APItude SANDBOX

Test Job (UI-Automation Testing)

Ahmad Zharif Ahmad Zaim

INTRODUCTION

This report is designed to help you understand a candidate's overall suitability to a role and/or your organization's culture. The results in this report were generated from the candidate's responses to Pulsifi's psychometric assessments. Pulsifi's proprietary methodology combines global best practices and scientific research for a multi-dimensional approach to understanding individuals in the workplace. We recommend using the information within this report alongside other sources of candidate information such as their interview responses.

GAIN INSIGHT INTO A CANDIDATE

You'll find comprehensive information on the candidate laid out in a dynamic manner, allowing you to quickly understand their strengths, areas of development and gain insight into what makes them tick. You'll discover a candidate's:

Hard skills - Competencies derived from work experiences

Soft traits - Work styles, work interests, work values and cognitive abilities

As you read this report, remember the following points:

- An individual's personality and ability can vary over time and improve through training and development.
- These are not definitive judgments on the individual. Their scores and insight statements are merely indicators of their preferences or behavioral tendencies.
- The profile aims to clarify the individual's self-perception - it does not provide an objective measure.

CONFIDENTIALITY

This report is generated by Pulsifi and contains information that is private and confidential. Only relevant personnel within the organization can access this report.

Ahmad Zharif Ahmad Zaim

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Applied Position
Test Job (UI-Automation Testing)

Applicant Stage
Interviewed

Assessments
Completed 7 out of 7

Screening Status
Qualified

Screening Tags

English Level	Work Authorization
Grade	Education Level

🟦 Matched to requirements
⬜ Not a match

🔧 Required Skills

Skills matched against those required by the role

Python - 46%	Angular - 45%
Testing - 26%	NodeJs - 23%

⭐ Role Fit

51%

Breakdown

Role fit is made up of the following components, arranged in order of importance.

Component Weightage	Weighted Score
🔧 Required Skills - 30%	18%
💼 Work Experience - 15%	6%
🔢 Logical Reasoning - 11%	6%
🔢 Verbal Reasoning - 11%	3%
🔢 Numeric Reasoning - 9%	2%
💗 Work Interests - 8%	7%
📦 Work Styles - 8%	4%
⚡ Work Values - 8%	7%

🟢 High   🟡 Average   🔴 Low

💼 Work Experience

Experience matched against those relevant to the role

Quality Engineer - 38%
Customer Success Specialist - 31%

ⓘ SCREENING QUESTIONS & RESPONSES

1. What is your level of proficiency in English?

Professional

2. Choose your favourite cartoon

Cocomelon

3. Are your age more than 18 years old?

Yes

4. Grade

3.8

5. Education Level

bachelor

⊞ KEY HIGHLIGHTS

This section summarises who the candidate is in a work environment. The information highlighted here is particularly useful when interviewing the candidate to determine whether their traits align with the job or could impact their performance in the workplace.

What makes Ahmad Zharif great

- Sets ambitious targets and driven to achieve them. Strives for high quality performance and exceptional results.
- Accept new and additional tasks without being asked. Proactively identifies ways to contribute and improve.
- Considers and respects the needs, feelings and perspectives of others. Offers support to others, especially in their difficult situations.
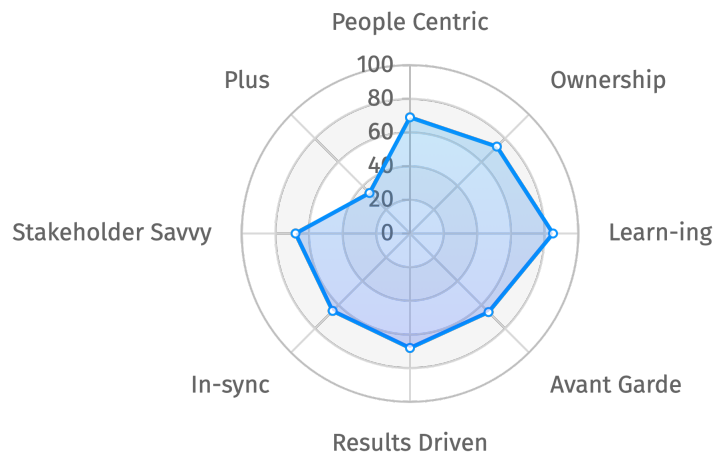
What makes Ahmad Zharif thrive

- Achievement oriented. Possesses drive for capability and results. Enjoys working in an outcome-oriented culture.
- Motivated by extrinsic rewards and growth opportunities. Likes to be held at high esteem and acknowledged for merit.
- Prefers a warm and collaborative environment, built on mutual trust, sincerity, teamwork and positive relationships.

