

Test scores

Average score

68%

Microsoft Excel (advanced)

20%

Working with data

82%

Critical thinking

89%

Attention to detail (textual)

83%

Personality

DISC

S

Pleasantly Calm and Accommodating of Others

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 to report your work.

You work at a mid to large-sized business. The task is to summarize 3-4 key insights gleaned from last quarter's online marketing spend and results.

Respected team members,

I am writing this email to inform you all of the key insights I've been able to collect based on our last quarter's online marketing, focusing on the spending and the results.

I am summarising the points below FYI:

- Point 1
- Point 2
- Point 3
- Point 4

All in all a satisfactory result. If there are any questions please do contact me and feel free to discuss.

Thank you.

Best regards.
