

Test scores

86th percentile 66% raw score

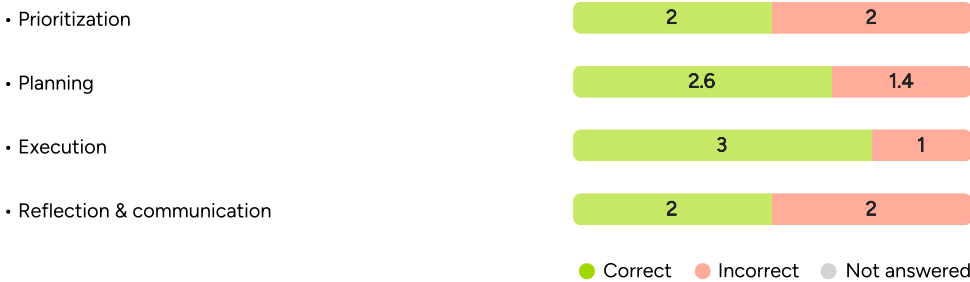
Comparison group: All candidates

Time management

62nd percentile 60% 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](#)



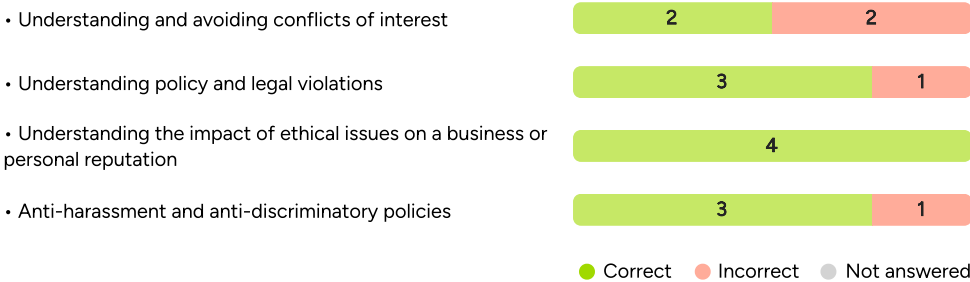
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Business ethics & compliance

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](#)



Finished in 00:09:46 out of 00:10:00

Following instructions

56th percentile 52% 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](#)

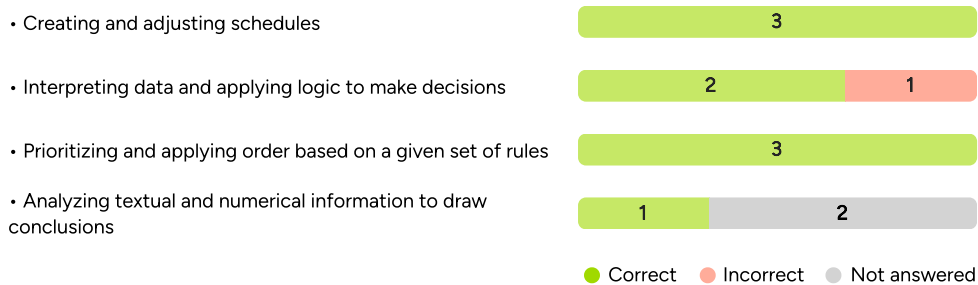


Problem solving

83rd 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](#)



Personality

Enneagram

Giver

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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Giver

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.

Giver personality type description

Givers are caring and warm individuals. With a particularly sensitive side compared with other types, they tend to put others' needs before their own. Givers relate to others easily due to their charisma and generous attributes. Possessing a generous and loving nature, they experience and navigate the world through relationships.

In personal relationships

Givers greatly value all sorts of relationships. They are usually highly emotionally intelligent individuals with a good sense of emotional sensitivity. Perceptive of others' feelings, they are enthusiastic in groups. Being valued in a relationship is a top priority for Givers, and they go above and beyond for those they love. However, this can lead to codependency or people-pleasing behavior to manipulate others into appreciating them.

At work

It is common for Givers to choose careers directed at serving others or working with others in social, fun settings. Their work dynamic is often driven by enthusiasm and motivation, which makes them good people to work with collaboratively. They find it challenging to work on projects that require little social interaction. Givers can make thoughtful and encouraging leaders. They are capable of organizing and team-building. However, because they prioritize the needs of others, they risk burnout.

When working in a team, these individuals are usually highly appreciated by others. They have strong communication skills and create personal relationships with others. They are willing to make time to help their colleagues, even when they are busy.

Their best attributes

Empathy, generosity, sense of humor, and emotional intelligence are the most attractive qualities of Givers. They can easily relate to all sorts of people, and their sensitivity can positively affect those they directly work with and the company as whole. These are people anyone will enjoy having around due to their sense of humor, enthusiasm, and capacity for fun.

Their main challenges

Putting others first and thinking of others' needs before their own may make them feel emotionally drained, betrayed, and on a path for constant validation. It is not uncommon for Givers to feel like their needs are not being met, which could lead to codependent relationships where others need them. Their insecurities and a lack of assertiveness may result in an ongoing need for reassurance from colleagues, friends or a partner.

Tips for communicating and working with a Giver

Givers thrive on relationships and appreciate a communication style that emphasizes the personal and emotional. When you communicate with them:

- Establish a personal connection, and regularly ask them to share their thoughts and feelings with you.
- Recognize that what they say may reflect their need for others – including you – to appreciate them, and dig deeper into anything they say that seems focused on people-pleasing.
- Be gentle when providing feedback to a Giver, and recognize that they may respond with shame.
- Stay focused on the content of a potentially emotional conversation to prevent it from becoming too emotionally charged.

To help them achieve their potential at work:

- Be reassuring when discussing their work, and provide positive feedback if delivering constructive criticism.
- Include Givers in the decision-making process and ensure they feel integrated and part of the team.
- Assert your own boundaries, especially in situations that may lead to codependency.

Possible coaching points:

- Givers may benefit from assertiveness communication training to help them assert their needs and communicate effectively without an ongoing concern for hurting others' feelings or not feeling valued.
- Especially when you notice that they are taking on too much work, remind Givers that their needs are important and should come first.

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 require social interactions, including working in groups?
- How much assertiveness is required in this role? How does the candidate communicate and assert interests or needs when these are not being met?
- How does this role contribute to decision-making in the team or company?

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 integrating telephony systems, also I feel I have a diverse skillset which I gained from working in the last company (Afiniti). I am also good at automating manual tasks. My greatest areas for improvement I feel is in improving my communication skills.

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