What to look out for with Ahmad Zharif

- May exhibit negative behaviours when working with others, impacting the moral and accomplishments of the team.
- Might not consistently meets commitments to others or deadlines. Appears unreliable and often defer responsibility for own actions and mistakes.
- Lack of detail orientation and thoroughness, often require oversight and rework. May fall short of quality expectations.
- Might be use logic to solve problems or has difficulty sifting through multi-faceted information to grasp issues.

★ Organizational Fit - POLARIS+
66%

People Centric - 69% `Average`

Demonstrates the tendency to take perspectives and understand individual differences at work, and actively encourages collaboration and growth within teams and in the organization so as to succeed in work tasks

Ownership - 73% `High`

Demonstrates the tendency to take responsibility and own up to one's actions and work, always maintaining and advocating for a high level of ethical standard regardless of different situations

Learn-ing - 84% `High`

Demonstrates the tendency to have a growth mindset to continuously self improve one's work, and is proactive in unlearning and learning knowledge and building capabilities at the workplace

Avant Garde - 65% `Average`

Demonstrates the tendency to be adaptable and innovative when faced with challenges, so as to make sound judgements and solutions at the workplace, even in times of uncertainty

Results Driven - 67% `Average`

Demonstrates the tendency to strive for work excellence and quality, while displaying a high achievement orientation to succeed in work tasks

In-sync - 65% `Average`

Demonstrates a tendency to be self aware and manage of one's emotions and capabilities, while displaying humility in receiving and giving feedback

Stakeholder Savvy - 67% `Average`

Demonstrates the tendency to motivate and influence stakeholders on wider organizational imperatives, so as to build rapport and delegate work tasks effectively
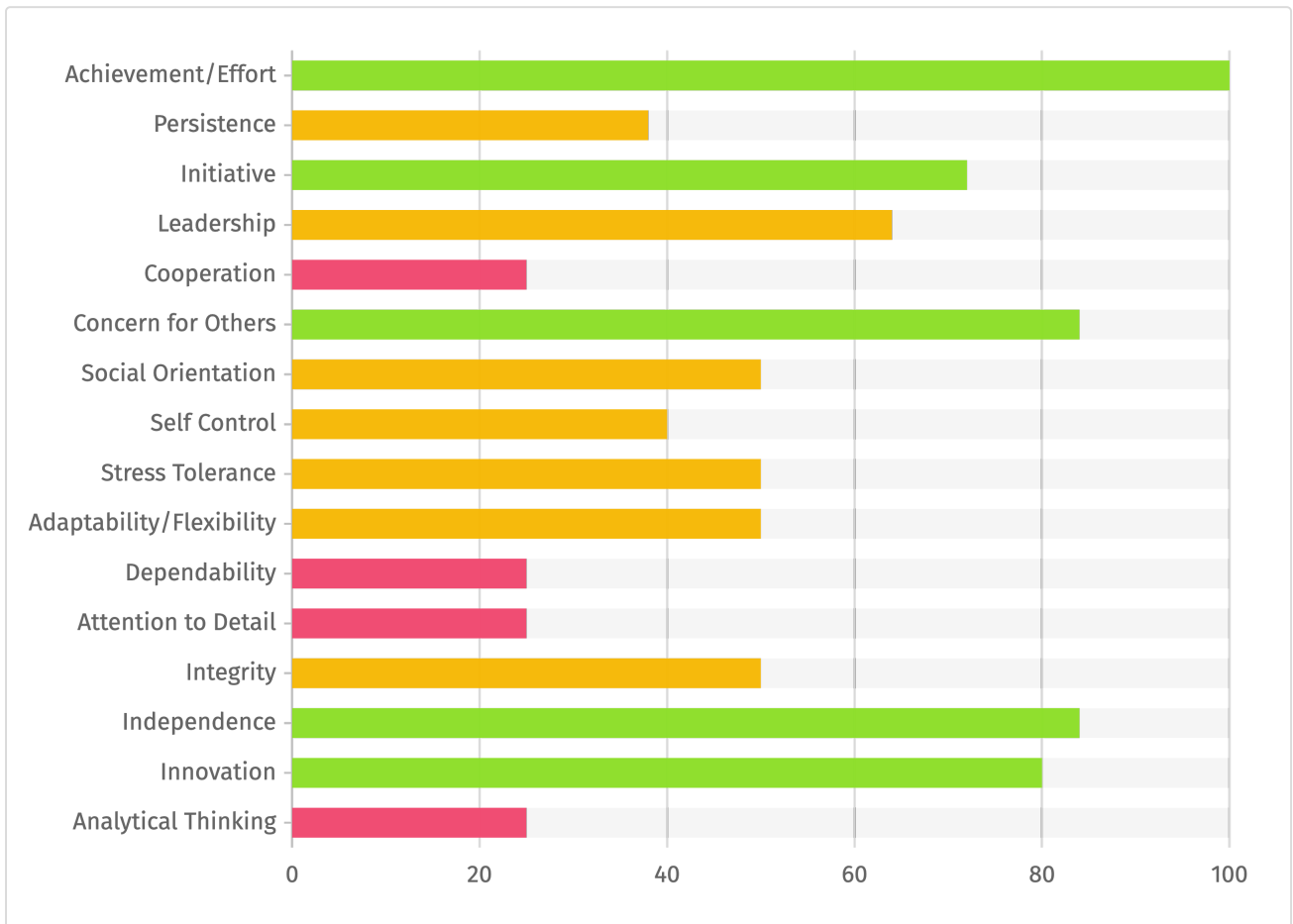
Plus - 33% `Average`

