

Test scores

Avg. score **68%**

Scoring method: **Percentage of correct answers**

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](#)



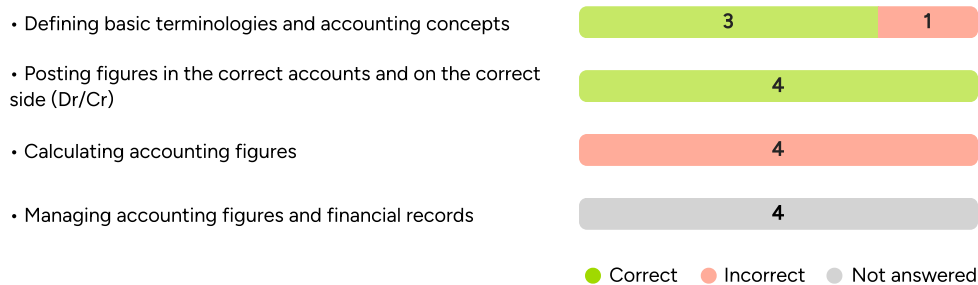
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Advanced Accounting (GAAP)

43%

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](#)



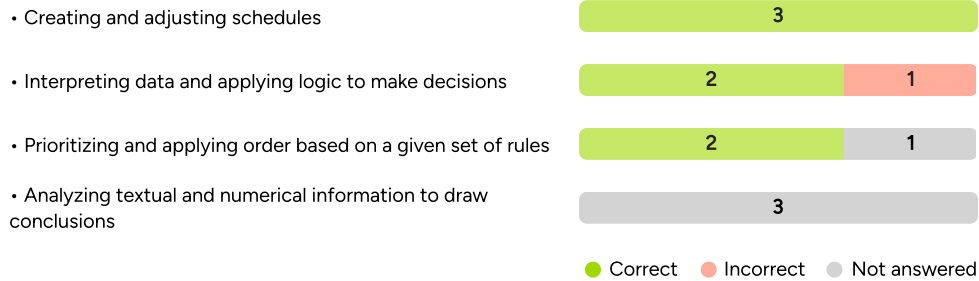
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Problem solving

58%

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](#)



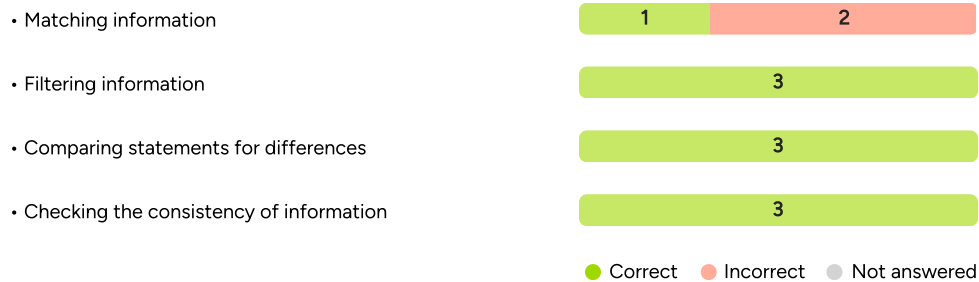
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Attention to detail (textual)

83%

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

Go-getter

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](#)

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Go getter

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.

Go-getter personality type description

Go-getters strive for success and admiration more than any other type. They are not afraid of taking risks and go the extra mile to achieve their goals. These qualities mean they tend to excel in what they put their mind to. Their own accomplishments are their top priority, making them competitive, successful individuals.

In personal relationships

Go-getters thrive in environments that provide rewards and the opportunity for success. Generally, they can more easily meet these needs in a work environment full of objectives and opportunities for admiration than they can in personal relationships. Their focus on achievement can make it more difficult for them to relax and enjoy the company of others. Nevertheless, they are focused on people's emotions and seek to be good friends. They will avoid confrontations and conflicts with the people they like. They may be less authentic because they also want to perform in personal relationships, often presenting themselves in a way they think the other person will admire.

At work

Go-getters are busy and energetic, often involved in multiple work projects, gaining fulfillment through them. They are successful working in high-pressure environments and on a team because they can make quick decisions without questioning their choice. While others may feel overwhelmed by a heavy workload, Go-getters thrive in high-pressure, high-risk environments where they can prove their worth, succeed, and be rewarded for it.

Go-getters can be motivating leaders, aware of their team's feelings. However, their own motivation to be successful can make them focus more strongly on what will lead them to be admired and less on what is in the interest of the whole team.

As team members, they are hardworking but not necessarily collaborative. Competitive by nature, they will make sure to receive credit for what they accomplish.

Their best attributes

Hard workers who strive for success, Go-getters are pragmatic. You can count on them to get things done and done well. They are ambitious and energetic and can achieve great things – for themselves and the world. They are the movers and shakers that make things happen.

Their main challenges

As ambitious and hard workers, Go-getters struggle to find work-life balance. Their ongoing need for admiration, success, and achievement often takes precedence over their health and personal relationships. Driven by competition, they can quickly become argumentative. It is easy for them to be factual and place their feelings second.

Tips for communicating and working with a Go-getter

Go-getters respond best to straightforward communication based on respect. When you communicate with them:

- Focus on the work rather than on personal conversation or small talk.
- Be polished and professional, whether you are meeting face to face, writing an email, or sending a direct message.
- Focus on the facts when discussing conflict. Do validate their opinion, but do not engage in an argument should they start one. Go-getters can easily be argumentative and persistent in “winning” the argument – often through exhaustion.

To help them achieve their potential at work:

- Offer regular validation and praise, letting them know that you see their hard work – even though their tough exterior may make it seem as if they don’t need it.
- Encourage them to “unplug” occasionally, using the time away from the office to recharge.
- Pair Go-getters with other goal-oriented individuals with direct communication and a strong work ethic for the best collaboration.

Possible coaching points:

- Go-getters may need guidance on how to be less competitive with colleagues, especially if others are disengaging with them because of their competitive nature.
- Often ignoring the social and interpersonal aspects of the workplace, they may benefit from coaching that focuses on developing strong connections with colleagues.
- Because of their relentless pursuit of success, they are unlikely to take time off without coaching and without leadership modeling this behavior for them.

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 allow someone to think big and achieve clear successes?
- Is a competitive nature more of a benefit or a hindrance in this role? Why?
- To what degree is collaboration required to succeed in this role?

Custom questions



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

Hello, hope you are doing well.

I am sending you this email to give you a brief overview of last month's financial position and performance.

Profit and Loss:

The last month revenue figure is 2% below expected. That is because we sold fewer goods than planned during to weakening demand.

The gross profit margin has also declined a bit as we offered 10% discounts on some products as to promote growth and attract more customers in this challenging economic environment. This is a temporary measure and will be retracted once demand becomes stable.

Our operating expenses are a bit over planned as the marketing team had made additional expenses such as additional google ad campaigns in order to increase sales.

Overall, our bottom has suffered in the last month and may need to be looked into further.

Balance Sheet:

Financial position looks stable mostly.

The key point is that our payable days have increased which is prudent measure from our part as we need the additional cash flow during these uncertain times.

Other than,

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