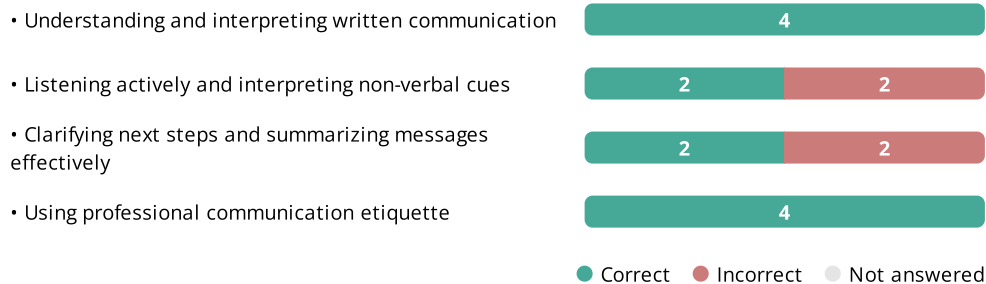


**Communication****88%**

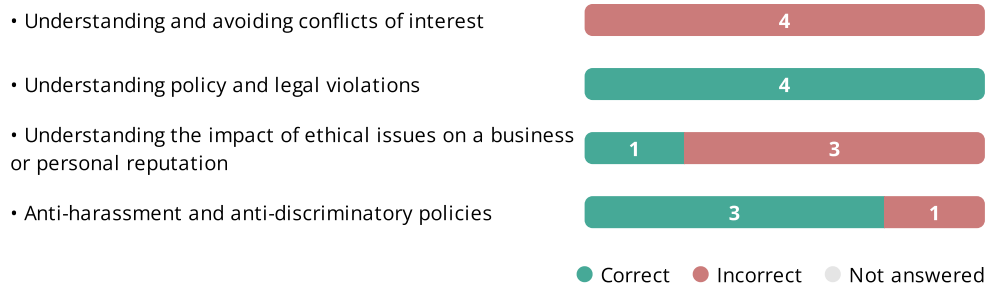
This communication test evaluates candidates' skills in communicating clearly and effectively using professional etiquette. The test assesses candidates in both written and verbal communication, as well as non-verbal cues and active listening.

[View full test description](#)

Finished in 06:22 out of 10:00 mins

**Business ethics & compliance****53%**

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](#)

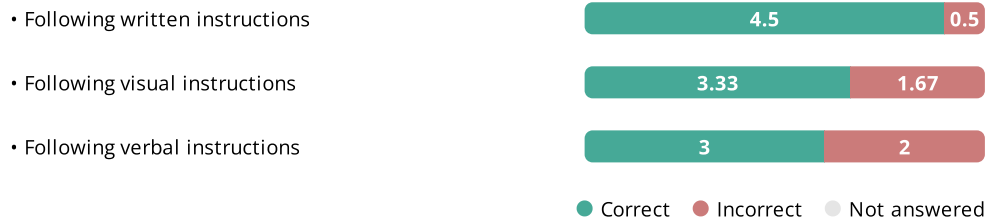
Finished in 08:07 out of 10:00 mins

## Following instructions

85%

The following instructions test evaluates a candidate's ability to understand and follow instructions in many different forms, and in a variety of contexts. This test helps you identify candidates who can process and follow instructions correctly.

[View full test description](#)



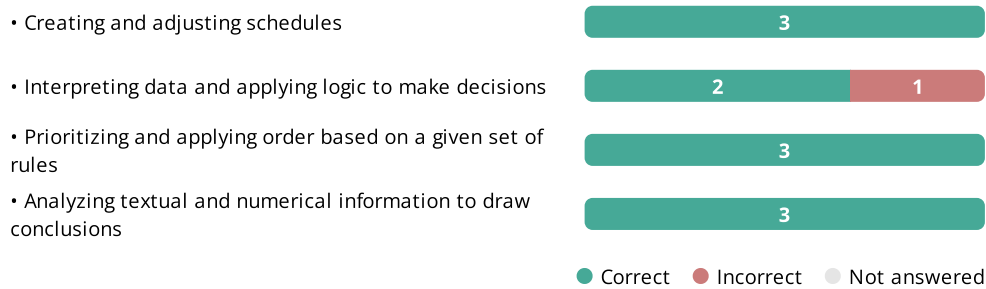
Finished in 10:00 out of 10:00 mins

## Problem solving

96%

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](#)



Finished in 10:00 out of 10:00 mins

## Personality

### Enneagram

### Agreeable

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 05:43 out of 10:00 mins

## Agreeable

### 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.

### Agreeable personality type description

With a peaceful essence, seeking harmony within themselves and with the world, Agreeables are often perceived as "nice." With a non-judgmental and accepting personality, they can easily relate to others across different settings and are often sought out by all sorts of people for various reasons. Striving for stability, these mediators avoid conflict and tension, which can make them come across as living in an overly idealistic world. Agreeables love to go with the flow and search for stability and consistency.

### In personal relationships

Agreeables are stable and loyal, attractive attributes in any friendship or partnership. They avoid conflict, so a relationship with an Agreeable is often smooth sailing – you can be sure they won't rock the boat. They are aware of their value; however, they may focus too much on others and on avoiding conflict at all costs. This can lead them to maintain peace by suppressing their feelings and refusing to acknowledge conflict.

### At work

Agreeables struggle with pressure and indecision, so they can thrive in independent work environments. They often seek roles or professions where they can use their ability to create harmony.

In a leadership position, they will help the team to feel united. In times of conflict, they make excellent mediators. However, because they strive for harmony, they will sometimes overlook problems and also may advocate keeping things the way they are, overlooking new possibilities. When working in a team, they are easygoing and can maintain calm in a group setting, which makes them an effective addition to any collaborative project.

### Their best attributes

The creativity, pleasantness, and accepting nature of Agreeables make them likable and attractive to others. They can attend to others' needs and yet be easygoing, making them great company. They don't mind going with the flow but will advocate for change if it brings peace.

### Their main challenges

As they try to avoid conflict at all costs, Agreeables tend to minimize problems and avoid speaking up when something bothers them. This can lead to them minimizing or overlooking their own needs, which can sometimes make it difficult for them to start their own projects or commit to something. As they may suppress their feelings for the sake of avoiding conflict, their feelings can sometimes come across through passive-aggressive communication.

To help them achieve their potential at work:

- Allow them their independence and the time to work on their own, creatively, while also placing them in collaborative projects.
- Communicate boundaries, expectations for their role, and responsibilities clearly. With clear expectations, Agreeables are more likely to be decisive.
- Regularly point out the value they bring to the team, and treat their ideas seriously, asking follow-up questions to better understand them.

Possible coaching points:

- Due to their tendency to ignore their own needs, Agreeables need help prioritizing themselves when working collaboratively.
- Agreeables tend to shut down if they feel blamed, and constructive feedback often leads them to feel this way. Regular coaching conversations that emphasize both their successes and where they can improve can help overcome this sense of blame.

### **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.

- How much independence does this role have?
- To what degree is harmony a value of the team, department, or company?
- How does the candidate speak up for their needs and present (and defend) their ideas?

## Custom questions

 Essay

★★★★★ 0.0

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

**Your prospect is a mid-sized business. You have just completed a discovery call and want to send a follow-up email. Your email should aim to reinforce what you heard from the prospect and advance the sales process.**

**What to look for in the answer?**

--

**Answer**

Good Afternoon,

It was great speaking with you earlier. I will discuss with my team the next steps and we will touch base with you asap.

Best regards,

Ayesha Ali

🕒 Finished in 02:36 out of 10:00 mins