Demonstrates the ability to solve problems using logic, and is able to dissect and analyze pieces of complex information to come up with a solution in different work scenarios

🧊 WORK STYLES

Distinctive and stable character traits that define an individual and influences their general behavior in the workplace.

Work Style	Value
Achievement/Effort	100
Persistence	38
Initiative	71
Leadership	63
Cooperation	25
Concern for Others	84
Social Orientation	50
Self Control	40
Stress Tolerance	50
Adaptability/Flexibility	50
Dependability	25
Attention to Detail	25
Integrity	50
Independence	84
Innovation	80
Analytical Thinking	25

Achievement/Effort - 100% High

Ahmad Zharif tends to develop stretched goals for oneself to consistently pursue and accomplish tasks. Ahmad Zharif would work hard to meet standards, and pushes oneself to exert effort in order achieve desired outcomes.

Persistence - 38% Average

Ahmad Zharif would generally persevere when encountering setbacks, but may occasionally feel despondent or require some support from others to push through obstacles.

Initiative - 71% High

Ahmad Zharif would often demonstrate readiness to take on duties and going the extra mile voluntarily. Ahmad Zharif would also continuously search for ways to improve processes rather than accepting status quo.

Leadership - 63% Average

Ahmad Zharif would occasionally step up and assume a leadership role when needed, coordinating the team to achieve objectives. Ahmad Zharif is generally able to navigate and guide others.

Cooperation - 25% Low

Ahmad Zharif may require support when working with others, and tends to comes across as uncooperative in a team setting. Ahmad Zharif might not prioritize being pleasant and considerate to others.

Concern for Others - 83% High

Ahmad Zharif tends to understand and interpret others' needs and feelings accurately. Ahmad Zharif would often express genuine care for others and respond sensitively to their predicaments.

Social Orientation - 50% Average

Ahmad Zharif is generally able to build work relationships and seek opportunities to work with others to achieve objectives, and attempts to build team dynamics.

Self Control - 40% Average

Ahmad Zharif would typically be able to control own feelings and tries to avoid negative behaviour. Ahmad Zharif would try to self-regulate when faced with interpersonal situations and conflicts at times.

Stress Tolerance - 50% Average

Ahmad Zharif generally handles stressful situations quite calmly and effectively. Ahmad Zharif would try to approach stress rationally, while handling some critique objectively.

Adaptability/Flexibility - 50% Average

Ahmad Zharif generally demonstrates some flexibility and openness to new ways of doing things. Occasionally, Ahmad Zharif would need some support adapting and adjusting own approach to major changing demands.

