Understanding a candidate's results

Culture fit results

Our culture fit assessment reveals an individual's character in an employment context, predicts their response to tasks or working environments and identifies leadership potential.

Candidates are assigned scores on a scale from 0 to 100 based on the extent to which they exhibit each personality trait, with proximity to 0 indicating a weaker alignment and scores closer to 100 indicating a stronger alignment.

Openness
Reflects enthusiasm for learning, creativity and curiosity.

Lower scores may signal resistance to new ideas and rapid change, while higher scores suggest openness to transformation and a preference for creativity.

Conscientiousness
Reflects control, reliability and organisation.

Low scores may indicate challenges with planning ahead and a tendency to follow impulses, while high scores suggest productivity and a goal-oriented working style.

Extraversion
Measures sociability and assertiveness.

Low scores suggest a preference for solitude and less need for stimulation, whereas high scores typically thrive in social settings and tend to be more outgoing.

Agreeableness
Reflects concern for social harmony.

Low scores often indicate a higher degree of competitiveness and lesser concern for others' feelings, whereas high scores reflect friendliness, empathy, and an inclination to avoid confrontation.

Neuroticism
Measures emotional stability.

Low scores tend to signify emotional stability and resilience, while high scores may suggest a higher likelihood for experiencing negative emotions.

Aptitude results

The aptitude assessment aligns an individual's natural cognitive abilities with specific job roles, seniority levels and organisations.

Results are on a 0 to 100 scale, with 0-20% identifying development areas, 21-40% indicating below-average competence, 41-60% indicating average competence, 61-80% indicating above-average competence, and 81-100% showcasing high aptitude.

Numerical Reasoning (Data Interpretation)
Assesses a candidate's ability to interpret, analyse, and draw logical conclusions from numerical data.

Digit Symbol Coding
Evaluates a candidate's capacity to learn and implement new coding systems.

Verbal Reasoning
Measures a candidate's ability to understand, interpret and critically analyse written information.

Language Written Comprehension
Covers two domains: correct usage and understanding of grammar, punctuation and capitalisation and vocabulary understanding.

Abstract Reasoning
Examines a candidate's ability to identify underlying patterns and determine solutions.

Spatial Reasoning
Assesses a candidate's ability to mentally visualise, comprehend and manipulate 2D and 3D objects.

Recognition Memory
Evaluates a candidate's capacity to recognise previously encountered events, objects or people.