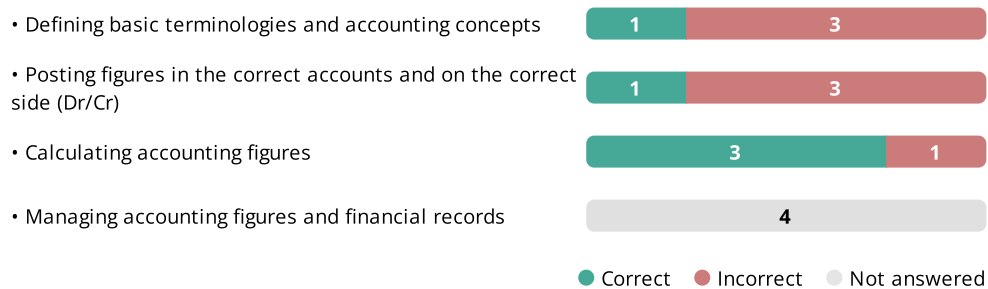
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Advanced Accounting (GAAP)

31%

The Advanced Accounting (GAAP) test evaluates candidates' accounting knowledge, including posting and calculating accounting figures and managing financial records according to GAAP. It helps identify candidates with strong accounting/bookkeeping skills.

[View full test description](#)



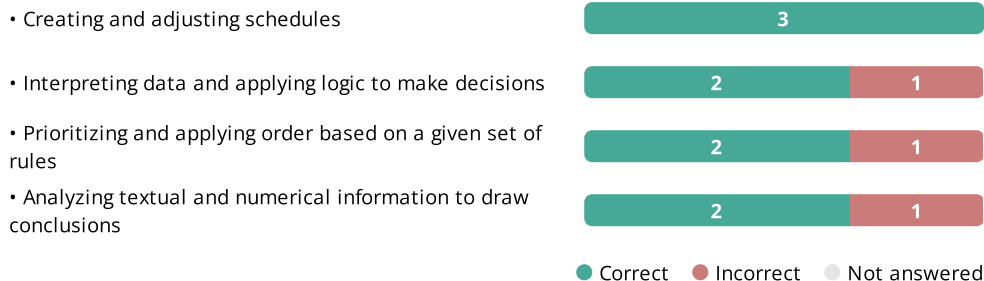
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Problem solving

75%

This problem solving test evaluates candidates' ability to define problems and analyze data and textual information to make correct decisions. This test helps you identify candidates who use analytical skills to evaluate and respond to complex situations.

[View full test description](#)



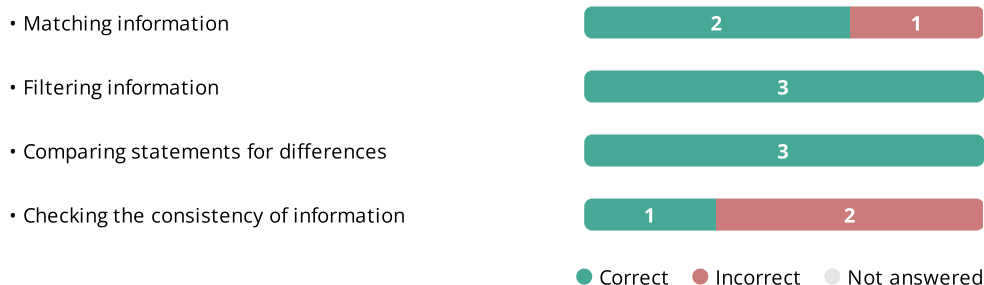
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Attention to detail (textual)

75%

This free attention to detail test evaluates candidates' ability to pay attention to textual detail while processing information. This test helps you identify candidates who can thoroughly and carefully handle intricate processes using analytical skills.

[View full test description](#)



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Personality

Enneagram

Giver

The Enneagram test follows the personality model developed in the teachings of O. Ichazo and C. Naranjo. The model maps out nine different personalities on a nine-pointed diagram describing the core beliefs and the worldview each one operates from.

[View full test description](#)

🕒 Finished in 00:04:59 out of 00:10:00

Giver

Overview of the Enneagram

The Enneagram personality mapping framework uses nine interconnected personality types to explain people's motivations and behaviors, which are mapped on a nine-pointed image that illustrates how each type relates to the others. The Enneagram is useful for determining the traits, motivations, values, and reasons behind people's actions. It's instrumental in business for determining candidates' characteristics and how they will fit into your workspace.

