



Test scores

Average score

69%

Time management

52%

Prioritization



Planning



Execution



Reflection & communication



Business ethics & compliance

76%

Understanding and avoiding conflicts of interest



Understanding policy and legal violations



Understanding the impact of ethical issues on a business or personal reputation



Anti-harassment and anti-discriminatory policies



Following instructions

75%

Following written instructions



Following visual instructions



Following verbal instructions



Problem solving

74%

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



Personality

Enneagram
Giver

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

Should you proceed with your application, think about how you can highlight what you would bring to the role and whether the role offers opportunities to leverage your unique attributes and preferences.

Consider the following points:

- The social and collaborative expectations of the role
- How you communicate and assert your interests and needs at work
- The types of decisions this role is responsible for making

Custom questions

Essay



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

As a professional in solar industry, I tend to evolve my skills and tend to read the upcoming innovations within the equipment and balance of system components. I work on developing work methodologies whilst performing tasks and also ensure that it is adhered by the peers and project team. I tend to delegate tasks and invoke sense of responsibility within my team. Keep myself and team motivated and interested with the upcoming challenges.

I need to improve on time management sometimes as I emphasize on little details and they can consume most of my time.