



PexiScore Report

Screening Assessment



Date **19/06/2017**

for **David James, Software Development**

Parent Job Code **ZOLSOF0317861**

Report generated for **Zollo**

JD created by **Soumya Shenoy**

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Date of Assessment **18/03/2017**
Date of Report Generation **19/06/2017**
Job Designation **Senior Software Engineer**
Functional Area **Software Development**
Locations **India - Bengaluru**

PexiScore 656
(Range between 300 and 800)

Candidate Resume

(as per details provided by the candidate on www.pexiscore.com)

Age	23	Gender	Male
Contact Email	davidjames@sample.com	Contact Number	+911010101010
Highest Qualification	Master of Science (Computer Science)		
Specialization	Computer Science and Software Engineering		
LinkedIn Profile	https://linkedin.com/profile/sample		
Preferred Locations	India - Mumbai, New Delhi, Chennai, Kolkata, Bengaluru		
Total Experience	3 years		
Address	Oak Buildings, Bengaluru 560068		

(Details of qualification and experience are available in the detailed report)

Current Organization	ABC Systems		
Tenure at Current Job	5 months	Location	India - Bengaluru
Designation	Senior Software Engineer		
Functional Area	Software Development		
Job Summary	I worked in a team to implement cutting-edge tools for custom business-driven applications that targeted the cloud.		
Key Skills	Android , Apple Xcode , C# , JavaScript, Microsoft .NET		
Max. Team Size Handled	3		
Average Tenure	1 year 6 months		

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PexiScore works on the key principles of Statistical Scoring through Quantification of responses. The PexiScore is a minimum of 300 and a maximum of 800. A score of 700 and above will reflect a very high match of the candidate on Job Fitment.

The 4 large segments of measurement are a) Resume to JD Match, b) Aptitude Match, c) Skill and Competency Score, d) Psychometric Score. While PexiScore measures and scores all attributes on a statistical quant model, the same in the report below has been visually represented for ease of understanding with respect to the JD criteria as determined.

The scores are graded as High Fitment, Medium Fitment and Low Fitment

The graphs are bars that will show up in the High, Medium or Low Zones. Red bars denote low match; Yellow average and Green bars for High match.

The PexiScoreD (Detailed) Report has the following distinctive sections -

PexiScore and Detailed candidate assessment report

Resume and personal information including detailed experience, education etc. in the standard PexiScore format.
Candidate responses to HR Questions, Skill questions (qualitative)

Organisation Chart emphasising level of organisation

The report can be viewed online at www.pexiscore.com by registering with us.

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Assessment Info

PexiScoreD (detailed) Report

Resume and Role Match	Job Description		Candidate
	Max	Min	
Total Experience	5 years	N/A	3 years
Location	India - Bengaluru		India - Mumbai, New Delhi, Chennai, Kolkata, Bengaluru
Qualification	Master of Science (Computer Science)		Master of Science (Computer Science)
Functional Area	Software Development		Software Development
Annual CTC Band	1000000 INR	2000000 INR	750000 INR
Industry	IT-Software/Software Services		IT-Software/Software Services
Working Schedule	Full-time, as per company rules		Full-time, as per company rules
Work Culture	Semi-formal		Casual
Gender	Male		Male
Specially Abled	N/A		N/A
Team Size Handled	5 - 10		3

Relevant Experience

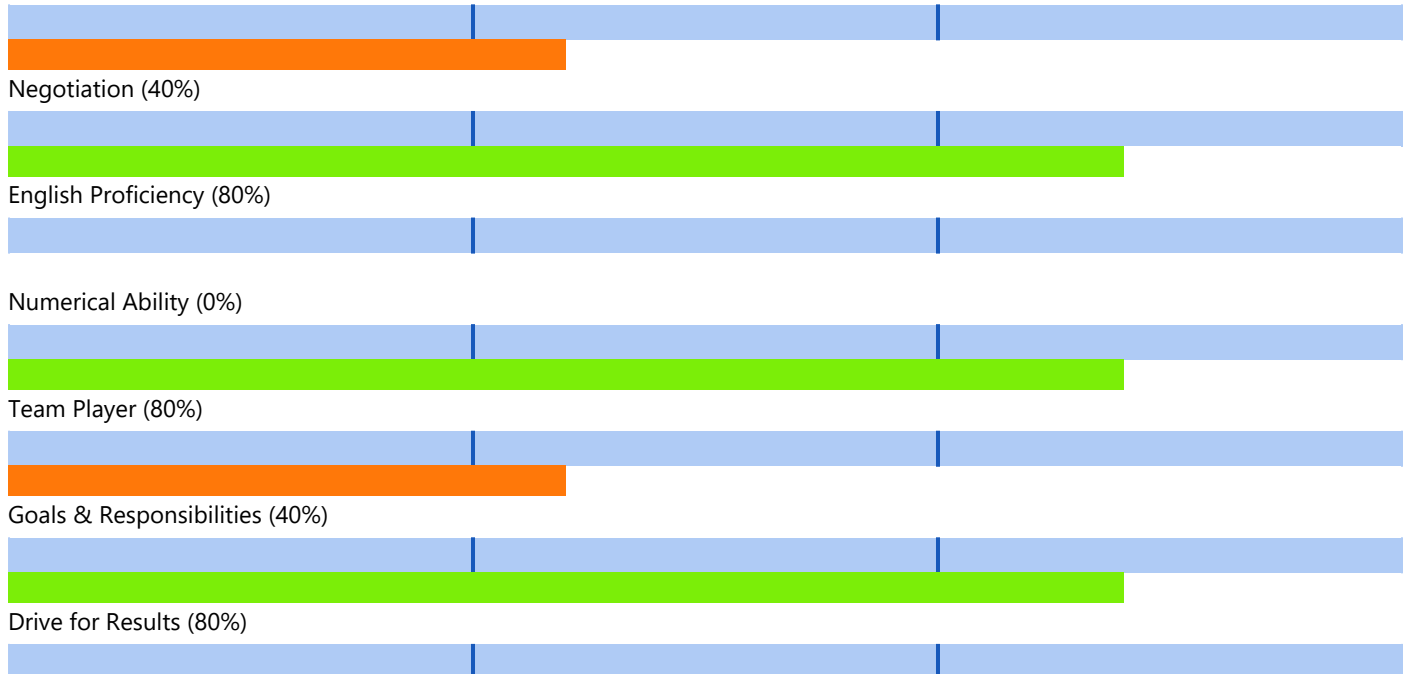
	Locational	Industry	Functional
Relevant Experience	5 months	3 years	5 months

