

Test scores

94th percentile 78% raw score

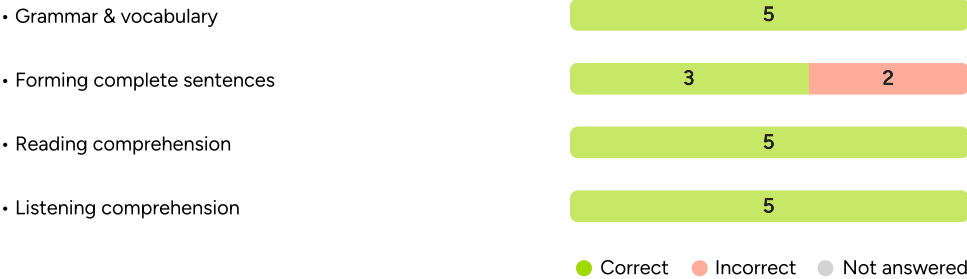
Comparison group: All candidates

English C1 (Advanced)

91st percentile 90% 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](#)



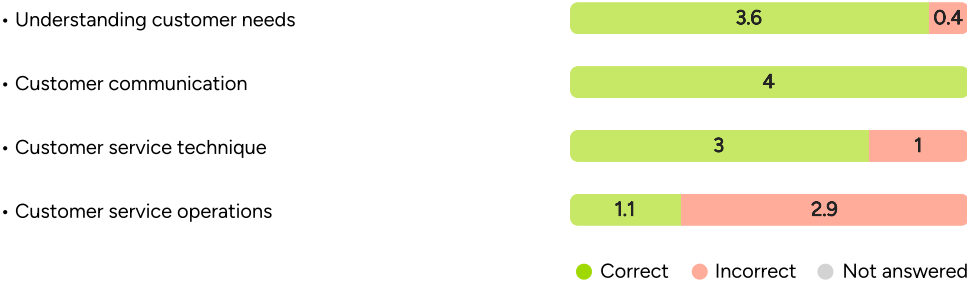
Finished in 00:11:45 out of 00:12:00

Customer Service

88th percentile 73% 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](#)



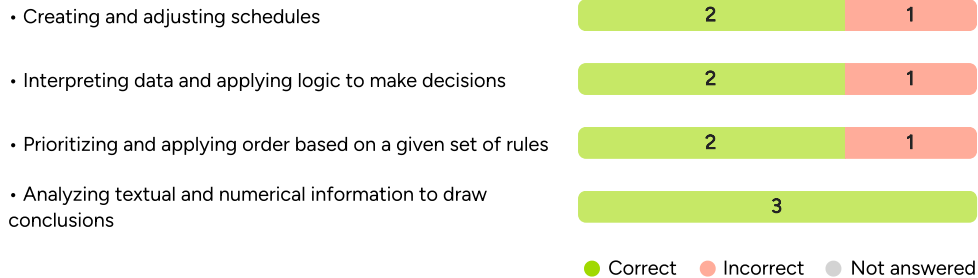
Finished in 00:09:38 out of 00:10:00

Problem Solving

87th percentile 75% 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](#)



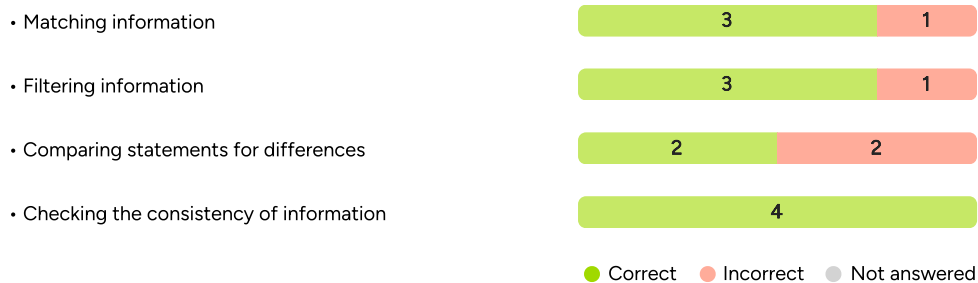
🕒 Finished in 00:08:53 out of 00:09:00

Attention to Detail (Textual)

83rd percentile 75% 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 00:11:49 out of 00:12:00

Personality

DISC

CD - Unsentimental and matter-of-fact

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 00:04:33 out of 00:10:00

CD: Unsentimental and matter-of-fact

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.

CD type description

CDs are serious people who focus on logic. They are skilled at making difficult decisions. They make extensive trade-offs and like to test, check, and rethink ideas. They may come across as distant and detached, but this should not be mistaken for coldness, as they value their relationships.

In personal relationships

CDs have a tendency to take a business-like or formal approach to personal relationships. They are guided by logic, not emotions, and may feel confused and at a loss when partners or friends become emotional. They can accept constructive criticism and can get to the root of a problem.

At work

They are very “matter-of-fact” in their approach. They are driven by logic and prefer to use objective language. In conflicts, they will dissect issues intellectually and avoid impulsive behavior. They will give up some points in exchange for others. They will always do their best to be up to date, they use documentation to reassure others, and they are unflappable in answering rebuttals. They like to build on previous developments and enjoy constructing or inventing things—both models and products. As leaders, CDs are inventive and help the team gain new insights. They will encourage the team to try new means and methods. As team members, they pursue quality, even when others feel attacked by this pursuit. They encourage others to prepare things well and will do so themselves.

Their best attributes

Due to their matter-of-fact approach, CDs are often incredibly efficient and excel at problem-solving. They can be trusted to deliver the best results possible due to their competitive style and level of personal dedication.

Their main challenges

As competitive individuals who value autonomy and success, they can easily get frustrated with others. Due to their high standards, CDs can be unfairly critical of others and may come across as cold or even rude. They can take too much time when they make big decisions.

Tips for communicating and working with a CD

CDs respond best to a logical, unemotional communication approach. When communicating with them:

- Be succinct and goal-directed.
- Be prepared to back up any arguments you present with facts.
- Be logical rather than emotional, both in your delivery and in the type of argument you offer. Emotion-based arguments can lead CDs to shut down or become impatient.

To help them achieve their potential at work:

- Stay as organized and prepared as possible when presenting new tasks or projects to them.
- Provide them with autonomy in their work when possible. CDs thrive on autonomy and on experimenting with ideas.
- Allow them to work with equally independent, objective, and goal-directed individuals who do not resort to arguments or verbally express conflict.

Possible coaching points:

- CDs may come across as having a “robotic style,” and may need coaching on how to show their emotions a little more often, especially joy and optimism.
- They can sometimes withdraw a little too strongly. Encourage them to find at least one colleague with whom they can talk about their ideas and with whom they feel confident voicing frustrations.

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 for autonomy and experimentation? How well does that map to the candidate’s preferences?
- What types of social interactions are required of someone in this role?
- What type of feedback is a person in this role expected to deliver to others? How does the candidate deliver this type of feedback?

Custom questions



Essay



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

Hi John!

Our organization offers HR evaluation software, specifically for companies like (insert company name). If this resonates with you and your team, I would love to dive in further.

Regards,

Rameel Ajmal

🕒 Finished in 00:02:47 out of 00:10:00