ERNEST NYABAYO OSINDO

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Status

Completed: Sep 11, 2024

Average score

29%

This PDF provides a comprehensive overview of your test results. It gives you a detailed insight into your scores, helping you to identify your key skills and strengths.

In addition to your overall average score, you'll receive a full breakdown of your assessment, including how long you spent completing the tests, what scores you achieved, and how you performed in different areas of each test.

Test scores

Avg. score **29%**

Motivation

69%

Rooted in Oldham & Hackman's Job Characteristics Model, the job preferences test measures the extent to which your candidates' expectations align with your job offer, based on a customized survey that you and the candidate both fill out.
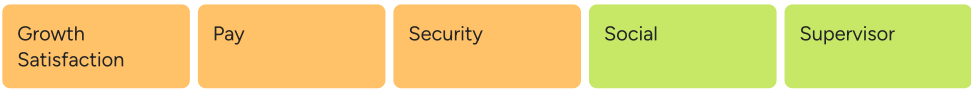
🔗 View full test description

Degree of alignment between the characteristics of the job and the preferences of the candidate.

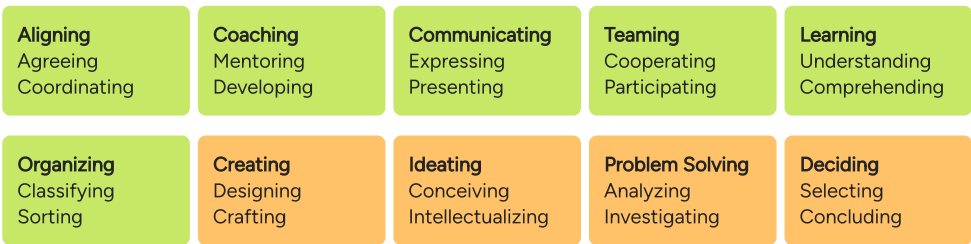🟩 fully aligned   🟧 somewhat aligned   🟥 not aligned

🟧 **Job characteristics**

Skill variety	Task identity	Task significance	Autonomy	Feedback

🟩 **Moderators**

Growth Satisfaction	Pay	Security	Social	Supervisor

🟧 **Extrinsic factors**

FTE	Time off	Location	Intensity

🟩 **Job activities**

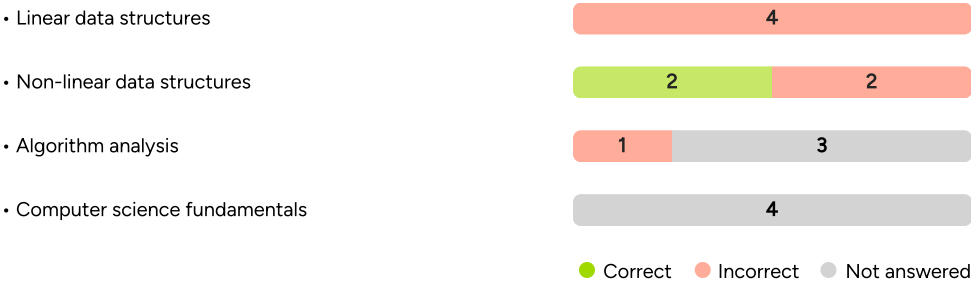| Aligning Agreeing Coordinating	Coaching Mentoring Developing	Communicating Expressing Presenting	Teaming Cooperating Participating	Learning Understanding Comprehending
Organizing Classifying Sorting	Creating Designing Crafting	Ideating Conceiving Intellectualizing	Problem Solving Analyzing Investigating	Deciding Selecting Concluding

Software Engineer

12%

This Software Engineer test evaluates candidates' knowledge of the basic principles and topics of software engineering. The test helps you identify candidates who can approach problems using "software engineer thinking" to find the best solution possible.

