

Test scores

99th percentile 84% raw score

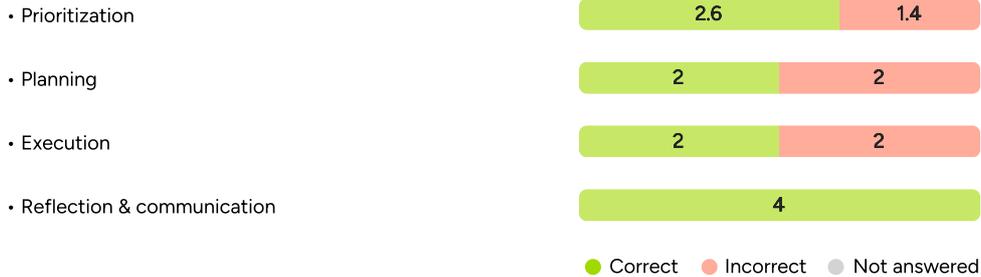
Comparison group: All candidates

Time management

77th percentile 66% 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 00:08:24 out of 00:10:00

Business ethics & compliance

98th percentile 81% 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 00:07:15 out of 00:10:00

Following instructions

98th percentile 90% 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](#)



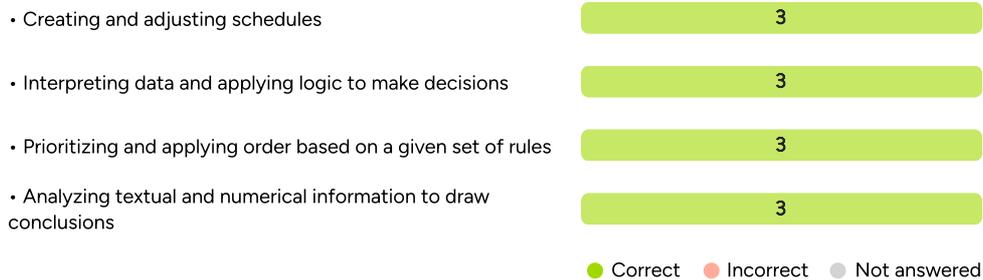
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Problem solving

98th percentile 100% 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](#)



🕒 Finished in 00:09:31 out of 00:10:00

Personality

Enneagram

Master

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 00:06:36 out of 00:10:00

Master

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.

Master personality type description

Masters desire to be self-reliant and in control. They avoid showing vulnerability or weaknesses and go above and beyond to protect themselves and those they love. They stand up for others who cannot do so themselves. Ultimately, Masters will run away from social norms. They don't mind keeping to themselves, living independent lives, and not caring about others' opinions of them, as they don't want to owe anything to anyone.

In personal relationships

Independent individuals, these protectors would rather control than be controlled and will work hard to defend themselves and those around them. However, this need for control or dominance, coupled with an ongoing need to keep their guard up, can lead to conflicts in close relationships where vulnerabilities are expected to be demonstrated. Yet, they highly value these relationships and want them to be harmonious. They prefer interactions with those who show loyalty and independence like themselves.

At work

The Master is self-reliant and dependable at work. They may be "tough to crack" and opinionated, so it is no surprise they often find themselves roles that value domineering types. In a leadership position, they will be in control, generous, and fair. The Master can see the bigger picture and will act decisively. They always take care to appear strong and set a decisive tone for the team. As a team member, the Master is hardworking and assertive, standing up for team members when needed. They often find it difficult, however, to know when to let go of control and allow others to lead. Moreover, they will not always carefully listen to what others may have to contribute.

Their best attributes

Strong and heroic, the Master exudes confidence and trust. They thrive in situations where they can show off their strength and abilities to protect and care for others. Independent and industrious, they are not afraid to act on their beliefs or go ahead with their plans despite others' opinions. They excel in making fair and logical decisions.

Their main challenges

As they avoid even the possibility of showing weakness and vulnerability, Masters can have issues with their temper, resulting in outbursts and confrontations. Their domineering approach can seem egocentric and difficult for others to relate to. Despite their apparent strength, they can easily get hurt and feel rejected, and be unable to verbalize these feelings. Ultimately, this can lead them to bottle up their feelings until they eventually explode.

Tips for more communicating and working with a Master

Masters most appreciate communication approaches focused on validation and empowerment. When you communicate with them:

- Be direct and assertive, even when letting them know if certain decisions are impossible or if their behavior has been hurtful to others.
- Avoid using an argumentative style or direct criticism, as these independent individuals are not afraid to speak their minds and take on a defensive approach if they feel like they are being attacked or depreciated.
- Look beyond their domineering attitude to recognize the ideas and feelings at the core of what they are saying.

To help them achieve their potential at work:

- Allow them to work independently, with little control, to maximize their skills.
- Look for opportunities where their fearlessness and protective nature can be directed toward a clear goal, such as advocating for the team with leadership or in company meetings.
- Use validation and express appreciation for their work while maintaining firm boundaries so as not to be manipulated or dominated by them.

Possible coaching points:

- Often turning to defensiveness or anger as a coping strategy, Masters may need coaching to take comments less personally and to more effectively express feelings of hurt.
- Masters may benefit from coaching to help see that acknowledging emotions is not a sign of weakness but can actually be a sign of strength and can also help build a stronger team. Modeling this behavior will also help them adopt it.
- They may need help in making space for and respecting others' opinions.

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 are qualities of protectiveness and strength required in this position? If not required, how can these qualities support the role's main responsibilities?
- How does this role contribute to team or company decisions?
- To what degree is this role responsible for charting their or the team's course?

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

I have an engineering degree, and a degree in design. I believe this combination equips me with unique problem solving skills where I can think of out of the box solutions. The design degree makes me view the world as a canvas, and I'm able to think more creatively.

Ergo, my greatest strength lies in my ability to rationally analyse my environment, adapt to changes, unforeseen circumstances, and find creative solutions. Whether it's managing larger teams and launching multimillion dollar projects, or working on basic tasks, I'm someone who loves to get his hands dirty and really get down to the brass tacks.

I'm already working on one of my greatest struggles; delegation. I believe this is one of my greatest areas of improvement. Too often, I've found myself defaulting to "I'll do it myself" because I know I can deliver. However, I know that people should be given a chance to learn and be better, and that mistakes are a part of life. I've had incredible mentors when i was starting my career, and I still take inspiration from them, trying to give people more space. Over time, I've realised how important it is to build people up, and to allow them opportunities to grow. It's still a work in progress and I have to constantly check myself. However, I believe I'm getting better at it.

 Finished in 00:10:00 out of 00:10:00