

Emma Richards

Applied

📅 2021-10-25

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LINKEDIN	www.linkedin.com/in/emmarichards	CITY, COUNTRY	Rotterdam, Netherlands

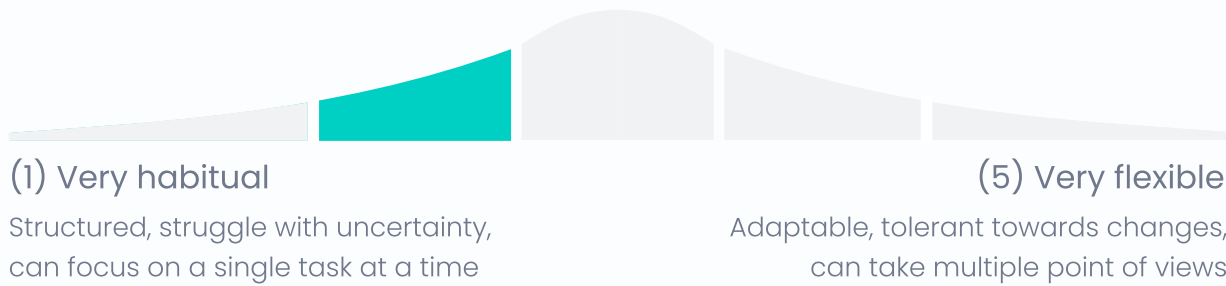
- Summary
- Cognitive assessments
- Behavioural assessments
- Screening questions
- Skills, education & experience

Cognitive assessments

Cognitive flexibility

Preferred work environment

(2) Somewhat habitual

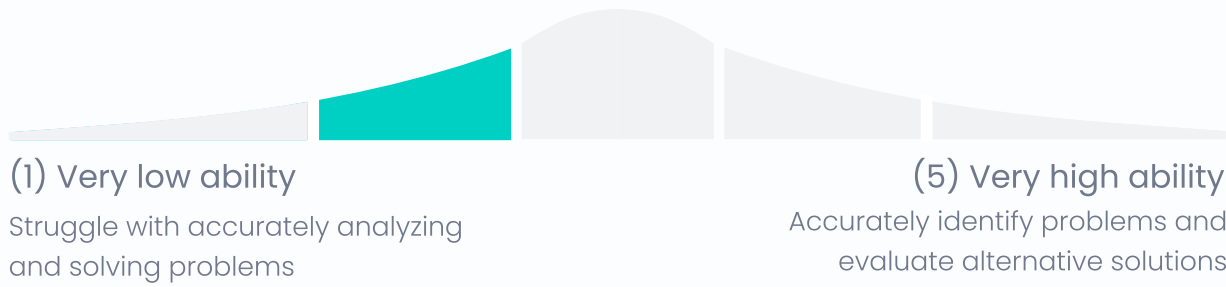


- ✔ Likely to follow schedules and deadlines well to maintain productivity.
- ! Might struggle with adapting to and tolerating change.

Problem solving ability

How someone thinks

(2) Somewhat low ability



- ✔ Might handle situations that require instant responses better than those that require planning.
- ! Might struggle with correctly analysing information relevant for a problem.

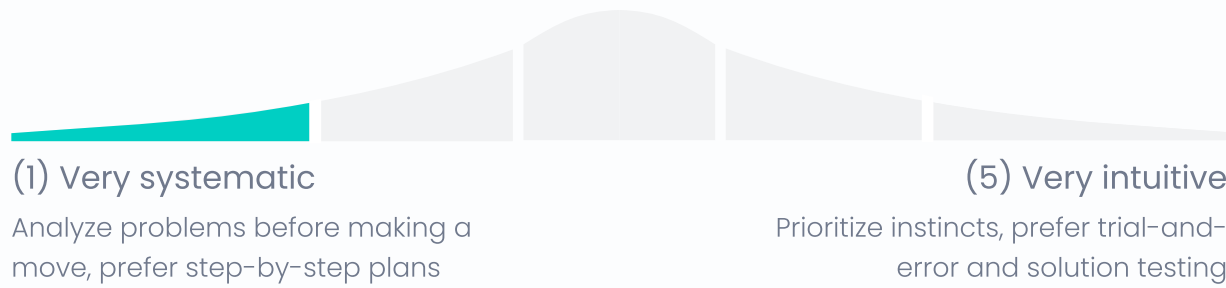
Behavioural assessments

Knowing how someone approaches their work tells you how they will complete a task, helping you to not only coach this person but also to know what to expect.

