



TURN ANSWERS INTO INSIGHT

Structured candidate insight before the first interview

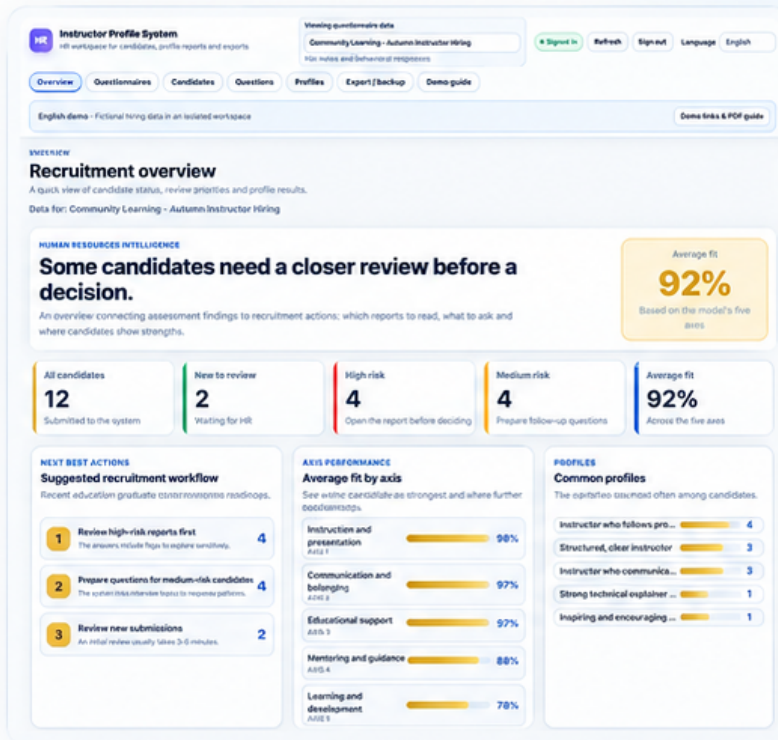
A psychology-informed recruitment and assessment platform for questionnaire scoring, candidate profiling, interview follow-up, and HR review.

Candidates complete a configurable questionnaire. The system converts their answers into weighted and explainable scores across assessment areas. HR receives profiles, review priorities, and personalized follow-up prompts — all before the first interview.



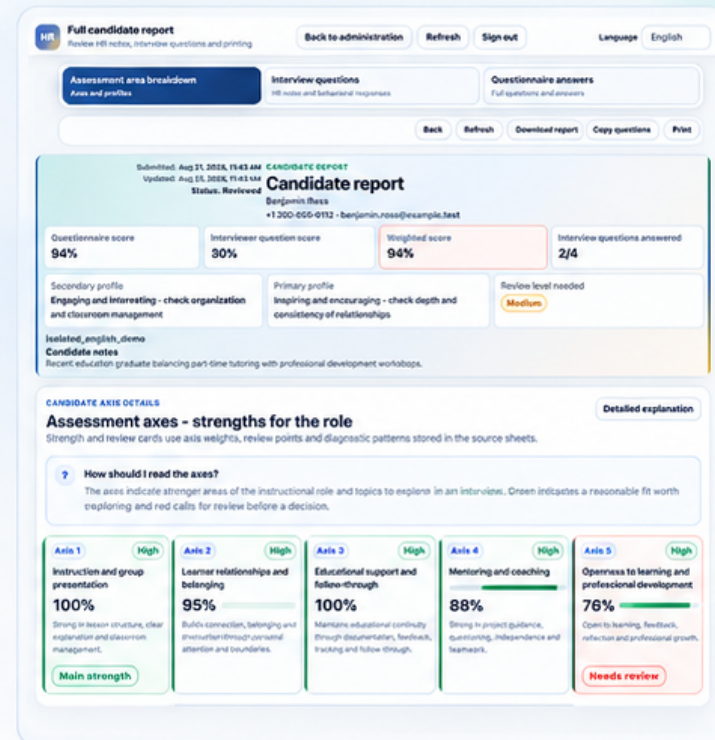
IN ONE SENTENCE

The system helps HR move from raw answers to structured evidence, clearer follow-up, and more consistent candidate review.



