

Test scores

78th percentile 67% raw score

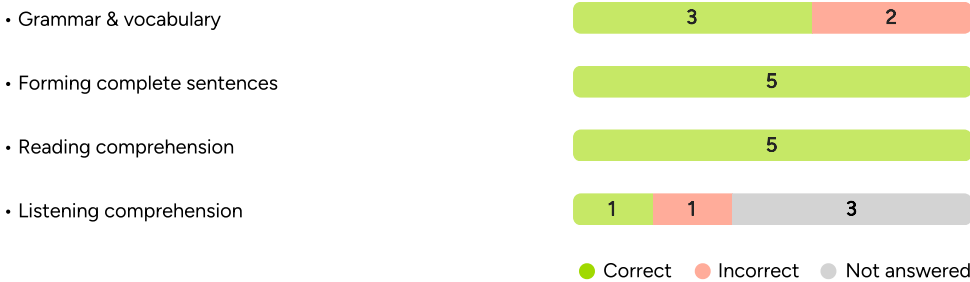
Comparison group: All candidates

English C1 (Advanced)

63rd percentile 70% raw score

The English C1 (Advanced) test evaluates a candidate's knowledge of the English language at the C1 level of the CEFR framework. This test will help you hire employees who can participate in demanding professional and social conversations in English.

[View full test description](#)

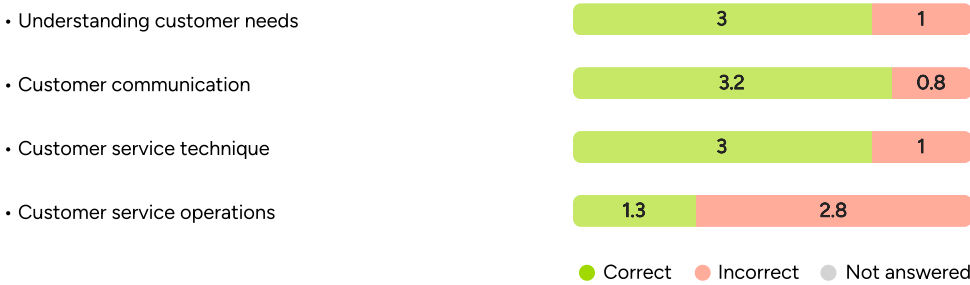


Customer Service

72nd percentile 65% raw score

This Customer Service test evaluates candidates' ability to interact appropriately and determine appropriate solutions. It will help you hire experts who can enhance your CS operations by improving customer satisfaction and avoiding negative impressions.

[View full test description](#)



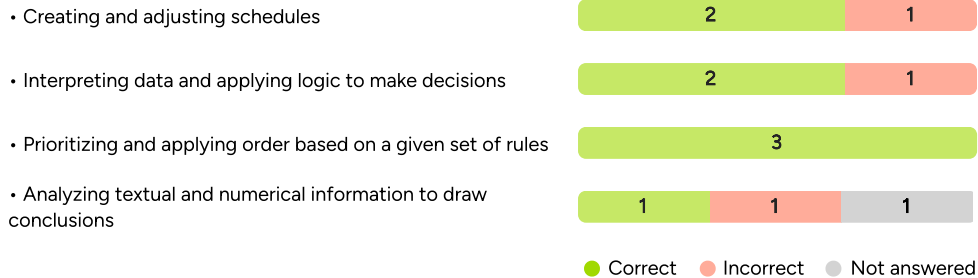
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Problem Solving

78th percentile 66% raw score

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](#)

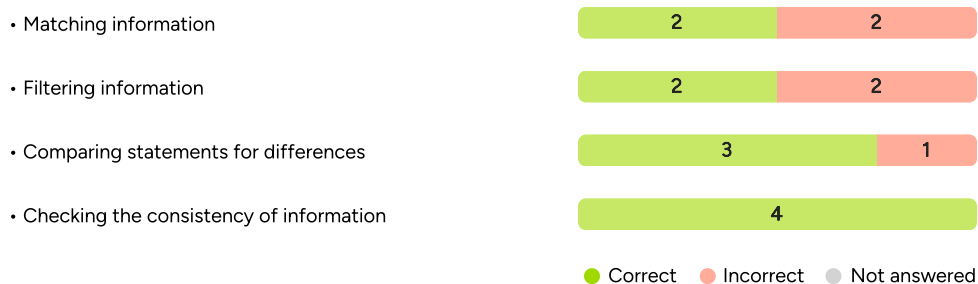


Attention to Detail (Textual)

72nd percentile 68% raw score

This Attention to Detail (Textual) test evaluates candidates' attention to textual detail while processing information. This test helps you identify candidates who can thoroughly and carefully handle intricate processes.