Problem solving style

How someone works

(1) Very systematic

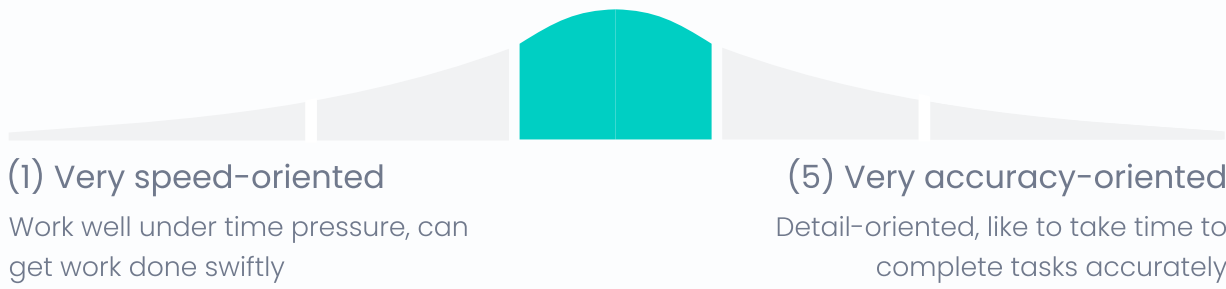


- ✔ Likely to thoroughly analyze the problem before making a move to solve it.
- ! Might overthink ill-defined problems that lack clear structures.

Speed/accuracy trade-off

How someone works

(3) Neither speed nor accuracy oriented

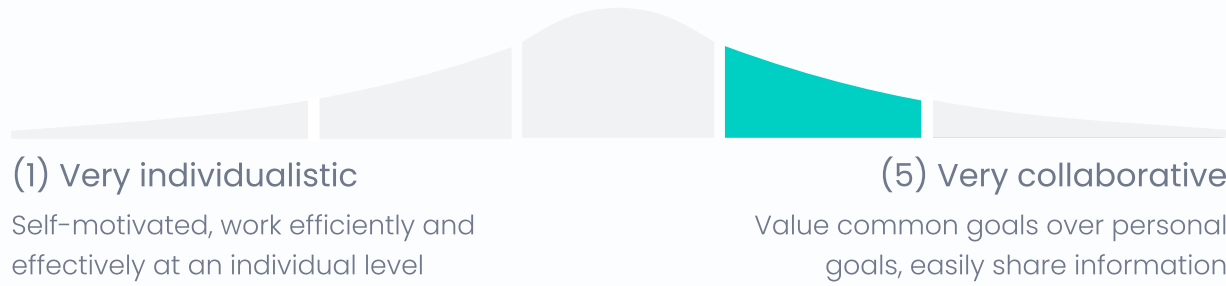


- ✔ Might be good at balancing speed and accuracy based on tasks and people.
- ! Might struggle with tasks that require too much scrutiny or time pressure.

Collaboration

How someone interacts

(4) Somewhat collaborative



- ✔ Likely to value common goals over personal goals.
- ! Might struggle with independent decision-making.

Screening questions

☰ Why do you want to apply to our company?

I think I'd be a great fit.

🗣 Do you have a EU residence permit?*

- Yes
- No

☑ On which days can you come to the office?

- Monday
- Tuesday
- Wednesday
- Thursday
- Friday

🗣 What is your preferred work situation?

- Remote
- Hybrid
- Office

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Summary

Cognitive assessments

Behavioural assessments

Screening questions

Skills, education & experience

Behavioral assessments help analyze how individuals prefer to plan your work tasks, communicate professionally with others, and like to get their tasks done. Unlike in cognitive assessments, candidates do not have a good or bad score in behavioural assessments.

Knowing how someone approaches their work tells you how they will complete a task, helping you to not only coach this person but also to know what to expect.

Problem solving style

How someone works

The Ferry game also measures candidates' problem-solving styles, which can differ based on the information available for the problem, the time they spend on planning or whether they like to test multiple solutions before deciding on which solution is the optimal one. [Learn more](#)



👤 This candidate is a lot more systematic than average.

Strengths & challenges

- ✔

More likely to analyse the whole problem before making a move to solve it, and to approach problems with deliberate thinking.
- ✔

More likely to follow a step-by-step plan when solving problems.
- ✔

Have a tendency to evaluate their problem solving process and adjust future behaviour accordingly.
- ⚠

Might overthink ill-defined problems that lack clear structures and goals instead of trying out different approaches.
- ⚠

Might face difficulties with time constraints when solving very complex or unstructured problems.

