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Test Date: June 20, 2024

English Comprehension	Quantitative Ability	Human Resources	Logical Ability
43 /100	**32** /100	**20** /100	**42** /100

WriteX - Essay Writing	Automata	Personality	
57 /100	**4** /100	✓✓ Completed	

English Comprehension — 43 / 100 — CEFR: **A2**

Grammar	Vocabulary	Comprehension
43 / 100	48 / 100	38 / 100

Quantitative Ability — 32 / 100

Number Theory	Basic Numbers	Applied Mathematics
29 / 100	35 / 100	32 / 100

Human Resources — 20 / 100

Human Resource Management	Organizational Behavior
18 / 100	25 / 100

Logical Ability — 42 / 100

Inductive Reasoning	Deductive Reasoning	Abductive Reasoning
44 / 100	38 / 100	45 / 100

WriteX - Essay Writing

57 / 100   CEFR: **B1**

Content Score
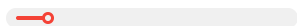
62 / 100

Grammar Score
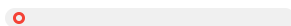
44 / 100

Automata

4 / 100
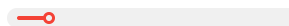
Programming Ability

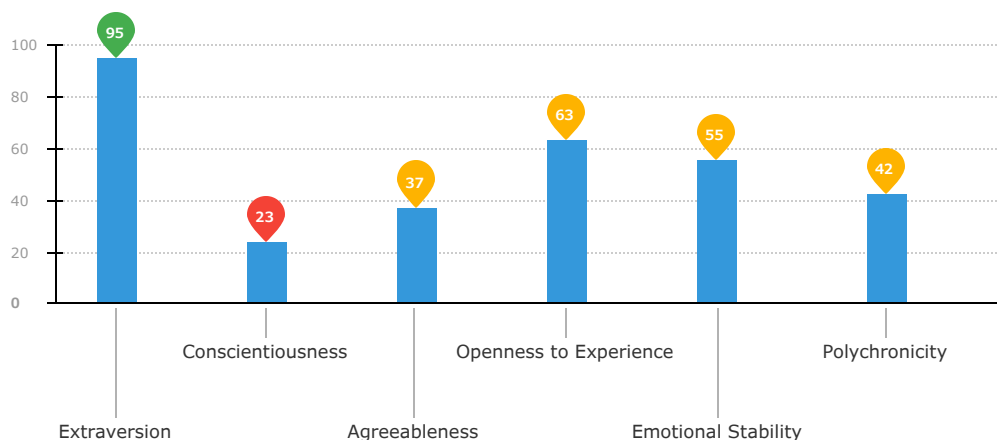**10** / 100

Programming Practices

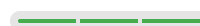**0** / 100

Functional Correctness
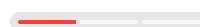
10 / 100

Personality

Completed

Competencies

People Interaction
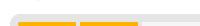
Self-Drive

Trainability

Repetitive Job Suitability

Work attributes

About the Report

This report provides a detailed analysis of the candidate's performance on different assessments. The tests for this job role were decided based on job analysis, O*Net taxonomy mapping and/or criterion validity studies. The candidate's responses to these tests help construct a profile that reflects her/his likely performance level and achievement potential in the job role

This report has the following sections:

The **Summary** section provides an overall snapshot of the candidate's performance. It includes a graphical representation of the test scores and the subsection scores.

The **Insights** section provides detailed feedback on the candidate's performance in each of the tests. The descriptive feedback includes the competency definitions, the topics covered in the test, and a note on the level of the candidate's performance.

The **Interview Questions** section provides a few probing questions on those competencies where the candidate's performance has been low. The interviewer can use these as a reference in case s/he wishes to assess the candidate on any of these competencies during the interview process.

The **Proctoring** section captures the output of the different proctoring features used during the test.

The **Learning Resources** section provides online and offline resources to improve the candidate's knowledge, abilities, and skills in the different areas on which s/he was evaluated.