Giver personality type description

Givers are caring and warm individuals. With a particularly sensitive side compared with other types, they tend to put others' needs before their own. Givers relate to others easily due to their charisma and generous attributes. Possessing a generous and loving nature, they experience and navigate the world through relationships.

In personal relationships

Givers greatly value all sorts of relationships. They are usually highly emotionally intelligent individuals with a good sense of emotional sensitivity. Perceptive of others' feelings, they are enthusiastic in groups. Being valued in a relationship is a top priority for Givers, and they go above and beyond for those they love. However, this can lead to codependency or people-pleasing behavior to manipulate others into appreciating them.

At work

It is common for Givers to choose careers directed at serving others or working with others in social, fun settings. Their work dynamic is often driven by enthusiasm and motivation, which makes them good people to work with collaboratively. They find it challenging to work on projects that require little social interaction.

Givers can make thoughtful and encouraging leaders. They are capable of organizing and team-building. However, because they prioritize the needs of others, they risk burnout.

When working in a team, these individuals are usually highly appreciated by others. They have strong communication skills and create personal relationships with others. They are willing to make time to help their colleagues, even when they are busy.

Their best attributes

Empathy, generosity, sense of humor, and emotional intelligence are the most attractive qualities of Givers. They can easily relate to all sorts of people, and their sensitivity can positively affect those they directly work with and the company as whole. These are people anyone will enjoy having around due to their sense of humor, enthusiasm, and capacity for fun.

Their main challenges

Putting others first and thinking of others' needs before their own may make them feel emotionally drained, betrayed, and on a path for constant validation. It is not uncommon for Givers to feel like their needs are not being met, which could lead to codependent relationships where others need them. Their insecurities and a lack of assertiveness may result in an ongoing need for reassurance from colleagues, friends or a partner.

Tips for communicating and working with a Giver

Givers thrive on relationships and appreciate a communication style that emphasizes the personal and emotional. When you communicate with them:

- Establish a personal connection, and regularly ask them to share their thoughts and feelings with you.
- Recognize that what they say may reflect their need for others – including you – to appreciate them, and dig deeper into anything they say that seems focused on people-pleasing.
- Be gentle when providing feedback to a Giver, and recognize that they may respond with shame.
- Stay focused on the content of a potentially emotional conversation to prevent it from becoming too emotionally charged.

To help them achieve their potential at work:

- Be reassuring when discussing their work, and provide positive feedback if delivering constructive criticism.
- Include Givers in the decision-making process and ensure they feel integrated and part of the team.
- Assert your own boundaries, especially in situations that may lead to codependency.

Possible coaching points:

- Givers may benefit from assertiveness communication training to help them assert their needs and communicate effectively without an ongoing concern for hurting others' feelings or not feeling valued.
- Especially when you notice that they are taking on too much work, remind Givers that their needs are important and should come first.

Discussion points

Use these discussion points during the interview to gain deeper insight into the candidate, and to provide the candidate with role details that are likely to be important to them.

- To what degree does this role require social interactions, including working in groups?
- How much assertiveness is required in this role? How does the candidate communicate and assert interests or needs when these are not being met?
- How does this role contribute to decision-making in the team or company?

Custom questions



★★★★★ 0.0

Compose a brief email for your manager.

Your manager has asked you to report last month's financial position of the company. Draft a brief email summarizing what you think are the main components, and any other relevant information.

What to look for in the answer?

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Answer

Good Morning Sir,

I hope you are having a wonderful day. As per your request, I am drafting this email about financial position of the company last month. Here are some figures to consider:

Sales: \$1000

Cost of Goods Sales: \$400

Gross Profit: \$600

Marketing Cost: \$200

Administrative Costs: \$300

Net Profit: \$100

It is particularly interesting to note that our sales have gone up from last month by \$200, due to the new marketing campaign. You will also be seeing that our cost of goods sold have remained the same despite more sales. This is because we were able to achieve a new deal which lowered costs of goods sold. You will also be seeing that our marketing costs have gone up, and this is because of the new campaign, and its high cost. Overall, we made \$20 more in net profit from last month.

I hope this brief summary explains the situation right now. If you have any other questions, or comments, please feel free to reach out, and I will be more than happy to go over in detail about this report.

Thank you, and have a great rest of your day!

Best

Zakaria

🕒 Finished in 00:08:13 out of 00:10:00