

Test scores

99<sup>th</sup> percentile 90% raw score

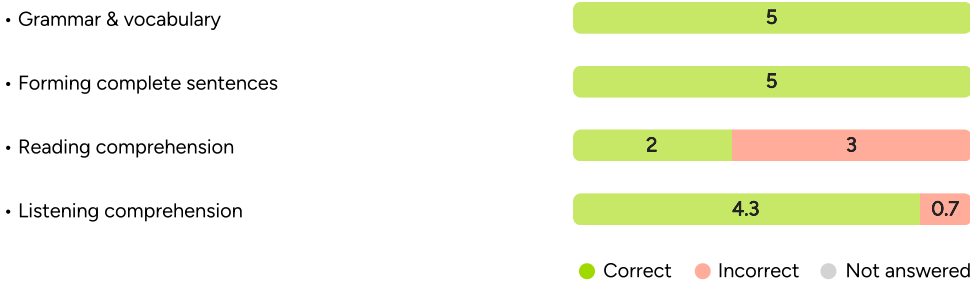
Comparison group: All candidates

English (proficient/C1)

86<sup>th</sup> percentile 81% raw score

The English (proficient/C1) 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](#)



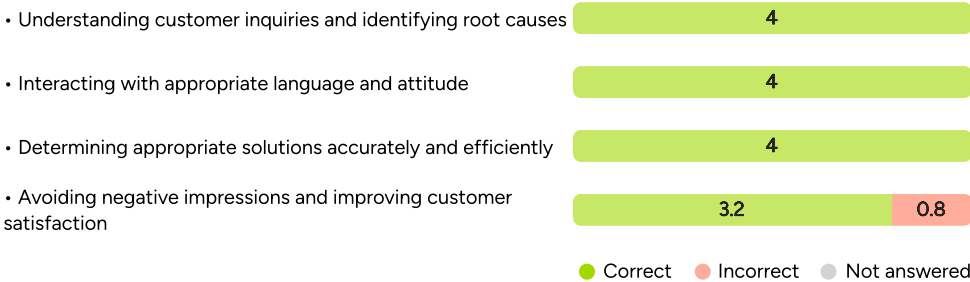
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Customer service

98<sup>th</sup> percentile 95% raw score

This customer service test evaluates a candidate's ability to respond to customer issues in an appropriate manner. This test will help you identify candidates who take a customer-centric approach to problem resolution to deliver the best service.

[View full test description](#)



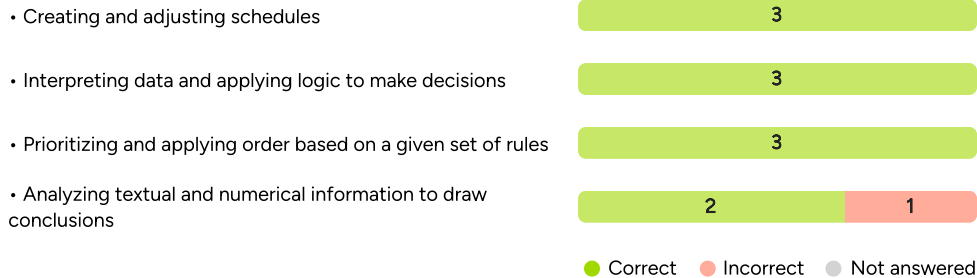
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### Problem solving

98<sup>th</sup> percentile 91% 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](#)



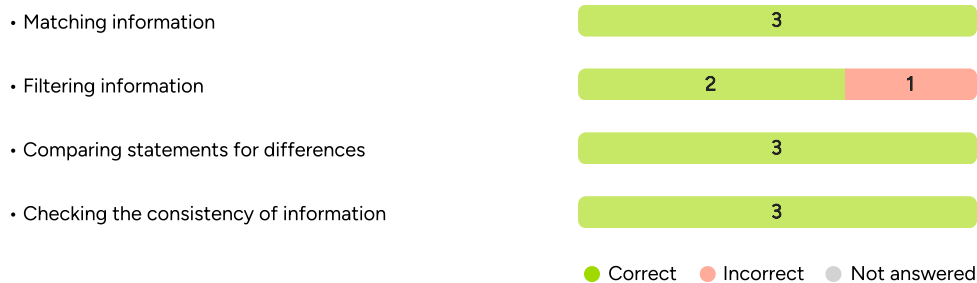
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### Attention to detail (textual)