Dependability - 25% Low

Ahmad Zharif may need frequent check-ins to ensure obligations are followed through. Ahmad Zharif may not fulfil own commitments to others, nor take ownership to address any mistakes.

Attention to Detail - 25% Low

Ahmad Zharif may not handle details thoroughly, and accuracy and completeness in deliverables could be compromised, resulting in frequent support and reviews from others.

Integrity - 50% Average

Ahmad Zharif tends to be honest and acts with integrity, while trying to meet level of ethical standards when pursuing own tasks at times, keeping own words and beliefs as consistent as possible with one's actions.

Independence - 83% High

Ahmad Zharif tends to complete tasks by oneself, mostly without the need to approach others for support and guidance. Ahmad Zharif also tends to make choices and decisions independently when needed to accomplish a task.

Innovation - 80% [High]

Ahmad Zharif tends to adopt a creative approach to work and use alternative ways of thinking. Ahmad Zharif often thinks laterally and tends to generate out-of-the-box solutions to problems.
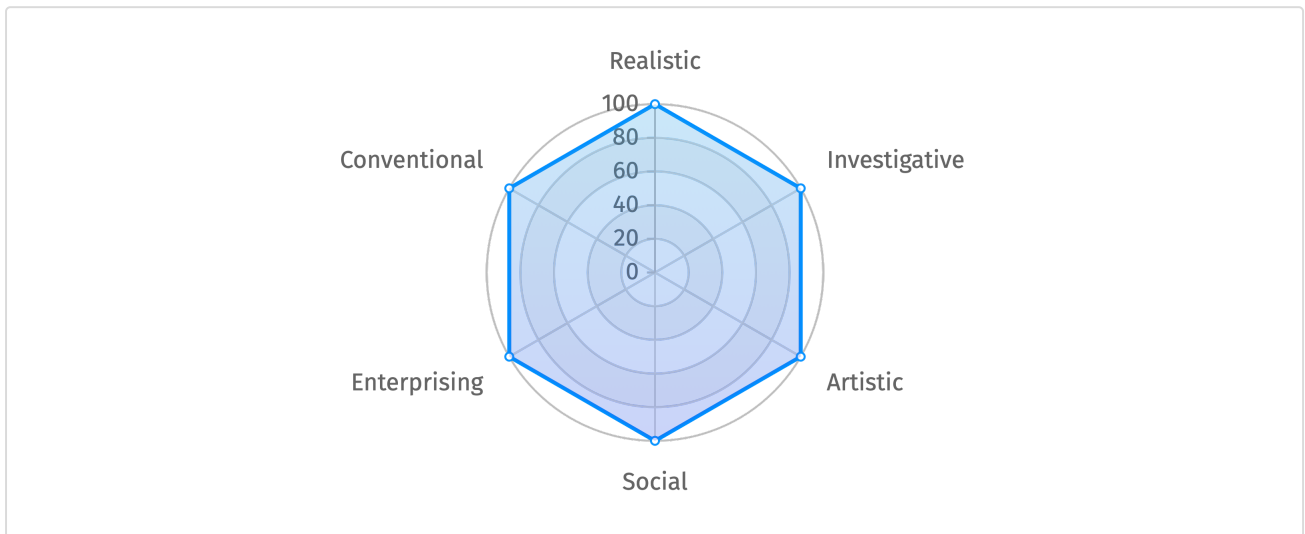
Analytical Thinking - 25% [Low]

Ahmad Zharif may not use logical reasoning to develop sound judgment and decisions, and may struggle to spot underlying patterns of issue at hand.

♥ WORK INTERESTS

An individual's interest and preference toward different types of work.

Realistic - 100%

Ahmad Zharif has a strong preference for outdoor, physical and mechanical tasks, and seeks concrete rather than abstract problems, and enjoys being in hands-on situations.

Investigative - 100%

Ahmad Zharif has a strong preference towards working with theories and data, employing scientific methodologies to solve complex problems.

Artistic - 100%

Ahmad Zharif has a strong preference towards seeking out opportunities for creative and aesthetics self-expression in creating original work or product.

Social - 100%

Ahmad Zharif has a strong preference for activities that involve supporting, developing and enlightening others, and seeks interpersonal pursuits that aim to deliver socially impactful outcomes.