Score Interpretation

All the test scores are on a scale of 0-100. All the tests except personality and behavioural evaluation provide absolute scores. The personality and behavioural tests provide a norm-referenced score and hence, are percentile scores. Throughout the report, the colour codes used are as follows:

🟢 Scores between 67 and 100

🟡 Scores between 33 and 67

🔴 Scores between 0 and 33

2 | Insights

English Comprehension
43 / 100 | CEFR: **A2**

This test measures the candidate's vocabulary, grammar and reading comprehension skills.

The candidate is able to state the meanings of English words used in day-to-day life. This is essential for him to read and understand short texts, write letters/emails, and understand internal communication at work.

Quantitative Ability
32 / 100

This test measures the candidate's ability to solve mathematical problems on number system, ratio and proportion, interest, profit and loss, percentages, speed, time and distance.

The candidate is able to perform simple arithmetic operations. Apart from their relevance in monetary transactions, these operations are used in other situations, such as dividing up tasks with one's colleagues, managing one's time at work, and planning the resources required to complete a task.
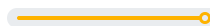
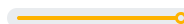### Logical Ability
42 / 100

Inductive Reasoning
44 / 100

This competency measures the candidate's ability to synthesize information and derive conclusions.

The candidate is able to work out simple rules based on specific evidence or information. This skill is required in high end analytics jobs where one is required to infer patterns based on predefined rules from different sets of data.

Deductive Reasoning
38 / 100

This competency measures the candidate's ability to synthesize information and derive conclusions.

The candidate is able to understand simple instructions but his conclusions are only partially correct.
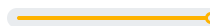
Abductive Reasoning
45 / 100

This competency measures the candidate's ability to reach a possible conclusion by forming and testing the hypothesis using the known information.

The candidate is able to use the available information and formulate simple hypothesis for further testing. But he may not able to reach expected conclusions with more complex information.

Competencies

Extraversion

95

Reserved   Sociable

Extraversion refers to a person's inclination to prefer social interaction over spending time alone. Individuals with high levels of extraversion are perceived to be outgoing, warm and socially confident.
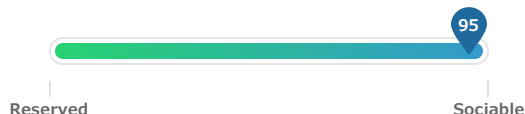
- The candidate is outgoing and seeks out opportunities to meet new people.
- He tends to enjoy social gatherings and feels comfortable amongst strangers and friends equally.
- He displays high energy levels and likes to indulge in thrilling and exciting activities.
- He may tend to be assertive about his opinions and prefers action over contemplation.
- He takes initiative and is more inclined to take charge than to wait for others to lead the way.
- The candidate's personality is well suited for jobs demanding frequent interaction with people.

### Conscientiousness

23

Spontaneous   Diligent

Conscientiousness is the tendency to be organized, hard working and responsible in one's approach to her/his work. Individuals with high levels of this personality trait are more likely to be ambitious and tend to be goal-oriented and focused.

- The candidate has an easy going attitude towards work.
- He tends to act spontaneously and may prefer to get started on a project or at work without laying out an organized plan.
- He tends to make quick decisions rather than spending time on reviewing the facts at hand.
- He may have a flexible and spontaneous approach to work and is less likely to adhere to strict guidelines and policies.
- He may sometimes feel insecure about his capabilities and could benefit from emotional support.
- The candidate is likely to be content with his level of achievement and may not strive to achieve more.
- The candidate's personality is more suited for jobs which demand fast results and are not as concerned with attention to detail.

Agreeableness

37

Competitive   Cooperative
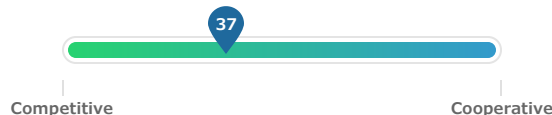
Agreeableness refers to an individual's tendency to be cooperative with others and it defines her/his approach to interpersonal relationships. People with high levels of this personality trait tend to be more considerate of people around them and are more likely to work effectively in a team.

