

Test scores

95th percentile 74% raw score

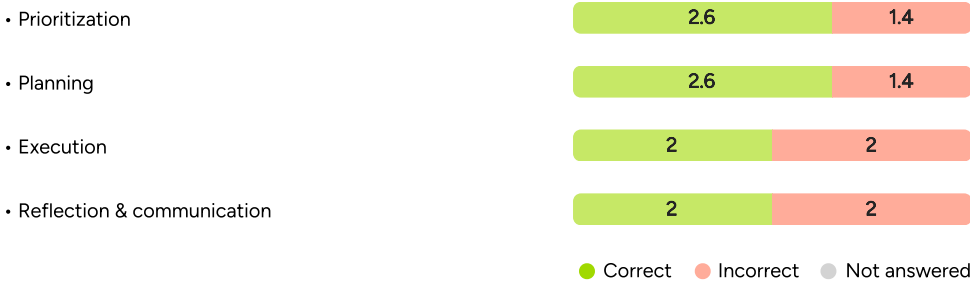
Comparison group: All candidates

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](#)



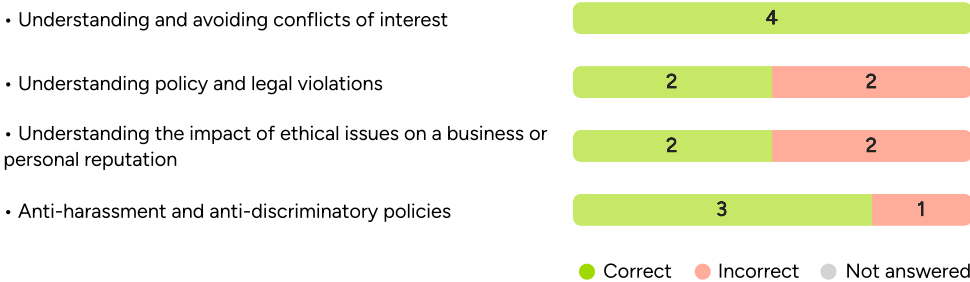
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Business ethics & compliance

88th percentile 69% 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 00:05:01 out of 00:10:00

Following instructions

97th percentile 87% 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](#)



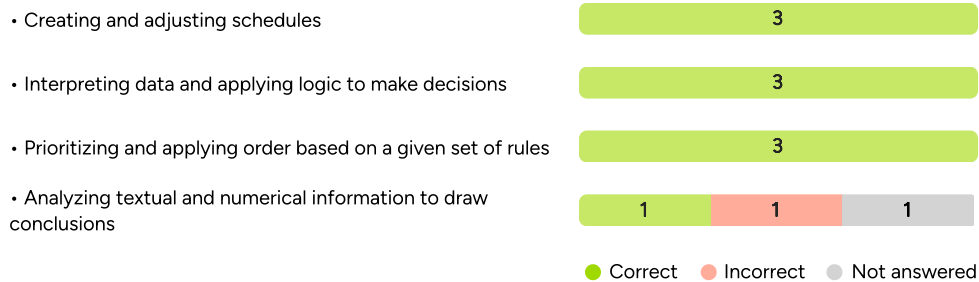
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Problem solving

91st percentile 83% 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

Cheerleader

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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Cheerleader

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.

Cheerleader personality type description

Optimists at heart, lively by nature, these free spirits enjoy company, social settings, conversation, and being surrounded by people. While planning is not their forte, they are always up for a new adventure and live by spontaneity. They seem fearless, as they will try anything that seems to offer excitement or fun.

In personal relationships

Cheerleaders crave stimulation, and their adventurous spirit may get in the way of long-term relationships. They may be perceived as eccentric dreamers. In personal relationships, Cheerleaders are put off by needy and clingy individuals, as well as those who judge them for following a less traditional life. They will encourage others, just like a cheerleader.

At work

Cheerleaders have a wide array of interests and may have the experience to do many jobs well, but this also means they may start projects that never get finished. Their hesitance to commit and need for excitement makes them shy away from traditional full-time office roles. Cheerleaders often do not choose a career and rarely follow a traditional path, as their varied interests are more important than their desire for a specific profession. They are risk-takers, and if given the opportunity, they will invest in ideas that others may see as too risky.

In a leadership position, they will be encouraging and full of ideas, motivating the team. However, Cheerleaders can lose interest in long-term projects and will trust the team to finish the tasks by themselves while they focus on a new project.

As a team member, the Cheerleader loves the company of others and will not only establish good working relationships with their colleagues but often establish close friendships as well. They will respond with flexibility and will suggest innovative ideas.

Their best attributes

As extroverts, Cheerleaders are guaranteed to be social and are often fun to be around. They attract all sorts of people. With diverse talents and interests, Cheerleaders are not afraid to try different things. They are great information processors and creative at coming up with solutions. Their ongoing interests can make them knowledgeable across different fields.

Their main challenges

Getting lost in the dreams and high aspirations driven by their spontaneity may be the most difficult part of being a Cheerleader. They can easily become disorganized and spread themselves too thin due to their interests and commitment to living spontaneously. While they can visualize ideas and plans, the challenge becomes putting them into action, as they either get distracted or engage in a new undertaking, moving quickly from project to project.

Tips for communicating and working with a Cheerleader

Cheerleaders respond best to communication rooted in positivity, excitement, and opportunity. When you communicate with them:

- Join them in their enthusiasm and maintain a positive attitude. The glass is half full!
- Practice tolerance and patience, as their spontaneity can lead them to communicate in ways that may seem rude or insensitive to others' needs.
- Provide them with constructive feedback in a way that makes clear the growth opportunity the situation can provide.

To help them achieve their potential at work:

- Give them work that is varied and offers growth opportunities, when possible.
- Demonstrate interest and enthusiasm for the project at hand! As high-energy individuals, Cheerleaders thrive when others also express excitement.
- Provide them with space to make decisions, but hold them accountable for these decisions and their projects.
- Give them space to explore ideas in the creative phase without getting too practical too quickly, but let them work with people who will ultimately shield them from risks.
- Offer support when you notice they are experiencing difficulties, as it is not uncommon for these individuals to flee when faced with difficulties.

Possible coaching points:

- They may benefit from interpersonal training that helps them better listen patiently to others and express their perspective in a way that better acknowledges others' emotions and needs.
- Because Cheerleaders tend to focus solely on positive emotions, they may need coaching to embrace negative feelings to achieve more depth and resolve potential conflicts as soon as they surface.

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 the role's responsibilities include a single, longer project rather than a collection of shorter projects or tasks?
- Does someone in this role need to more heavily prioritize organization or spontaneity? Why?
- To what extent is positivity a key value of the team or the 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 include collaboration with stakeholders and managers to fully understand functional requirements, business impacts and then translating them into a fully fleshed out feature for delivery.

Something I can improve on is not focusing on the minor details and perfectionism.

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