

Test scores

93rd percentile 72% raw score

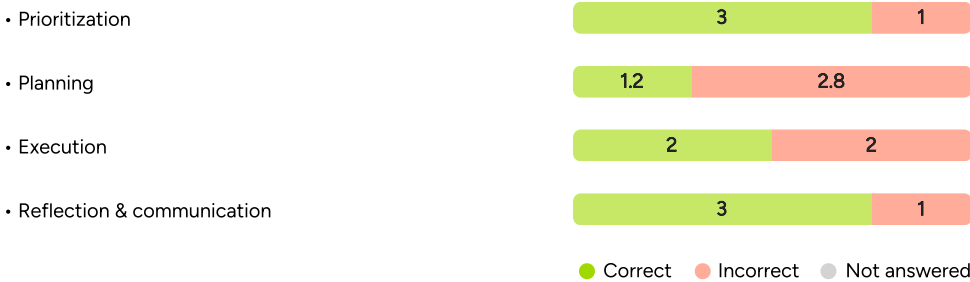
Comparison group: All candidates

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](#)



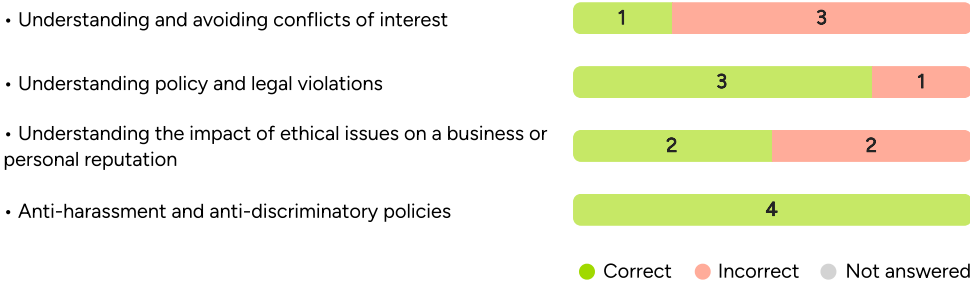
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Business ethics & compliance

79th percentile 62% 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 00:07:53 out of 00:10:00

Following instructions

99th percentile 93% 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

4.5

0.5

- Following visual instructions

5

- Following verbal instructions

4.5

0.5

● Correct ● Incorrect ● Not answered

🕒 Finished in 00:08:05 out of 00:10:00

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](#)

- Creating and adjusting schedules

3

- Interpreting data and applying logic to make decisions

2

1

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

3

- Analyzing textual and numerical information to draw conclusions

1

2

● Correct ● Incorrect ● Not answered

🕒 Finished in 00:09:44 out of 00:10:00

Personality

Enneagram

The Devoted

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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The Devoted

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.

The Devoted personality type description

Devoted individuals are skeptical and full of doubts as well as humor. Incredibly hardworking, they strive for security and can get upset easily, becoming anxious about the present and the future. Their sense of stability is very important, so they are definitely not risk-takers. They value relationships, and as loyal individuals, they keep their relationships for a long time.

In personal relationships

These individuals value feeling safe in a relationship. They do not rock the boat and don't want theirs to be rocked. As one of the most loyal types, they will stand by those they care about, no matter what.

At work

Devoted individuals are not risk-takers, so they tend to avoid roles that involve a relatively high degree of risk. However, they tend to be skilled in assessing risk, whether at the team or company level. In a leadership position, the team will feel supported. Devoted individuals are careful, analyzing and planning everything. They make sure to organize what needs to be done and show courage in times of stress or problems. They stay focused on information and finding logical solutions. Devoted individuals are great team players, establishing relationships within the group. While they don't want to create conflict, they can play the devil's advocate because of their skeptical and careful nature.

Their best attributes

Practicality is their strongest attribute. They are very good and careful thinkers, often anxious but very aware of these traits within themselves. They are incredibly loyal and trustworthy, good at screening people and building a network of trust around themselves.

Their main challenges

Following their inner guidance and intuition is difficult for these individuals since they are driven by pragmatism, logic, and practicality. Their thinking can lead them to anxiety, decreasing their sense of confidence. This is particularly true when it comes to decision-making or choosing which people to give their loyalty to.

Tips for communicating and working with a Devoted

With their focus on trust, the Devoted appreciates honest communication. When you communicate with them:

- Provide open, transparent information.
- When presenting new ideas or changes to process, include the facts and/or reasoning behind these ideas.

- Recognize that they may utilize a provocative, even rebellious, approach in their communication. Respond to the content they present without becoming defensive.

To help them achieve their potential at work:

- Show them proof of your work and commitment to the project, team, or company, as they find it difficult to trust others.
- Recognize that even though they will regularly challenge opinions or proposals by playing the devil's advocate, they do not intend to create conflict or attack anyone personally.
- Harness their skeptical nature by placing them on projects or tasks that require fact-checking and analysis.

Possible coaching points:

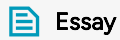
- Devoted individuals may need coaching to break out of the habit of focusing too strongly on doubts, fears, and potential failures. Encourage them to focus just as strongly on what may go right with a project or their role, which will also help to increase their confidence.
- While their tendency to cross-check every assertion is helpful, they may need coaching to help them avoid becoming argumentative with colleagues. This coaching may also involve helping them learn to let go and trust others to do their part of the work.
- Help them understand that very few mistakes are irreparable; even when things go wrong, they will still have the power and possibility to solve the issue.

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.

- How does the company ensure internal transparency and honesty? How well does this fit with the candidate's needs?
- To what degree is risk-taking inherent in this role?
- How might playing the devil's advocate fit into this role? The team? The company as a whole?

Custom questions



Essay



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

Strengths:

1. Attention to detail
2. Consideration of corner/edge cases
3. Estimation of time and budget
4. Avoiding reinventing the wheel
5. Documentation
6. Stakeholder management

Areas of improvement:

1. DevOps
2. Unit tests

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