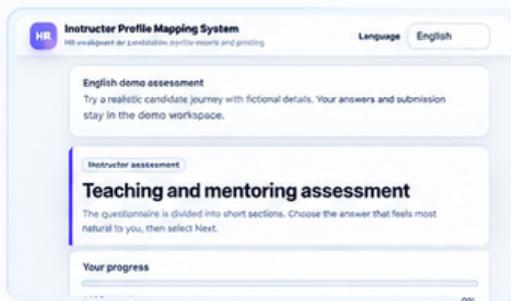
Recruitment overview

See candidate status, review priorities and profile results at a glance.



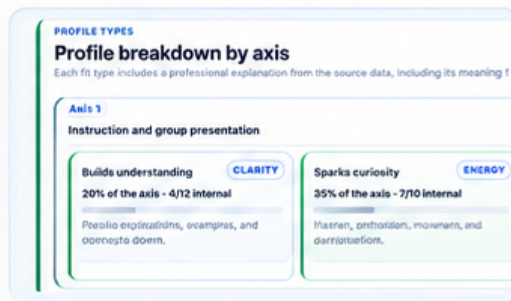
Full candidate report

Structured profiles, weighted scores and clear explanations.



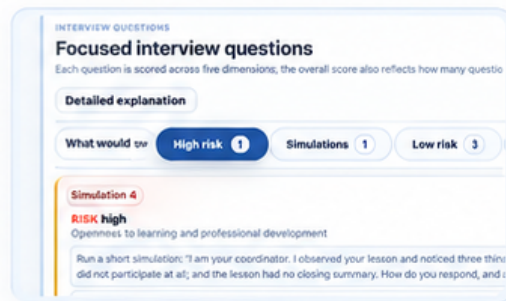
Candidate questionnaire

A configurable assessment experience.



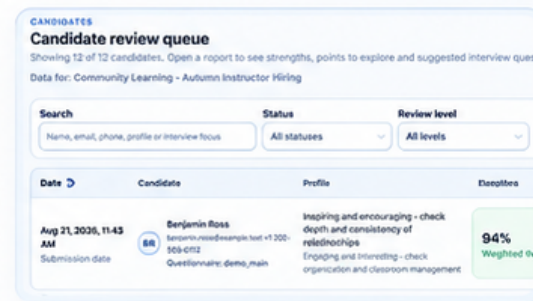
Assessment axes and profile breakdown

Clear, explainable scoring across key areas.



Focused interview guidance

Targeted, behavior-based questions.



Candidate review queue

Prioritise, filter and open detailed reports.

KEY BENEFITS

From assessment to confident decisions



Configurable questionnaires

Match your recruitment needs



Weighted scoring

Rule-based and explainable



Profile interpretation

Clear strengths and watch points



Interview guidance

Personalized follow-up questions



Reports and exports

Share and download in minutes



CANDIDATE JOURNEY AND QUESTIONNAIRE FLOW

From questionnaire link to structured submission

Candidates complete a guided assessment, while HR controls campaigns, sections, and question groups from a connected admin workspace.



Multiple questionnaires

Create and manage different hiring campaigns with their own questionnaires and languages.



Section-based flow

Organize questions into clear sections so candidates can easily navigate and stay focused.



Progress tracking

Help candidates see their progress through the assessment with a clear, step-by-step journey.



Candidate details and required fields

Collect key contact details and use required fields to ensure complete and consistent submissions.



WHY IT MATTERS

The assessment experience is organized and consistent, so HR receives cleaner input before review begins.

WHAT CANDIDATES AND HR CAN DO
A connected journey from invitation to review.

Demo hiring campaigns

HR can create and manage different hiring campaigns, each with its own questionnaire and sharing link.

Questions organized by assessment area

Questions are grouped by assessment area, with clear labels and scoring codes, so the questionnaire is easy to maintain and aligned with the review process.



Launch questionnaire

Create a campaign and share a candidate link.



Complete sections

Candidates answer section by section.



Save progress locally

Candidates can return and continue later.



Submit to workspace

Answers are saved to the correct questionnaire.



Open for review

HR can review responses and move to the next stage.

Candidate questionnaire

Candidates complete a structured, section-based questionnaire with progress tracking, clear navigation, and required fields.



EXPLAINABLE SCORING AND PROFILE LOGIC

Rule-based assessment, designed to be inspected

Questions, scoring rules, profile patterns, and assessment axes work together to produce explainable candidate interpretation.