Enterprising - 100%

Ahmad Zharif has a strong preference for tasks that require directing and influencing others to adopt solutions or approaches, and this includes being in positions of influence or power.
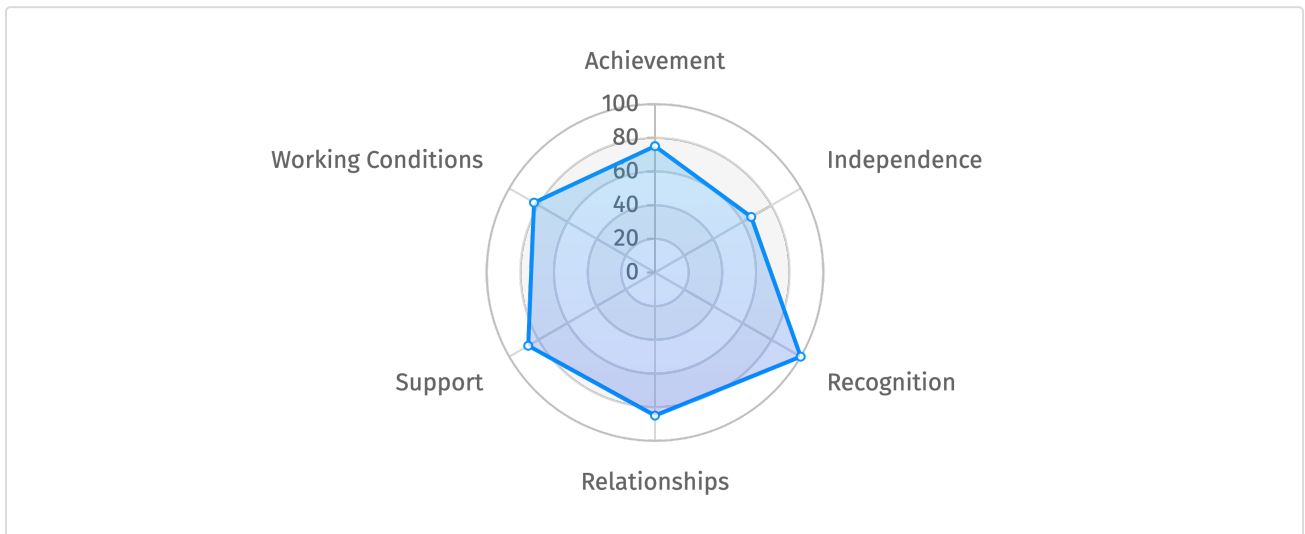
Conventional - 100%

Ahmad Zharif has a strong preference for tasks requiring orderliness and organisation, as well as working in a systematised operation with clear guidelines and procedures.

⚡ WORK VALUES

Aspects that are important to an individual's satisfaction and motivation in the workplace.

Achievement - 75% `High`

Ahmad Zharif strongly values an environment that emphasizes on achievement orientation, where one is required perform to one's strongest ability to deliver successful outcomes.

Independence - 66% `Average`

Ahmad Zharif generally values having the autonomy to make decisions and manage own progress work but only within manageable parameters. In certain situations, Ahmad Zharif would prefer receiving detailed guidance and close supervision.

Recognition - 100% `High`

Ahmad Zharif strongly values an environment that promotes prestige and career reputation, where extrinsic rewards and career advancement for employees are prioritized.

Relationships - 84% `High`

Ahmad Zharif strongly values an environment filled with camaraderie, where employees work and support each other closely, and have high levels of engagement with others.

Support - 87% `High`

Ahmad Zharif strongly values an environment that advocates tolerance and ethical practices, with supportive co-workers and managers to seek advice and support from.
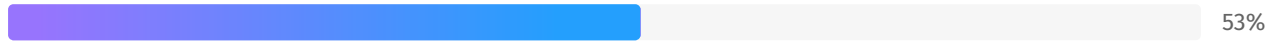
Working Conditions - 83% `High`

Ahmad Zharif strongly values an environment that offers high activity and constant opportunities to try different tasks, where one's development and growth are promoted.
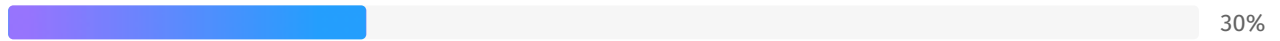
COGNITIVE ABILITIES

A measure of an individual's ability to learn, process information and solve problems.

