

Test scores

79th percentile 63% raw score

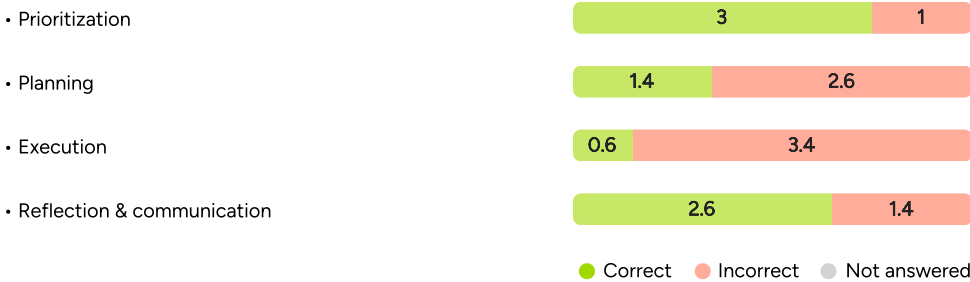
Comparison group: All candidates

Time management

30th percentile 47% 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](#)



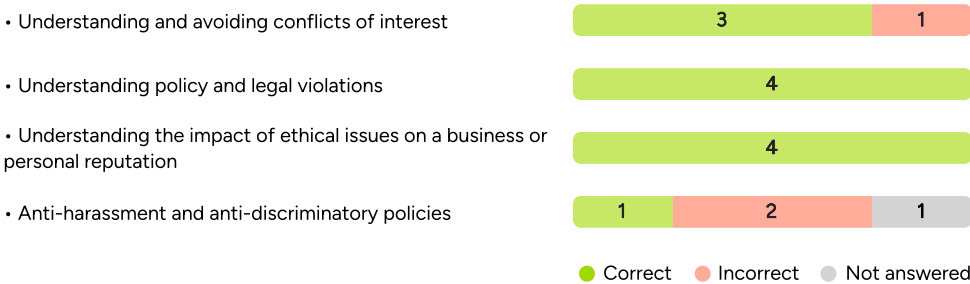
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Business ethics & compliance

94th percentile 75% 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](#)



Following instructions

74th percentile 62% 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](#)

- Following written instructions



- Following visual instructions



- Following verbal instructions



● Correct ● Incorrect ● Not answered

Problem solving

72nd 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](#)

- Creating and adjusting schedules



- Interpreting data and applying logic to make decisions



- Prioritizing and applying order based on a given set of rules



- Analyzing textual and numerical information to draw conclusions



● Correct ● Incorrect ● Not answered

Personality

Enneagram

Master

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](#)

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

Loving a challenge when it gets thrown at you. Attention to detail. As a developer I love solving real world problem. Past few years I got into architectural design and now I can say I am pretty good at it

My weakness is prioritizing work, but Jira has made it quite easy now, but still things get messy sometimes in the realworld

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