The Instructor Profile System uses a clear, configurable set of rules to turn questionnaire answers into profile insights. Questions are grouped by assessment area, answer patterns map to profile logic, and the result becomes weighted, explainable scores across multiple axes. Positive indicators, patterns to review, and follow-up guidance remain fully inspectable — giving HR confidence in every decision.



EXPLAINABLE BY DESIGN

HR can move from a result to the answer patterns and rules behind it — no opaque AI black box. Every score, profile and review point can be traced and understood.

PROFILE TYPES

Profile breakdown by axis

Each fit type includes a professional explanation from the source data, including its meaning for recruitment and what to examine in the interview.



Profile breakdown by axis

Scores are weighted across multiple axes with clear descriptions of what each result means.

HOW IT WORKS

From questions to explained results in three clear steps.



Question
Candidates answer a structured questionnaire organized by assessment area.



Configured rule
Answer patterns are matched to configurable profile rules and scoring codes.



Profile / score / review point
Results are calculated into weighted scores with clear profile explanations and review points.



Inspect at any step
You can see the question, the candidate's answer, the rule it matched, and how it influenced the profile and review points.

KEY BENEFITS

A transparent and configurable assessment process



Assessment areas
Organized and clear structure



Weighted scoring
Configurable and explainable



Profile codes
Clear profile logic



Review points
Highlights to explore

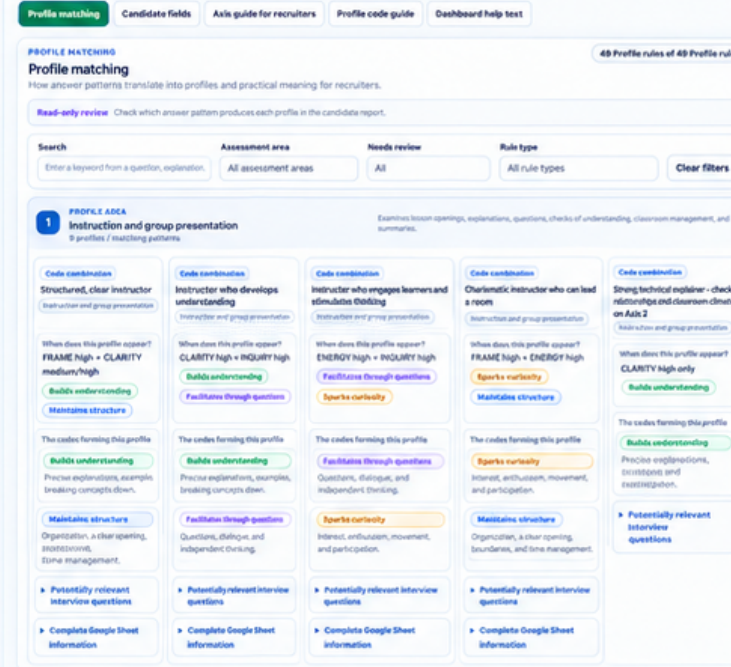


Interview relevance
Links to targeted questions

QUESTIONNAIRE CONFIGURATION

Profile matching cards

Each profile shows its trigger pattern, explanation, codes, review points and relevant interview questions from the Google Sheet.