96<sup>th</sup> percentile 91% raw score

This 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

### DISC

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](#)

### SC - Modest and unassuming

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## SC: Modest and unassuming

### 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.

### SC type description

The SC earns the respect of others and is inquisitive and diligent. Defined by their ability to keep a low profile, SCs tend to fly under the radar. Other people's feelings and relationships are of great importance to them. They are focused on knowledge, stability, and security.

### In personal relationships

In friendships and romantic partnerships, these individuals tend to be loyal, patient, and dedicated. They are considerate of others and often find themselves in long, stable relationships that are based on trust. They can, however, conceal negative feelings and may wait too long to discuss a conflict.

### At work

SCs are methodical and don't mind taking time to help co-workers understand how to do things in a procedural manner. They highly value routine and use schedules to keep themselves organized. They prefer following a plan that specifically outlines any expectations of them. They are good at sharing decisions with others and learning from their mistakes.

They are inquisitive leaders and help the team explore both facts and opinions. They are very loyal to the people they work with.

As team members, they use common sense, offering practical insight and identifying efficient methods. They are interested in the overall outcome.

### Their best attributes

Predictability and productivity are two of an SC's best qualities. They are also committed, organized, and dedicated to whatever they put their mind to doing.

### Their main challenges

These individuals tend to avoid high-risk decisions, as well as solutions that have not been proven to be effective. SCs are sometimes pessimistic and quickly form opinions about others based on first impressions. They can make people with dissenting viewpoints feel uncomfortable.

### Tips for communicating and working with an SC

The SC responds best to direct communication focused on clear expectations. When you communicate with them:

- Formally schedule a time to meet and prepare an agenda for the meeting.
- Make sure whatever you intend to communicate is well-formatted and detailed.

To help them achieve their potential at work:

- Give them time to focus on the task at hand and avoid forcing them to make hasty decisions.
- Provide a plan or calendar with details about the purpose of any meeting.
- Verbalize and define expectations and deadlines together to ensure clarity.
- Regularly express your appreciation for their work. Positive feedback means a great deal to them.
- Recognize that these individuals are good at following a schedule and staying organized, so take advantage of these great attributes.

Possible coaching points:

- Encourage them to share their reservations about divergent opinions rather than simply reject them. This can lead to better discussions and help them become more open to perspectives they initially disagree with.

#### **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.

- Does this role focus on clearly defined tasks and expectations, or is someone in this role expected to chart their own course? How well does this map to the candidate's preferences?
- To what degree does this role require the candidate to navigate dissenting opinions? How do they navigate them?
- What types of decisions is someone in this role responsible for making? How high-risk are these decisions?

## 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

Subject: Introduction: Optimizing HR Processes for Your Staffing Firm

Dear Mr. Smith,

I hope this message finds you well. My name is Bilal Saleem, and I represent BS Human Resources, a leading provider of HR evaluation software tailored for staffing firms like yours.

At BS Human Resources, we specialize in streamlining HR processes to enhance efficiency, reduce costs, and improve employee management. Our software is designed to address the unique challenges faced by medium-sized staffing firms, ensuring seamless integration and impactful results.

I would welcome the opportunity to discuss how our solutions can benefit your organization. Could we schedule a brief call next week to explore this further?

Looking forward to your response.

Best regards,

Bilal Saleem

Sales Consultant

BS Human Resources

[bilal@bshr.com](mailto:bilal@bshr.com)

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