Tasks that might & might not fit

- ✔

Organizing information
- ✔

Planning and prioritising tasks
- ✔

Evaluating available problem solving strategies before approaching a problem/task
- ⚠

Solving unclear problems
- ⚠

Implementing trial-and-error
- ⚠

Responding to problems instantly and instinctively

📘 What can you ask candidates during the interviews?

Team and company comparison

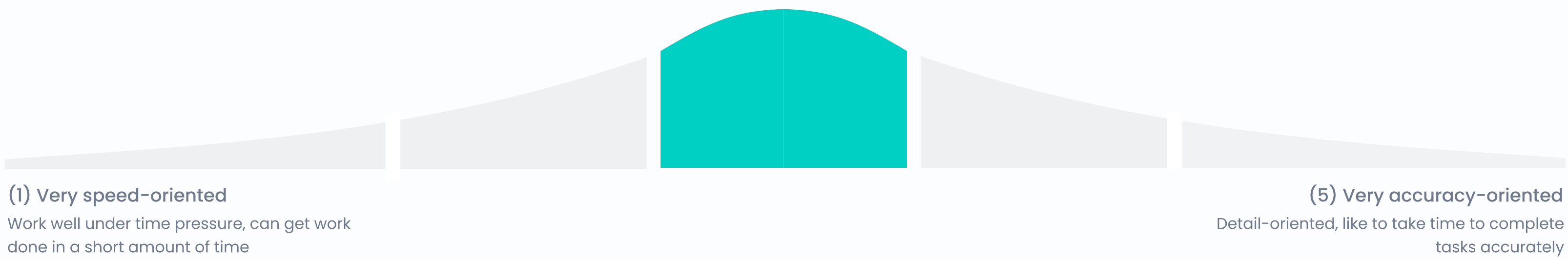
	VERY SYSTEMATIC	SOMEWHAT SYSTEMATIC	AVERAGE	SOMEWHAT INTUITIVE	VERY INTUITIVE
Emma Richards	👤				
Marketing team	0/0 (0%)	0/0 (0%)	0/0 (0%)	0/0 (0%)	0/0 (0%)
Equalture company	4/10 (40%)	1/10 (10%)	3/10 (30%)	2/10 (20%)	0/10 (0%)

📘 0%100%

Speed-accuracy tradeoff

How someone works

The *Bird Spotting* game measures speed-accuracy trade-off, i.e. whether a person is more speed inclined or accuracy inclined when completing a task. [Learn more](#)



👤 This candidate values speed and accuracy equally.

Strengths & challenges

- ✔

May be good at balancing speed and accuracy, based on the tasks and people they are dealing with.
- ✔

Don't have a clear preference for speed or accuracy, which can be beneficial if they manage to adapt their approach to the task.
- ⚠

Might occasionally need time to refocus to avoid making mistakes after being interrupted.
- ⚠

Could occasionally make mistakes to get work done faster.
- ⚠

Might occasionally take shortcuts in order to reach productivity.

Tasks that might & might not fit

- ✔

Prioritizing time or precision based on task demands
- ⚠

Working under very strict time pressure
- ⚠

Scrutinising tasks and information

📘 What can you ask candidates during the interviews?

Team and company comparison

	VERY SPEED-ORIENTED	SOMEWHAT SPEED-ORIENTED	AVERAGE	SOMEWHAT ACCURACY-ORIENTED	VERY ACCURACY-ORIENTED
Emma Richards			👤		
Marketing team	0/0 (0%)	0/0 (0%)	0/0 (0%)	0/0 (0%)	0/0 (0%)
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📘 0%100%

Collaboration

How someone interacts

The Pitch game measures candidates' tendency to display collaborative behaviours and the three main dimensions of collaboration, which are team support, information sharing, and learning. [Learn more](#)



👤 This candidate is a somewhat more collaborative than average.

Strengths & challenges

- ✔

Tendency to value common goals over personal goals.
- ✔

More likely to ask for help and feedback from team members, and adjust their behaviours based on feedback.
- ✔

Have respect and tolerance towards differences in opinions and mistakes.
- ⚠

Might face challenges when it comes to productivity and growth at an individual level.
- ⚠

Might struggle with independent and instant decision-making.
- ⚠

Might prioritise group harmony over efficient processes too much/often.

Tasks that might & might not fit

- ✔

Performing tasks that are centered around teamwork
- ✔

Managing different opinions from different people
- ✔

Communicating with/managing teams
- ⚠

Making decisions independently and working on tasks individually
- ⚠

Taking initiative
- ⚠

Performing tasks that require creativity and a high level of self-motivation

📘 What can you ask candidates during the interviews?