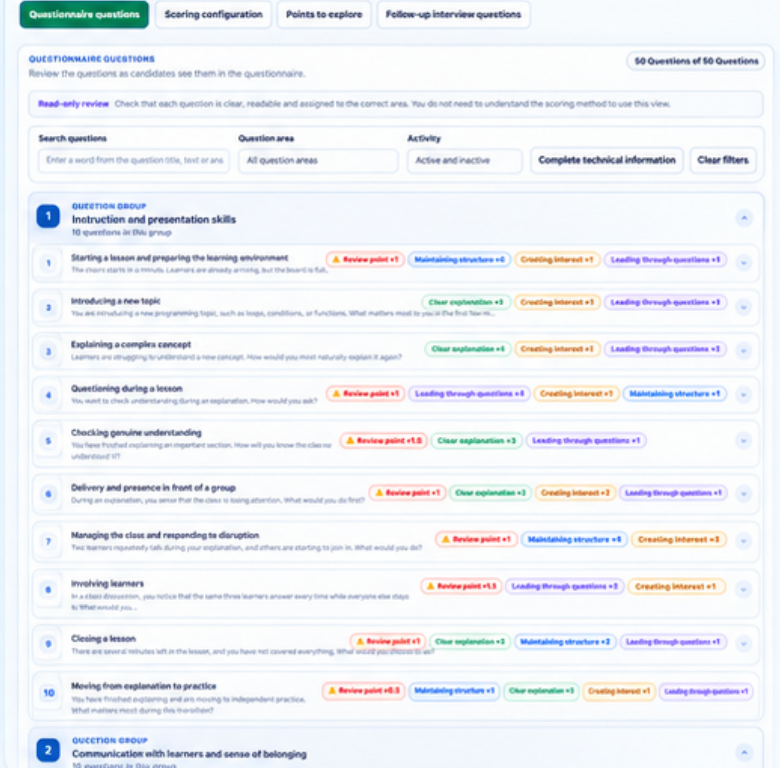
Profile matching rules

Answer patterns translate into profiles with clear explanations, codes and review points.

QUESTIONNAIRE CONFIGURATION

Questions by assessment area

Expandable cards group questions by area and show the associated scoring codes.



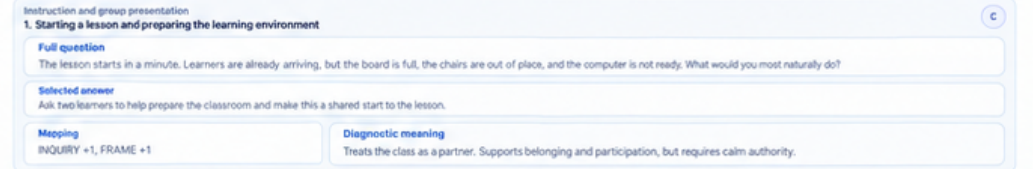
Questions by assessment area

Questions are grouped by area with clear scoring codes and review points.

QUESTIONNAIRE ANSWERS

Candidate questionnaire answers

Each question includes its full wording, selected answer and diagnostic mapping. Line breaks from the Google Sheet are preserved.



Answers remain connected to the explanation

Each answer links to the codes and meaning used in the profile.



TURN ANSWERS INTO INSIGHT

From result to evidence

Each candidate report combines scores, profile interpretation, assessment axes, original answers, and review points in one structured view.



Weighted report

A balanced score across all sources.



Axis-level strengths

See clear strengths for the role.



Review level

Flags candidates who need closer review.



Answer traceability

Inspect original questionnaire answers.



Printable output

Download and share detailed reports.



WHAT HR SEES

The report shows what the result is, why it was produced, and what deserves follow-up.

HR

Full candidate report

Review, HR notes, interview questions and printing

Back to administration

Refresh

Sign out

Language

English

Assessment area breakdown

Axis and profiles

Interview questions

HR notes and behavioral responses

Questionnaire answers

Full questions and answers

Back

Refresh

Download report

Copy questions

Print

Submitted: Aug 21, 2026, 11:43 AM

Updated: Aug 23, 2026, 11:43 AM

Status: Reviewed

CANDIDATE REPORT

Candidate report

Benjamin Ross

+1 202-555-0112 - benjamin.ross@example.test

Questionnaire score

94%

Interviewer question score

30%

Weighted score

94%

Interview questions answered

2/4

Secondary profile

Engaging and interesting - check organization and classroom management

Primary profile

Inspiring and encouraging - check depth and consistency of relationships

Review level needed

Medium

Isolated_english_demo

Candidate notes

Recent education graduate balancing part-time tutoring with profeessional development workshops.

CANDIDATE AXIS DETAILS

Assessment axes - strengths for the role

Detailed explanation

Strength and review cards use axis weights, review points and diagnostic patterns stored in the source sheets.

How should I read the axes?

The axes indicate stronger areas of the instructional role and topics to explore in an interview. Green indicates a reasonable fit worth exploring and red calls for review before a decision.

Axis 1

High

Instruction and group presentation

100%

Strong in lesson structure, clear organization and classroom management.

Main strength

Axis 2

High

Learner relationships and belonging

95%

Builds connection, belonging and motivation through personal attention and boundaries.

Axis 3

High

Educational support and follow-through

100%

Maintains educational continuity through documentation, feedback, tracking and follow-through.