Logical Reasoning

53%

Better than 44% of other candidates

Verbal Reasoning

30%

Better than 4% of other candidates

Numeric Reasoning

87%

Better than 7% of other candidates

Professional Summary

This is professional summary.

📋 Key Highlights

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Skills

Added by candidate when applying to this role

Expert	Product Launch	Adobe XD	Project Management

Proficient	Communication Skills

Competent	Communication Skills

Beginner	Communication Skills

Novice	Data Analysis

Work Experience

Direct Tactics Analyst at Reinger, Moore and Maggio

Jan 2007 - Present

Kuala Lumpur

Started as Consultant whereby leading a team involved in end-to-end implementation from conducting workshops for User's Requirement Study, data mart / data warehouse implementation by using Microsoft SQL Server and SQL Server Integration Service (SSIS), IBM Cognos BI development (Analysis cubes, reports and dashboards), conducting User Acceptance Testing and maintaining good relationships with the clients. Dealt with various sources such as JDE, AS400, Movex and DB2

Promoted to Presales Manager and responsible for handling RFP, RFQ and RFI. Giving product and solution demonstration to the senior and top management of the prospect such as Head of departments, C-level executives and etc. Act as the solution architect to the implementation team. Overseeing the entire Presales department and continually improve the quality of the demo.

Promoted to Business Manager cum Project Manager in overseeing the business performance of the company such as P&L, Resources planning and sales pipeline

Global Mobility Developer at Huel LLC

Jun 2008 - Invalid date

Learned python...

Education

Master in Business Administration at University of North Webster

Second major in Business Management

Apr 2014 - Jun 2020

CGPA 4.0

Degree in Accounting at University of North Webster

Apr 2014 - Jun 2020

I have mastered in accounting.

1. What's the best way to read the information in this report?

If available, start with Role Fit for a snapshot of the candidate's competencies and view how they rank for important components of the job. Then, move on to the Overview section to get an idea of their personality, behavior and areas of improvement. Next, if it's available, look through the candidate's Organization Fit to assess their fit with your organization's culture. Proceed to study the rest of the report for deeper insights and detailed information on the candidate's Work Styles, Work Interests, Work Values and Cognitive Abilities.

2. How do I interpret Fit Score?

Role Fit Score helps you assess a candidate's suitability for a role. It is derived from the hard skills and soft traits of the individual's psychometric assessment results and resume.

Organization Fit Score helps you assess how a candidate would fit in with your organization's culture or expected performance. It is calculated based on the individual's psychometric assessment results.

For both Role Fit Score and Organization Fit Score, the Fit Score ranges from 0% to 100%; the higher the Fit Score, the better the fit of the candidate.

3. Why are some insight statements negative despite the candidate having a high Fit Score?

Fit Score is derived by taking into consideration multiple soft traits as assessed by the psychometric assessments. Therefore, an individual with a high Fit Score might score high on most traits but still score low on some traits. The statements serve to bring your attention to these insights so you may better assess the candidate.

4. How do I choose between 2 individuals who have almost similar fit scores?

Refer to the Overview section to dive deeper into the individual's trait scores. Focus on the traits that are more important for the role and team. Choose the individual who possesses traits that are more aligned with the role, team and culture.

5. How do we assess how an individual will perform or behave in certain situations?

You can refer to the set of questions listed in the Interview Kit, which is based on the traits that are crucial for the role or team. They can aid you in probing the candidate during the interview and this will allow you to assess more objectively whether the individual possesses certain behaviours or would react appropriately based on their past experiences.

6. Are certain traits better than others?

No, every trait contributes to the Fit Score and is relevant. However, the perceived importance of certain traits can vary depending on context and is largely dependent on the individual's role in the organization, the team's dynamics and the organization's culture.

7. Besides the hiring process, how can this report help me?

You can also use the insights detailed in this report's **Work Styles**, **Work Interests**, **Work Values** and **Cognitive Abilities** sections to identify a candidate's strengths and areas of development for successful onboarding, to craft a successful talent development plan and to strategize how you can maximize the individual's contribution to the team and organization.