🔗 View full test description

- Linear data structures — 4
- Non-linear data structures — 2 | 2
- Algorithm analysis — 1 | 3
- Computer science fundamentals — 4

🟢 Correct   🔴 Incorrect   ⚪ Not answered

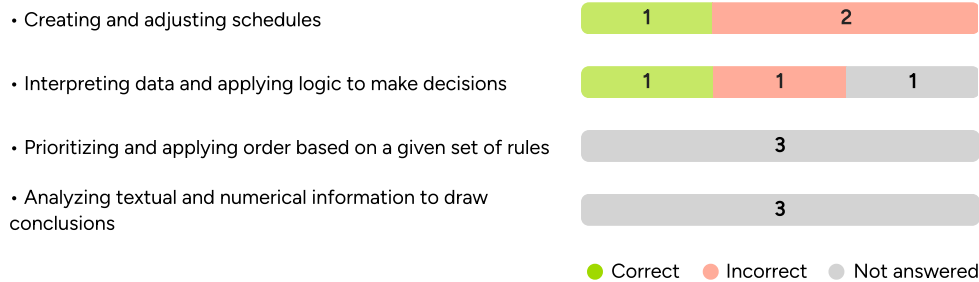## Problem Solving   16%

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

• Creating and adjusting schedules	1 / 2
• Interpreting data and applying logic to make decisions	1 / 1 / 1
• Prioritizing and applying order based on a given set of rules	3
• Analyzing textual and numerical information to draw conclusions	3

🟢 Correct 🔴 Incorrect ⚪ Not answered
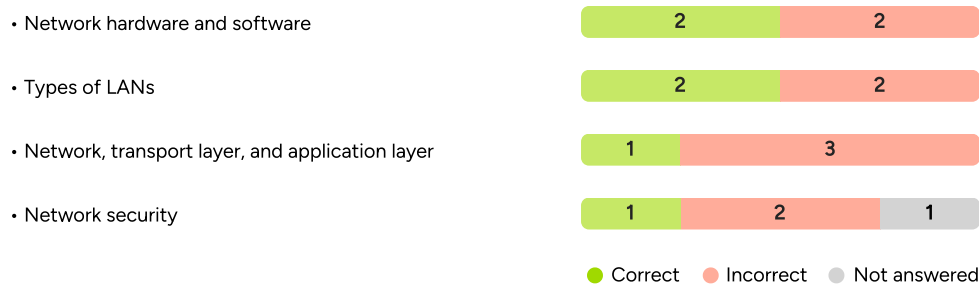
Computer Networking Fundamentals   37%

The Computer Networking Fundamentals test covers intermediate-level knowledge of networking and protocols. The test assesses working knowledge of various networks, transmission media and routers, and troubleshooting minor networking issues.

🔗 View full test description

• Network hardware and software	2 / 2
• Types of LANs	2 / 2
• Network, transport layer, and application layer	1 / 3
• Network security	1 / 2 / 1

🟢 Correct 🔴 Incorrect ⚪ Not answered

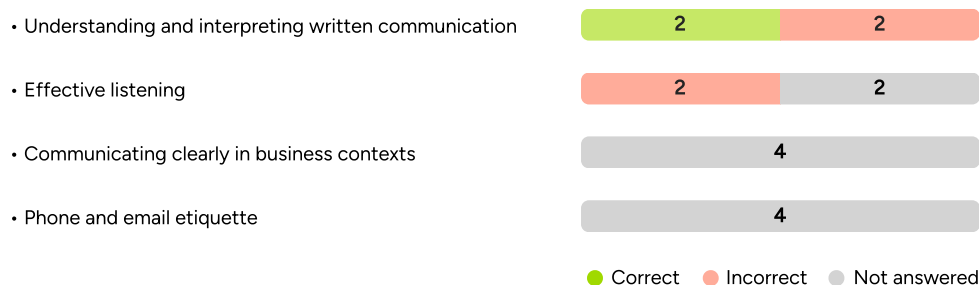## Communication   12%

This Communication test evaluates candidates' skills in communicating clearly and effectively using professional etiquette. The test assesses candidates in both written and verbal communication, as well as non-verbal cues and active listening.

🔗 View full test description

• Understanding and interpreting written communication	2 / 2
• Effective listening	2 / 2
• Communicating clearly in business contexts	4
• Phone and email etiquette	4

🟢 Correct 🔴 Incorrect ⚪ Not answered

Custom questions

📄 **Essay**

How do you keep up to date with technology trends?

Answer

I am constantly learning about the current trends on Youtube , from big companies like google, Microsoft, and social media platform

⏱ Finished in 00:02:10 out of 00:05:00

📄 **Essay**