Axis 4

High

Mentoring and coaching

88%

Strong in project guidance, quietening, independence and teamwork.

Axis 5

High

Openness to learning and professional development

76%

Open to learning, feedback, reflection and professional growth.

Needs review

Full candidate report

Scores, profiles, axis strengths and an overall summary in one view.

Assessment area breakdown

Axis and profiles

Interview questions

HR notes and behavioral responses

Questionnaire answers

Full questions and answers

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CANDIDATE REPORT

Candidate report

Benjamin Ross

+1 202-555-0112 - benjamin.ross@example.test

QUESTIONNAIRE ANSWERS

Candidate questionnaire answers

Each question includes use axis weights, review points and diagnostic patterns stored in the source sheets.

Instruction and group presentation

1. Starting a lesson and preparing the learning environment

Full question

The lesson starts in a minute. Learners are already arriving, but the board is full, the chairs are out of place. What would you most naturally do?

Selected answer

Ask two learners to help prepare the classroom and make this a shared start to the lesson.

Mapping

INQUIRY +1, FRAME +1

Diagnostic meaning

Treats the class as a partner. Supports belonging and participation, but requires calm authority.

Instruction and group presentation

2. Introducing a new topic

Full question

You are introducing a new programming topic, such as loops, conditions, or functions. What matters most to you in the first few minutes?

Selected answer

They try something small and intriguing before the full explanation.

Mapping

ENERGY +2

Diagnostic meaning

Sparks curiosity through experience. Suits energetic classes and project work.

Questionnaire answers

See the original answers and how they map to competencies.

PROFILE TYPES

Profile breakdown by axis

Each type includes a professional explanation from the source data, including its meaning for recruitment and what to examine in the interview.

Axis 1

100% high

Instruction and group presentation

Strong in lesson structure, clear explanation and classroom management.

Builds understanding

30% of the axis - 4/12 internal

CLARITY

Sparks curiosity

20% of the axis - 7/10 internal

ENERGY

Maintains structure

25% of the axis - 8/10 internal

FRAME

Facilitates through ques

20% of the axis - 4/10 internal

THINK

Profile breakdown by axis

A clear view of each axis, with strengths and detailed interpretation.

RISK REVIEW

Review and development points

A point to review is not a rejection. It means the issue should be explored in an interview or simulation.

Review point 1

Flexible, but a drastic change without diagnosis may be reactive.

Review point 2

Building strengths matters, but may avoid an area of difficulty.

Review and development points

Areas for development or closer review remain visible.

INSIDE THE CANDIDATE REPORT

All the key information, in one structured view.



Scores

Weighted, questionnaire and interview scores.



Profiles

Primary and secondary profile interpretation.



Axes

Strengths across all assessment axes.



Answers

Original questionnaire answers with mapping.



Review points

Development areas and closer review flags.



Interview notes

HR notes and behavioral responses.



TURN ANSWERS INTO INSIGHT

The score is only the start

The platform turns assessment findings into candidate-specific interview prompts, practical scenarios, and review topics for HR.

Based on the candidate's answer patterns and assessment results, the system recommends what to explore next — so you can go beyond the score and have a deeper, more meaningful conversation.



WHY THIS MATTERS

The system helps HR ask more relevant questions instead of relying only on intuition, leading to fairer, deeper and more consistent interviews.

INTERVIEW QUESTIONS

Focused interview questions

Each question is scored across five dimensions; the overall score also reflects how many questions were answered.

Detailed explanation

What would you like to see?
Start with the priorities without scrolling through the whole list.

High risk 1

Simulations 1

Low risk 3

All 4

Simulation 4

RISK high

Openness to learning and professional development

Run a short simulation: "I am your coordinator. I observed your lesson and noticed three things: your explanation was good, but you did not check understanding; two quiet learners did not participate at all; and the lesson had no closing summary. How do you respond, and what will you do next lesson?" Check whether the candidate becomes defensive or asks for an example; chooses a concrete improvement; sees feedback as information rather than a threat; and speaks in terms of growth rather than blame.

Read more

Physical / behavioral response while answering

Pauses before answering

Answers quickly

Unsure how to answer

Shows enthusiasm

Appears embarrassed

Choose an observed response during the interview to see what it may indicate. You can save without a written comment.