- The candidate may be flexible regarding his opinions and be willing to accommodate the needs of others.
- He may be generally considerate of the needs of others yet may, at times, overlook social norms to achieve personal success.
- He may be selective about the people he chooses to trust.
- He is caring and is likely to experience sympathy for a friend in distress.
- He is likely to give credit to others but also tends to be open with his friends about personal achievements.
- This candidate is more inclined to strike a compromise in tough situations and may be suitable for jobs that demand managing expectations among different stakeholders.

Openness to Experience

63

Conventional | Inquisitive

Openness to experience refers to a person's inclination to explore beyond conventional boundaries in different aspects of life. Individuals with high levels of this personality trait tend to be more curious, creative and innovative in nature.

- The candidate may try new things but would prefer not to venture too far beyond his comfort zone.
- He tends to be open to accepting abstract ideas after weighing them against existing solutions.
- He appreciates the arts to a certain extent but may lack the curiosity to explore them in depth.
- He may express his feelings only to people he is comfortable with.
- The candidate's personality is more suited for jobs involving a mix of logical and creative thinking.

Emotional Stability

55

Sensitive | Resilient

Emotional stability refers to the ability to withstand stress, handle adversity, and remain calm and composed when working through challenging situations. People with high levels of this personality trait tend to be more in control of their emotions and are likely to perform consistently despite difficult or unfavourable conditions.

- The candidate is likely to be calm and relaxed in most situations.
- He might experience a range of emotions in high pressure situations. He may tend to worry when working in critical conditions.
- He may not like attention drawn towards him. He may take some time to become confident and comfortable around people.
- He is likely to subdue his impulses and tends to act in a rational manner.
- The candidate's personality is suited for jobs that have a moderate amount of stress.

Polychronicity
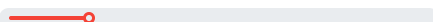
42

Focused | Multitasking

Polychronicity refers to a person's inclination to multitask. It is the extent to which the person prefers to engage in more than one task at a time and believes that such an approach is highly productive. While this trait describes the personality disposition of a person to multitask, it does not gauge their ability to do so successfully.

- The candidate neither has a strong preference nor dislike to perform multiple tasks simultaneously.
- He is open to both options - pursuing multiple tasks at the same time or working on a single project at a time.
- Whether or not he will succeed in a polychronous environment depends largely on his ability to do so.

Human Resources   20 / 100

Human Resource Management   18 / 100

This competency assesses the knowledge and understanding of people management skills such as recruitment, performance appraisals, compensation management, and training and development.

You may benefit from developing your understanding of people management skills such as recruitment, performance appraisals, compensation management, and training and development.

Organizational Behavior   25 / 100

This competency assesses the knowledge and understanding of the principles of organizational behavior such as employee retention, engagement and change management, and organizational structure and design.

You may benefit from developing your understanding of the principles of organizational behavior such as employee retention, engagement and change management, and organizational structure and design.

Personality

Competencies

Extraversion 🟢

❓ Is there a question that you hope we do not ask today? What is it?

Conscientiousness 🔴

❓ Can you recall a time when you or your team made an unwise or imprudent decision based on bad or incomplete information? How did this decision affect the business?

❓ Suppose a technical problem at the office temporarily brings all work in your organization to a halt. How would you fill the time until things were back to normal operations?

Agreeableness 🟡

❓ Describe an instance when you successfully persuaded a client, manager, peer, or subordinate to adopt your position on an important issue. What strategy or approach did you use to convince them?

Openness to Experience 🟡

❓ Describe a time when you had to gather data to inform a critical decision. Why was the data so important? How did you gather the data? What would have been your decision if you had not had access to this extra information? What would have been the likely result?