Team and company comparison

	VERY INDIVIDUALISTIC	SOMEWHAT INDIVIDUALISTIC	AVERAGE	SOMEWHAT COLLABORATIVE	VERY COLLABORATIVE
Emma Richards				👤	
Marketing team	0/0 (0%)	0/0 (0%)	0/0 (0%)	0/0 (0%)	0/0 (0%)
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Summary

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Behavioural assessments

Screening questions

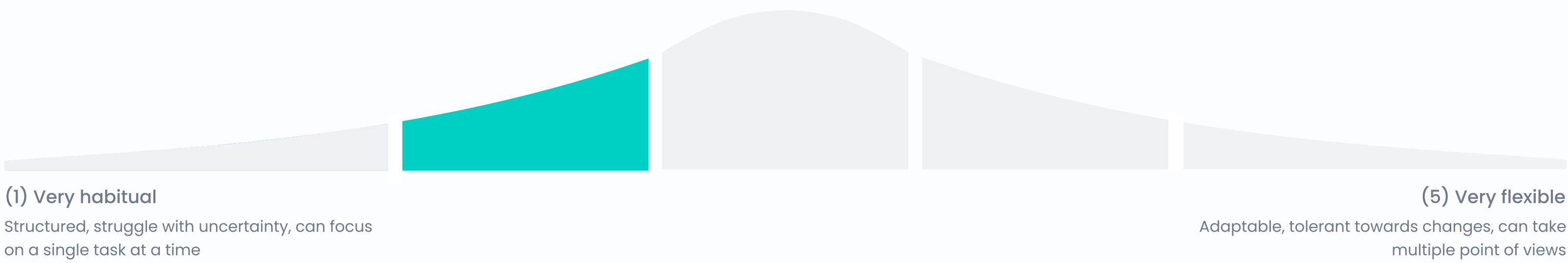
Skills, education & experience

Cognitive assessments include questions designed to assess candidates' potential to use cognitive abilities and solve complex problems or acquire new knowledge. Scoring on the lower or higher ends of the continuum is an indication of very high or very low ability.

Cognitive flexibility

Preferred work environment

The Racer measures cognitive flexibility, which refers to how flexibly we can adapt our thoughts and behaviours to new and unexpected situations in a constantly changing environment. It can reflect a person's work approach when it comes to creativity, decision-making style, multi-tasking, and more. [Learn more](#)



This candidate is somewhat more habitual than average.

Strengths & challenges

- ✔

More likely to benefit from a structured workflow.
- ✔

More likely to prefer well-planned projects.
- ✔

Likely to follow schedules and deadlines well to maintain productivity.
- !

Might struggle with uncertainty and need more time to adapt to sudden changes.
- !

Might have difficulties with taking different points of view.
- !

More likely to persist with the same strategies even when the environment or task demands have changed.

Tasks that might & might not fit

- ✔

Structuring tasks
- ✔

Focusing on a single task at a time
- ✔

Working with a stable, well-planned schedule
- !

Fast-paced and changing environments
- !

Working with multiple teams and departments
- !

Managing several tasks simultaneously

i

What can you ask candidates during the interviews?

Team and company comparison

	VERY HABITUAL	SOMEWHAT HABITUAL	AVERAGE	SOMEWHAT FLEXIBLE	VERY FLEXIBLE
Emma Richards		<div></div>			
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i

0%

100%

Problem solving ability

How someone thinks

The Ferry game provides insights about candidates' overall problem-solving ability, specifically focusing on planning skills. Planning can be simply defined as the ability to consider the effectiveness of future actions or deliberately choosing the correct actions to fulfil a task or reach a specific goal. [Learn more](#)



This candidate has a somewhat low problem solving ability.

Strengths & challenges

- ✔

More likely to be good at tasks that require instant and instinctual responses rather than thorough planning.
- !

Might struggle with correctly analysing the information necessary to solve problems, as well as coming up with alternative solutions.
- !

Might be less capable of breaking a problem into manageable steps and prioritising those steps.
- !

Might feel overwhelmed when asked to mentally plan tasks before executing.

Tasks that might & might not fit

- ✔

Solving non-complex problems
- ✔

Performing repetitive tasks
- ✔

Tasks that require more interaction and communication with others
- !

Developing plans and strategies
- !

Solving complex problems
- !

Making strategic decisions

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What can you ask candidates during the interviews?

Team and company comparison

	VERY LOW ABILITY	SOMEWHAT LOW ABILITY	AVERAGE	SOMEWHAT HIGH ABILITY	VERY HIGH ABILITY
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i

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100%