

Test scores

94th percentile 73% raw score

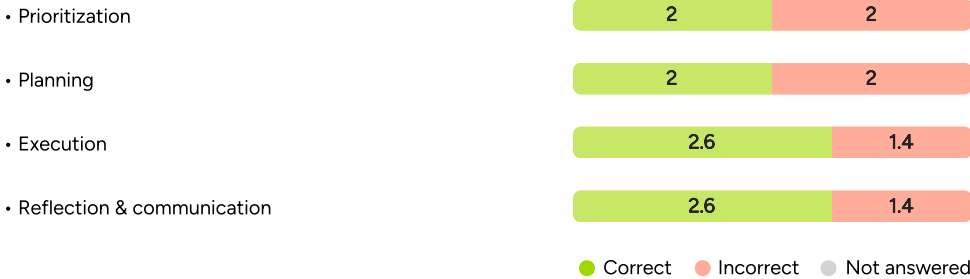
Comparison group: All candidates

Time management

56th percentile 57% raw score

The time management test evaluates candidates' ability to manage their time well in a professional environment. Through typical workplace scenarios, this test assesses how well candidates can prioritize, plan, execute, and reflect on tasks and projects.

[View full test description](#)



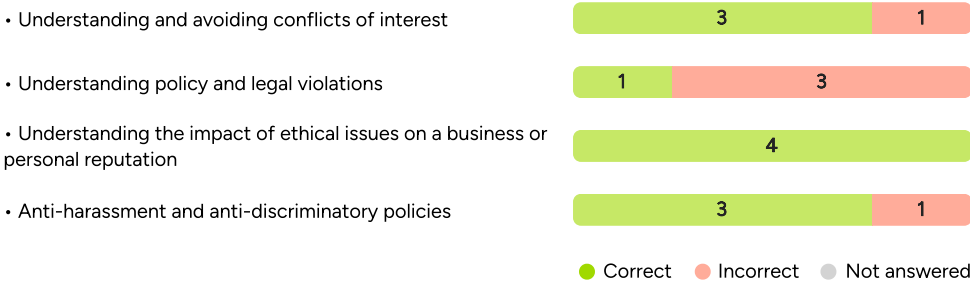
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Business ethics & compliance

88th percentile 68% raw score

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](#)



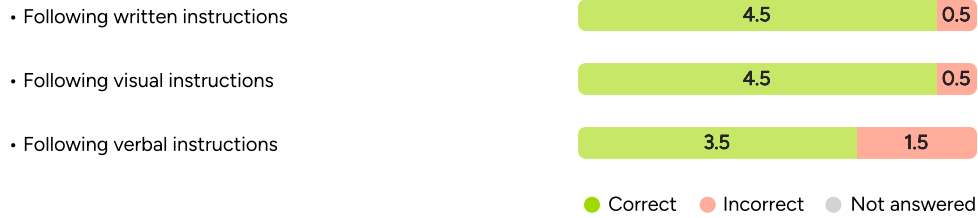
Finished in 00:06:38 out of 00:10:00

Following instructions

96th percentile 83% raw score

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](#)



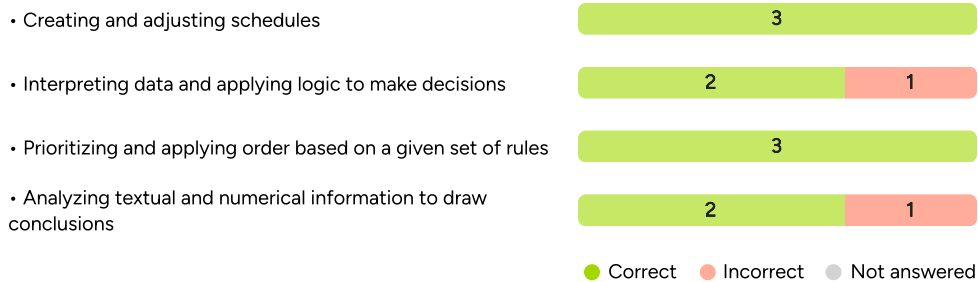
🕒 Finished in 00:07:29 out of 00:10:00

Problem solving

91st percentile 83% 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](#)



🕒 Finished in 00:09:52 out of 00:10:00

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](#)

🕒 Finished in 00:04:56 out of 00:10:00

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

 Essay

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What are your greatest strengths as a professional in this industry? And what are your greatest areas for improvement?


What to look for in the answer?

In a candidate's answer, look for honesty and transparency. An answer that sounds genuine and authentic is much better than one that is generic, calculated, exaggerated, or "humble braggy." Look for signs about how a candidate has built their strengths (are they best at hands-on processes, or are they strong theoretical thinkers and visionaries?) and how you may be able to help them level up in the areas where they may not be as strong yet. Look for signs that a candidate can recognize and own what they bring to the table and what they need to work on. A great employee can understand and leverage their strengths and acknowledge and learn from their weaknesses. Look for signs that your candidate is capable of that kind of self-reflection.

Answer

My greatest strengths are technical adaptability and the ability to research and develop necessary skills for any task.

I constantly work on my downfalls or shortcomings so I don't have specific areas for improvement that I work on for a longer span of time.

 Finished in 00:02:49 out of 00:10:00