Emotional Stability 🟡

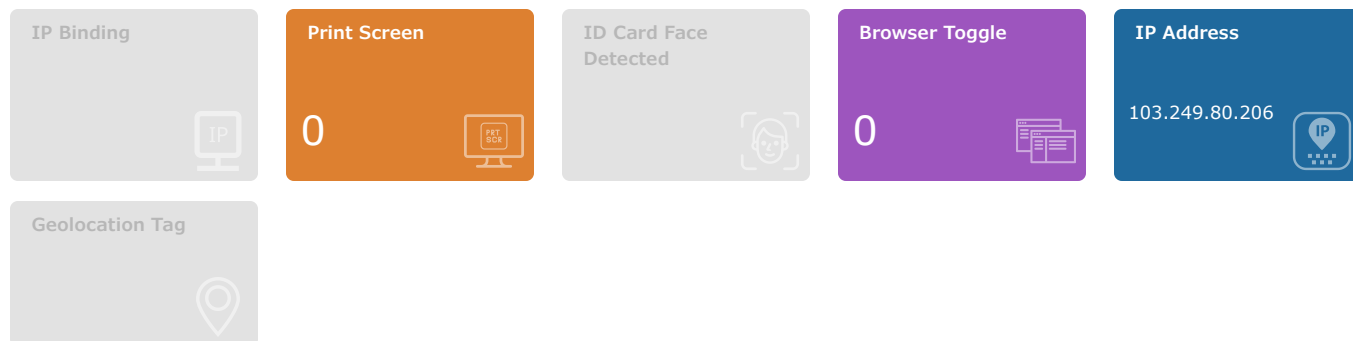❓ Tell us about your biggest failure. How did you deal with it?

Polychronicity 🟡

❓ You are a college student and you must complete an assignment for your professor. You are very familiar with the topic and the assignment is simple. What would be your work method in this instance? Would you watch TV and listen to music while completing it? Or would you concentrate on the assignment in silence, and then watch TV?

Standard Proctoring

IP Binding	Print Screen	ID Card Face Detected	Browser Toggle	IP Address
	0		0	103.249.80.206

Geolocation Tag

AI Proctoring

Face Not Detected	Multiple Faces Detected	Suspicious Objects Detected	Face Not Matched
No	No	No	No

AI Proctoring Information

Print Screen:	The number of times the candidate attempted to take a screenshot of the assessment screen using the "print screen" function on their device. Note: This impacts proctoring index.
ID Card Face Detected:	Looks at the candidate images captured during the assessment and flags anywhere different people appear to be present. Snapshots are included in the report.
Browser Toggle:	Either the proportion of time the candidate spent focused on a tab/window other than that of assessment screen (%), or the number of times the candidate toggled to another tab/window (count). Note: This impacts proctoring index.
IP Address:	Confirms that the candidate took the assessment from the specified IP address(s).
Geolocation Tag:	Detects whether the candidate attempted the assessment from a location beyond the distance set by the administrator.

Face Not Detected:	The feature detects two-third of all defaulting candidates and is 85% times accurate.
Multiple Faces Detected:	The feature detects three-fourth of all defaulting candidates and is 95% times accurate.
Suspicious Objects Detected:	The feature detects defaulting candidates 9 out of 10 times and is 70% times accurate.
Face Not Matched:	The feature detects defaulting candidates 9 out of 10 times and is 90% times accurate.

5 | Learning Resources

English Comprehension

[Practice english grammar](#)	🏷️	🌐	📖
[Learn about the basics of reading](#)	🏷️	🌐	📖
[Learn about english in text and conversation](#)	🏷️	🌐	📖

Quantitative Ability

[Learn about real world mathematics](#)	🏷️	🌐	📖
[Learn about multiplication and division in the real world contexts](#)	🏷️	🌐	📖
[Learn about multiplication and division](#)	🏷️	🌐	🎬

Logical Ability

[Learn about validity of arguments](#)	🏷️	▶️	🎬
[Test your inductive logic!](#)	🏷️	W	📖
[Play Tic-Tac-Toe to develop your inductive reasoning skills](#)	🏷️	🌐	📖

Icon Index

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▶️ Wikipedia	📖 Text Tutorial	🎬 Video Tutorial	▷ Google Playstore