

Test scores

85th percentile 66% raw score

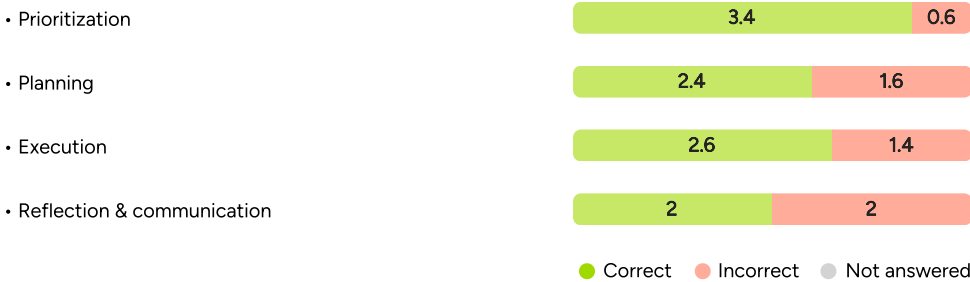
Comparison group: All candidates

Time management

74th percentile 65% 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](#)



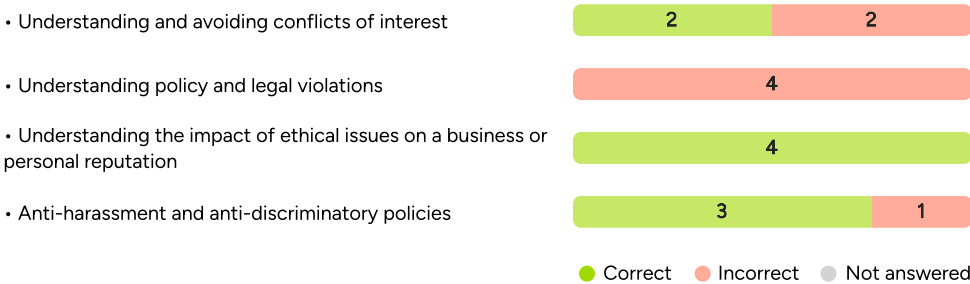
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Business ethics & compliance

65th percentile 56% 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](#)



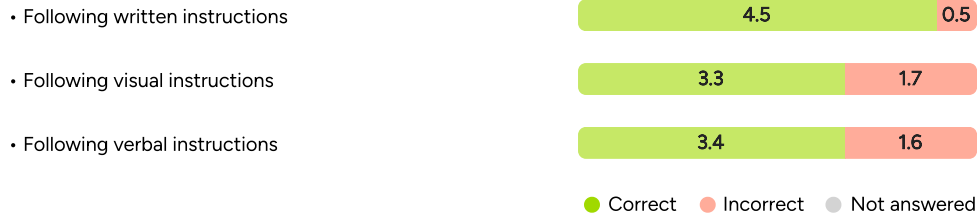
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Following instructions

90th percentile 75% 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](#)



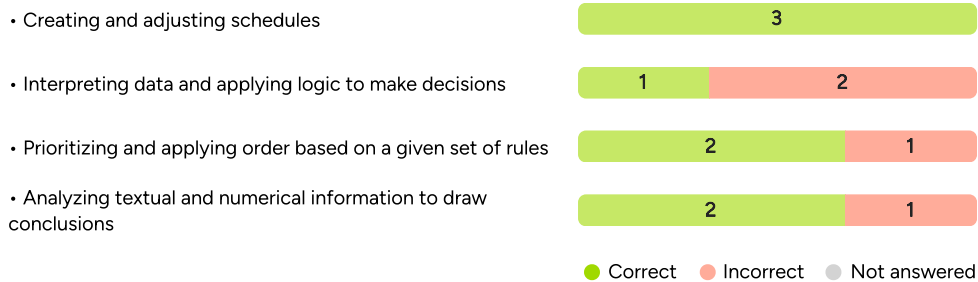
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Problem solving

72nd percentile 67% 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](#)



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Personality

Enneagram

Agreeable

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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Agreeable

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.

Agreeable personality type description

With a peaceful essence, seeking harmony within themselves and with the world, Agreeables are often perceived as "nice." With a non-judgmental and accepting personality, they can easily relate to others across different settings and are often sought out by all sorts of people for various reasons. Striving for stability, these mediators avoid conflict and tension, which can make them come across as living in an overly idealistic world. Agreeables love to go with the flow and search for stability and consistency.

In personal relationships

Agreeables are stable and loyal, attractive attributes in any friendship or partnership. They avoid conflict, so a relationship with an Agreeable is often smooth sailing – you can be sure they won't rock the boat. They are aware of their value; however, they may focus too much on others and on avoiding conflict at all costs. This can lead them to maintain peace by suppressing their feelings and refusing to acknowledge conflict.

At work

Agreeables struggle with pressure and indecision, so they can thrive in independent work environments. They often seek roles or professions where they can use their ability to create harmony. In a leadership position, they will help the team to feel united. In times of conflict, they make excellent mediators. However, because they strive for harmony, they will sometimes overlook problems and also may advocate keeping things the way they are, overlooking new possibilities. When working in a team, they are easygoing and can maintain calm in a group setting, which makes them an effective addition to any collaborative project.

Their best attributes

The creativity, pleasantness, and accepting nature of Agreeables make them likable and attractive to others. They can attend to others' needs and yet be easygoing, making them great company. They don't mind going with the flow but will advocate for change if it brings peace.

Their main challenges

As they try to avoid conflict at all costs, Agreeables tend to minimize problems and avoid speaking up when something bothers them. This can lead to them minimizing or overlooking their own needs, which can sometimes make it difficult for them to start their own projects or commit to something. As they may suppress their feelings for the sake of avoiding conflict, their feelings can sometimes come across through passive-aggressive communication.

Tips for communicating and working with an Agreeable

Agreeables respond well to reassuring yet assertive communication. When you communicate with them:

- Engage in small talk and personal connection, as these are key to helping Agreeables better share their thoughts.
- Begin interactions positively, even if you are addressing mistakes they have made.
- Tell them overtly that they can speak their mind without being judged or criticized.

To help them achieve their potential at work:

- Allow them their independence and the time to work on their own, creatively, while also placing them in collaborative projects.
- Communicate boundaries, expectations for their role, and responsibilities clearly. With clear expectations, Agreeables are more likely to be decisive.
- Regularly point out the value they bring to the team, and treat their ideas seriously, asking follow-up questions to better understand them.

Possible coaching points:

- Due to their tendency to ignore their own needs, Agreeables need help prioritizing themselves when working collaboratively.
- Agreeables tend to shut down if they feel blamed, and constructive feedback often leads them to feel this way. Regular coaching conversations that emphasize both their successes and where they can improve can help overcome this sense of blame.

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 much independence does this role have?
- To what degree is harmony a value of the team, department, or company?
- How does the candidate speak up for their needs and present (and defend) their ideas?

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 strength is my attention to detail, as a test analyst this is something that is required the most.

My areas of improvement are to not ask for help, whereas if a person is stuck its not wrong to ask a colleague or team member for help. I've learned this the hard way.

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