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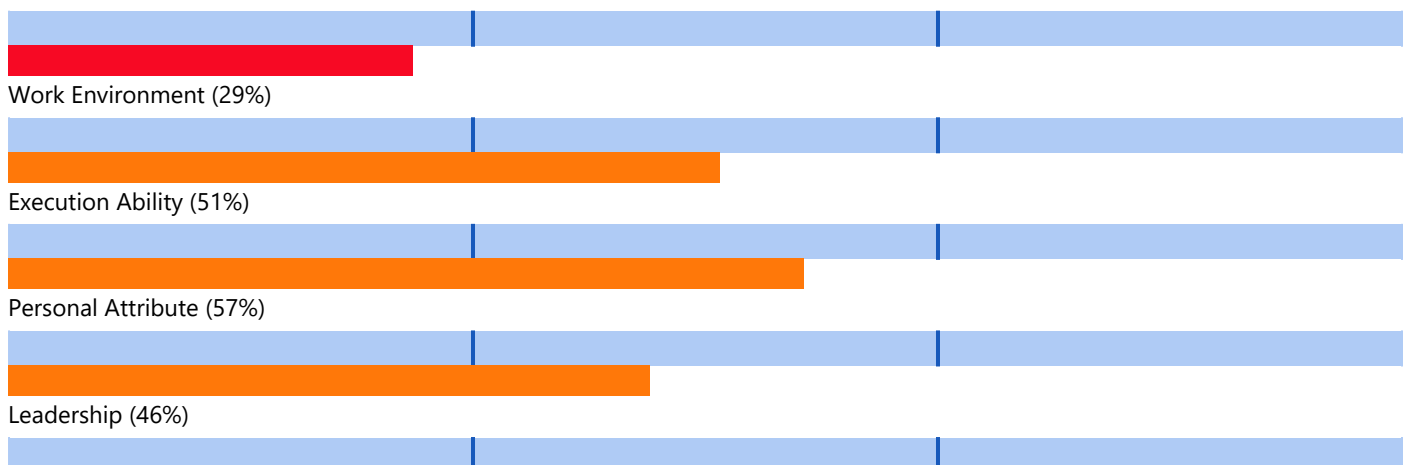
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Personality Match



PexiScore 7AS Framework Fitment



Comments

Motivation at Work

This section observes applicant's **Core** and **Secondary** motivations at work. Candidates are expected to have more than one motivating factor/s, and thus **Core** denotes the higher propensity followed by the **Secondary** factors.

Core

Social Acceptance

The candidate likes work activities that assist others and promotes learning and personal development. Prefers to communicate more than to work with objects, machines, or data. Likes to teach, to give advice, to help, or otherwise be of service to people. Good for roles in support functions.

Core

Service/Functional Excellence

The candidate likes work activities that follow set procedures and routines. Prefer working with data and detail rather than with ideas. Prefers work in which there are precise standards rather than work in which you have to judge things by yourself. Likes working where the lines of authority are clear.

Secondary

Enterprising

The candidate likes work activities that have to do with starting up and carrying out projects, especially business ventures. Likes persuading and leading people and making decisions. Likes taking risks for profit. Prefer action rather than thought. Good at startup or new department management.

Drive for Results

Decision Making

The candidate seems to face difficulty in taking decisions or choosing amongst alternatives.