Answer assessment

Rate each dimension from 1 to 10. The calculated score updates immediately.

Originality and independent thinking

Structure and organization

Detail and examples

Judgment and situational fit

Openness to learning and reflection

Question score 0.0 0%

Interviewer comments for this question

Record what the candidate said, an example, a point to explore or a brief summary...

Focused interview questions

Candidate-specific prompts, simulations, behavioral observations, answer assessment and interviewer notes.

RISK REVIEW

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Review and development points

Key areas to explore based on the candidate's answers and assessment results.

QUESTIONNAIRE ANSWERS

Candidate questionnaire answers

Each question includes its full wording, selected answer and diagnostic mapping. Line breaks from the Google Sheet are preserved.

Instruction and group presentation

1. Starting a lesson and preparing the learning environment

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Selected answer

They try something small and intriguing before the full explanation.

Mapping

ENERGY +2

Diagnostic meaning

Sparks curiosity through experience. Suits energetic classes and project work.

Answers behind the prompt

See the candidate's full answers, mappings and diagnostic meaning for each question.

Full candidate report

Review, HR notes, interview questions and printing

Back to administration

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Sign out

Language

English

Assessment area breakdown

Areas and profiles

Interview questions

HR notes and behavioral responses

Questionnaire answers

Full questions and answers

Connected to the candidate report

All interview prompts and review points are linked to the full candidate report.

KEY INSIGHTS



Interview prompts

Personalized questions based on the candidate's answers and assessment results.



Practical simulations

Realistic scenarios to explore how the candidate might respond in practice.



Behavioral observations

Guidance on what to look for during the conversation, with observable indicators.



Interviewer notes

Record your observations, examples and next steps in one place.

WHAT FOLLOW-UP CAN INCLUDE

Turn insight into a more meaningful interview.



Clarify a risk

Explore areas that need more evidence.



Test a scenario

Use a simulation to see how the candidate responds.



Record observations

Capture behavior, examples and key quotes.



Rate response quality

Use structured scoring across key dimensions.



Save interview context

Keep notes and results linked to the candidate report.



TURN ANSWERS INTO INSIGHT

A complete HR review workspace

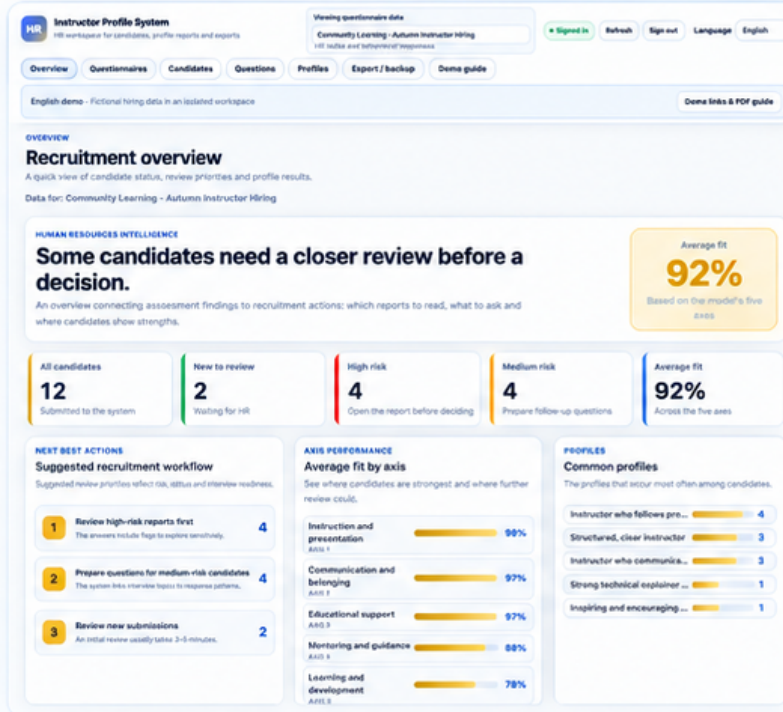
From campaign setup to candidate prioritization and detailed reports, the platform keeps the recruitment workflow connected.

HR can filter and review candidates, see assessment results at a glance, open detailed reports, and manage questionnaires and hiring campaigns — all in one place. The system brings together candidate data, profiles, interview readiness and reporting tools to support confident, evidence-based decisions.