[View full test description](#)



🕒 Finished in 00:11:55 out of 00:12:00

Personality

DISC

D - Forceful and direct

The DISC test is based on the model developed by psychologist William Marston for behavioral assessment. It classifies how we express emotions into the four behavior types of DISC: dominance (D), influence (I), steadiness (S), and conscientiousness (C).

[↔ View full test description](#)

🕒 Finished in 00:03:31 out of 00:10:00

D: Forceful and direct

Introduction to DISC

The DISC test is one of the most popular personality tests used in the workplace. This test shows how someone is likely to behave in their work environment and is therefore valuable in understanding candidates more deeply in preparation for interviews. The model uses the basic styles of Dominance (D), Influence (I), Steadiness (S), and Conscientiousness (C), which may appear alone or in combination with another style. The letters of the personality types correspond with these four styles.

D type description

Ds could easily be considered the "alpha" due to their forceful, intense, and ambitious approach. They are firm and objective in their decisions, do not take "no" for an answer, and are a force of nature in the way they choose their own path. They love difficult situations and seize opportunities where they are.

In personal relationships

Ds are the most individualistic of all types and will encourage others to be autonomous. They are often unwilling to collaborate with others if they don't see the value for themselves in the endeavor. They are open communicators, though they will not be emotionally vulnerable. They are competitive and work through punishment and reward.

At work

Their desire to win is their main drive, and this factor is more important than relationships or collaboration in the workplace. With an individualistic approach, they find it more challenging than others to work with colleagues and empathize with their needs and feelings. They like positions of power and authority. Ds are self-sufficient leaders and provide a clear chain of command. They give the team the direction it needs in highly competitive situations, and faithful followers are rewarded. They don't like to be "just part of a team" and will often play devil's advocate then. Meaningful change is accepted and firm leadership is needed, as the D will show resistance to a weak leader.

Their best attributes

Ds are good communicators. They are focused individuals who operate with a sense of urgency. They are not easily defeated, and as a means to express their sense of control, can take charge of any situation if they are under pressure. These attributes often lead to great success and independence.

Their main challenges

Their autonomy and neglect of others is a difficult challenge to navigate at work and in relationships. They set high standards for themselves, as well as for others, culminating in outbursts of impatience and possible aggression when they feel threatened.

Tips for communicating and working with a D

Ds respond best to direct, factual communication. When you communicate with them:

- Keep conversations straightforward and succinct.
- Speak in a confident and assertive tone.
- Focus on being goal-directed and support what you say with facts.

To help them achieve their potential at work:

- Work through any problems that surface logically and analytically and with direct communication.
- Set boundaries on what you allow Ds to say to you, even in times of conflict.
- Recognize that they work best when they are allowed to make decisions and show leadership.
- Provide them with challenges in their role to help them retain interest.
- Allow them to work with other individualistic and success-driven types, but also with those who can help model strong team collaboration and relationship building.

Possible coaching points:


- Ds may need coaching in order to be more understanding and empathetic. It can help them see that a war path is not always the best way to convince others.
- They may need encouragement to see others as participants rather than followers, which will help them better recognize colleagues' contributions and see their objections as opportunities.

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.

- Is there sufficient room for leadership and accountability in this role?
- What are the expectations when it comes to competition and challenges?
- How does the candidate handle the emotions of others? And how do they regulate their own emotions?

Custom questions

 Essay

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Write a concise email to a potential client, John Smith, who has been identified as the decision maker at a medium-sized staffing firm.

Your organisation offers HR evaluation software specifically for staffing companies. The goal is to send an introductory email containing a brief overview of your offerings and reasons for having a conversation.

What to look for in the answer?

Ability to write clearly and present information in a persuasive and professional manner.

Answer


Hey John!

I saw that you are responsible for making sure your company hires the best employees! If that's the case, I think you'll like what I have to say.

I'm reaching out from XYZ and we have HR evaluation software specifically for companies like yours, we help manage ABC and make sure you guys hire the best talent there is. We've been working with ABC companies and have helped them reduce their error rate by 37%.

Let me know if this sounds interesting and we can have a quick chat!

Cheers.

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