Creativity / Innovation

The candidate's responses indicate that he/she may be conservative and may not always be open to creative ideas.

Situational Judgment

The candidate might face difficulty while establishing facts & principles for efficient judgment.

Logical Thinking

The candidate is very good at execution and determining the optimum decision.

Fight vs Flight

The candidate's responses indicate a lack in confidence while tackling critical decisions.

Personal Attribute

Team Player

The candidate is an individualist who may perform well if working an individual role.

Workplace Engagement

The candidate appears to prefer not to take part in participative activities. This could lead to a low cultural fit.

Openness to Learning

The candidate has not upskilled with newer knowledge tools and resources for a while.

Comprehension & Proficiency

The candidate seems proficient in English comprehension and dialect.

Numerical Ability

The candidate needs to work more on comprehending fundamental arithmetics and applying numerical concepts.

Verbal Communication

The candidate is relatively confident in speech and expression.

Leadership

Creativity / Innovation	The candidate prefers conservative methods rather than using an innovative approach or being creative.
Openness	The candidate appears to be reserved and might face challenges opening up and may not participate actively.
Negotiation	The candidate needs to work on the ability to influence others and reach a favourable agreement.
Vision Approach	The candidate seems to face difficulty in finding long term alternatives.
Handling Conflict	The candidate seems to find negotiating and handling conflict challenging
Morality	The candidate can't make a clear distinction between good and bad conduct.

Workplace Engagement

Resourcefulness	The candidate may not always know how to take proactive steps to tackle problems.
Emotional Stability	The candidate needs to learn how to be calm when faced with stress.
Team Management	The candidate doesn't seem experienced in handling teams and handling their expectations.
Self Esteem	The candidate needs to work on self motivation and using a proactive approach.

Know more about the Applicant

The candidate is more comfortable working in an unstructured environment, especially one that works towards making a difference a difference to society.

The candidate seems to have limited experience in a front facing role that involved engaging with customers and stakeholders.

The candidate values perseverance and courage and may be good at achieving an ambitious and difficult goals.

The candidate considers 6 months to be the ideal time to accomplish a mid term goal. This might make the candidate more suited to roles that involve annual project cycles.

The candidate considers 1 year to be the ideal time to accomplish a short term goal. The candidate might be better suited to roles involving annual targets.

The candidate considers 6 months to be the ideal time to accomplish a long term goal. This might mean that the candidate sets only small goals for him/herself and does not plan too far ahead into the future. The candidate would be better suited to roles that have bi-annual targets.

The candidate would rather his/her success be evaluated for the results s/he achieves rather than how s/he achieves them.

Candidate Response Info



Responses to Skills Questions

What is a deadlock?

A deadlock is a conflict between two threads sharing the same resource.

How do you write a switch statement?

```
switch (obj) { case 'a': break; ... }
```

True or false: A static class needs to be instantiated

False

How many times can a final object be assigned?

1

What is a semaphore?

A semaphore is an object that prevents deadlocks.

Responses to HR Questions

How do you feel about working nights and weekends?

Nights are okay but I prefer not to work on weekends.

How do you define success and how do you measure up to your own definition?

Hardwork and intelligence are the keys to success.

Are you comfortable with all the technologies listed in the JD ? Elaborate .

Yes, I am certified.

How long can you commit to work with us?

The next few years.

Describe your ideal company, location and job.

My ideal company is vibrant and exciting.

Have you ever fired anyone? How would you go about firing a person, if required?

No. If I have to, I would do it politely but with honesty.

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Detailed Candidate Info

Qualifications

Level	Passout	Degree	University	Percentage
Bachelor's	03/2012	Bachelor of Computer Science	Amrita University	80
Master's	02/2014	Master of Science (Computer Science)	University of Southern California	88

Previous Employment(s)

Organization	Uptown Corp
Designation	Software Engineer
Functional Area	Software Applications
Job Summary	I handled front-end work for custom business applications using Knockout.js and AngularJS.
Industry	IT-Software/Software Services
Key Skills	Android , JavaScript
Duration	14/05/2014 - 31/12/2016
Location	India - Mumbai

Technology Competence

Technology	Level (out of 10)
Microsoft .NET	10
JavaScript	8
Android	7
Apple Xcode	6

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Org Structure

(roles between candidate and the CEO of the current organization)

Level 0	CEO/MD/Head of Business
Level 1	Head of Technology
Level 2	Project Manager
Level 3	Senior Software Engineer

Awards & Achievements

Award/Achievement	Level/Score
Hackathon	National

Language Details

Spoken Languages	ENGLISH, FRENCH
Written Languages	ENGLISH, FRENCH

Identification Details

Driving License	Yes	Vehicle Type	LMV(Commercial)		
Passport	Yes	Validity	31/03/2017	Number	N/A

References

Harry Wilson • CEO - ABC Systems • harrywilson@abc.com • +919101881998 • Colleague

Ashwin Shetty • Manager - Uptown Corp • ashwinshetty@uptown.com • +919181001991 • Client