



Instructions | Screening Assessments

The first two screening assessments you will receive will be the PI and TET. Once these assessments have been completed and reviewed, we will follow up via email to let you know if the third and final assessment is necessary for you to complete. Please look out for any emails in your spam folder. The TET and PET assessments are timed. ***Please read through the information below to familiarize yourself with all three assessments before responding.***

1. (PI) Predictive Index Survey

Email From: AccessPI

Timing: No time limit (We recommend scheduling 10 minutes to complete)

Language: Your native and most fluent verbal language to ensure accuracy

Purpose: The PI helps us at InterSystems to understand your motivators in the workplace and working style and so that we can set you up for success. The PI collects information about your personality traits and preferences that enables us to ensure you are placed into a position that fits you well, where you will be happy, grow and thrive. There are no correct or incorrect answers.

2. (TET) Technical Employment Test

Email From: HackerRank

Timing: 35-minutes (20 multiple choice questions)

Language: English

Purpose: The TET is an in-house tool designed to determine your ability to quickly learn new technology by assessing your ability to apply pure logic. This test assumes no prior knowledge or experience, and requires you to learn and apply new (and sometimes complex) concepts as the test progresses. It is important that you only apply the concepts introduced within the test and are not tempted to "assume" the logic follows patterns you may have encountered in previous learning. All the information you require will be given to you and all rules once given are true throughout the entire assessment. Please answer all the questions within the 35-minute time frame, as a blank answer is a wrong answer.

**If you are selected to proceed after completing the PI and TET, you will then be directed to our final assessment.*

3. (PET) Professional Employment Test

Email From: Pan Registration

Timing: 45-minutes (20 multiple choice questions)

Language: Your native and most fluent verbal language

Purpose: The PET is an assessment of cognitive abilities. Questions include the following topics: data interpretation, reasoning, quantitative problem solving, and reading comprehension. Questions are based on the language and situations commonly encountered in business settings. Please answer all the questions within the time frame, as a blank answer is a wrong answer. **Please note:** There are two review pages at the end of the exercise; the first will allow you to review the questions that you've marked, while the second (Summary Page) will allow you to review all 20 questions. You should ensure pop-ups are enabled on your web browser before proceeding with the test.

Frequently Asked Questions:

1. Can I pause, or restart these assessments after I start them?
 - a. For the PI, yes, you may take as much time as you'd like.
 - b. For the TET and PET, you will not be able to pause or restart the assessments once you begin. Please keep this in mind when scheduling when to begin these assessments.
2. Will my application be viewed differently if I do not take the assessments in English?
 - a. We strongly prefer you to take these assessments in your native and most fluent verbal language. This gives us the most accurate data to assess your candidacy. InterSystems hires diverse international candidates around the world, and we support many different languages in addition to English.
3. May I request which programming language to take the TET?
 - a. No, the TET is not based on a specific programming language with which you are likely to be familiar. This assessment is looking at your ability to learn new programming languages. When we ask for your preferred language, we are looking for your preferred verbal language for the other two assessments.
4. When should I take these assessments?
 - a. You are welcome to take these assessments at any time of day, any day of the week. We recommend scheduling a time when you are undistracted, well-rested, and best able to focus on the assignment.
5. Can I see my scores afterwards?
 - a. We cannot share a detailed breakdown of your results.
6. May I retake these assessments?
 - a. Unfortunately, no. We only allow candidates one opportunity to take each assessment, so please approach this as seriously as you would any other step in our interview process.