

Test scores

91st percentile 70% raw score

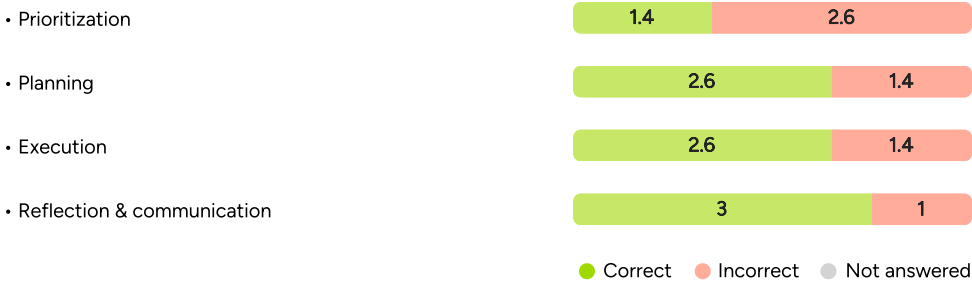
Comparison group: All candidates

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](#)



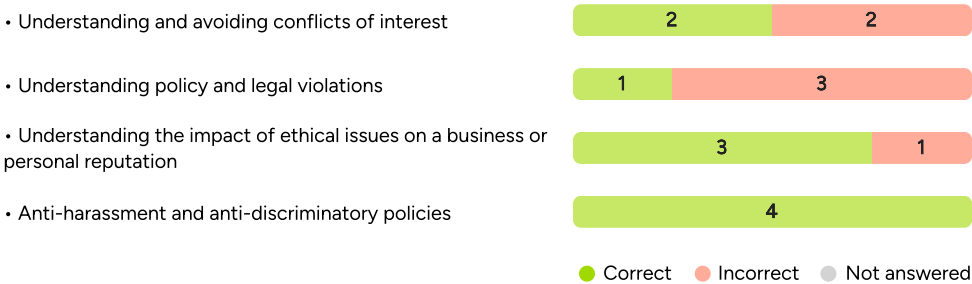
Finished in 00:06:52 out of 00:10:00

Business ethics & compliance

79th percentile 63% 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](#)



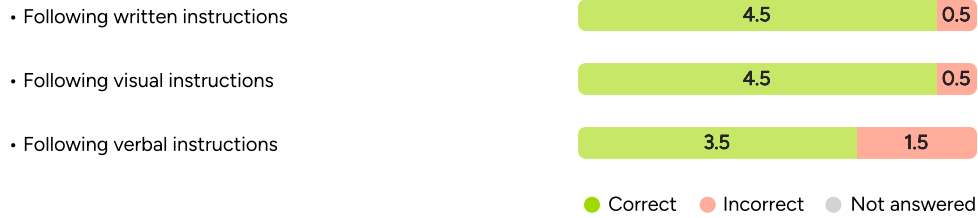
Finished in 00:09:32 out of 00:10:00

Following instructions

96th percentile 83% 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](#)

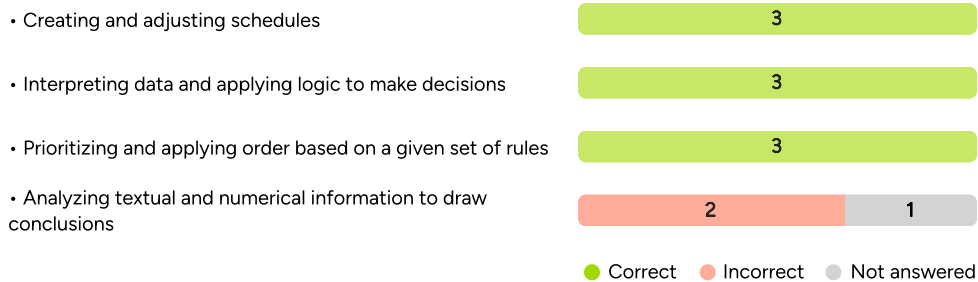


Problem solving

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

Pioneer

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](#)

🕒 Finished in 00:07:50 out of 00:10:00

Pioneer

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.

Pioneer personality type description

Curious and interested, Pioneers have the ability to focus on tasks like no other type. They value competence and need to feel useful but struggle with emotional intelligence and being attuned to others' feelings. They are detail-oriented, enjoy investigation-based projects, and are genuinely curious to understand how things work. They are knowledge seekers.

In personal relationships

Pioneers are introverted people who avoid strong emotions. For this reason, they need time to build relationships with others and will not easily trust others. They are usually curious about others and want to get to know and understand them. However, they need time alone as well, and they will always be more focused on logic and rationality rather than on feelings. They are loyal and will provide practical help to others.

At work

Pioneers tend to look for individual and independent-based work. They generally shy away from leadership roles. With a high desire to learn and thirst for knowledge, they tend to seek careers that allow them to specialize in something they find interesting and that they can pursue on their own in a peaceful environment.

If they are in a leadership position, they usually appear detached from the team but actually will be very observant and know every detail. They will function as the "expert" that others can rely on. They will be able to face problems and find solutions.

When working in a team, they will seek tasks through which they can contribute but that they will be able to carry out independently. They are analytical and focused on knowledge and competence.

Their best attributes

Detail-oriented and deeply curious about the world, Pioneers explore what interests them and will be fully dedicated to something quite obscure. They seek expertise in at least one thing, and once they are interested and invested, they are "all in." In stressful situations, they usually remain calm.

Their main challenges

Pioneers can easily get lost in their attention to detail and may find themselves stuck contemplating, thinking, and observing rather than doing. Human interactions do not necessarily come easily, especially close relationships that require them to leave their private world and show vulnerability to others. They may find it difficult to understand or respond to others' feelings.

Tips for communicating and working with a Pioneer

Pragmatic and detached from emotional content, Pioneers appreciate direct forms of communication from those they perceive as emotionally stable. When you communicate with them:

- Base what you say on facts and logic rather than feelings, intuition, or abstract concepts.
- Keep conversations clear and succinct.
- Avoid focusing on emotions, even in situations that involve emotions. For example, a Pioneer may not know how to respond to hearing that they hurt someone's feelings, resorting instead to anger or frustration in response. Instead, focus on the tangible impact their behavior has.

To help them achieve their potential at work:

- Allow Pioneers their time alone and give them tasks to work on independently.
- Instead of telling them what to do, be curious about the knowledge and diverse experiences they may bring to the table and look for ways they can apply it.

Possible coaching points:


- Pioneers often need coaching to better recognize and appropriately respond to emotional situations.

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 autonomy and solitary work?
- How much social interaction does the role require?
- In what ways is someone in this role expected to seek out new knowledge? How are they supported in doing so?

Custom questions

 Essay

☆☆☆☆☆ 0.0


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 strength as a QA is my attention to detail combined with a structured approach to testing. I do design and execute the test cases thoroughly which focuses on business requirements as well. Another strength is I'm strong in API testing with Postman. One area I'm working to improve is expanding my expertise in advanced test automation

 Finished in 00:03:51 out of 00:10:00