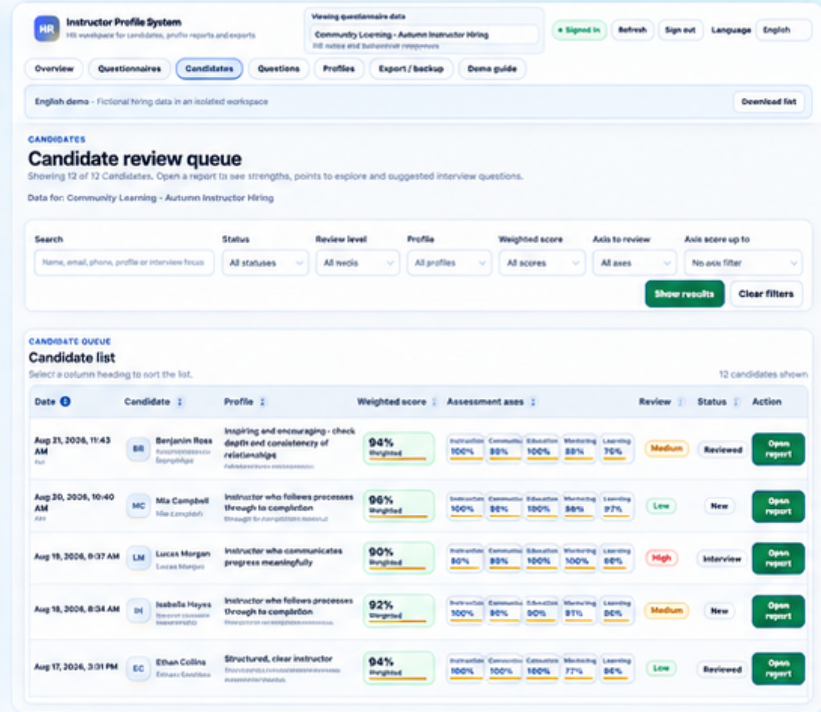
WHAT HR CAN DO

Prioritize who needs attention, open each candidate report, review evidence, and keep the interview workflow connected to the initial assessment.



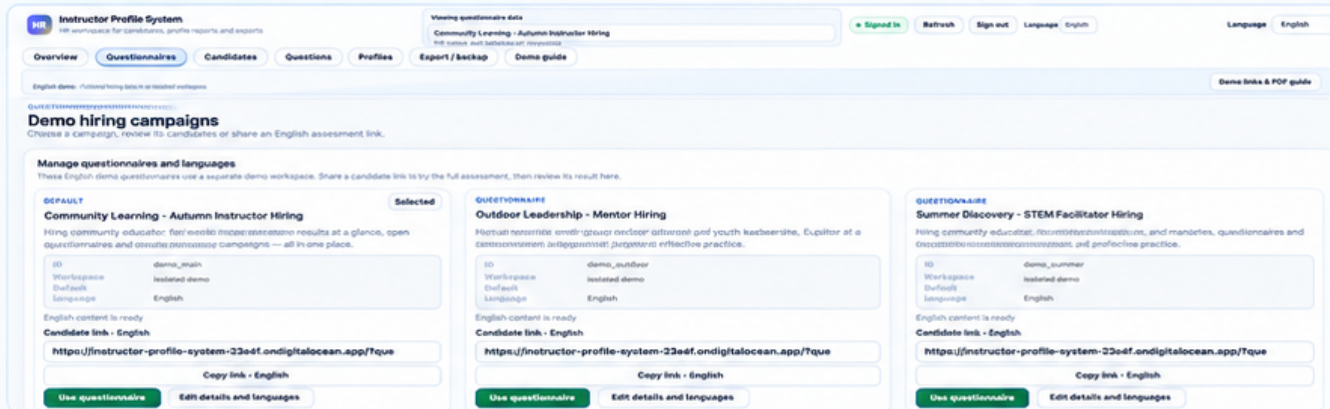
Recruitment overview

Key statistics, candidate status, review priorities and profile results at a glance.



Candidate review queue

Filter, sort and prioritise candidates. Open detailed reports and see assessment results.



Questionnaire and campaign management

Create and manage hiring campaigns. Use and share questionnaires across different roles.

KEY BENEFITS

From setup to decision, all in one place

PLATFORM SCOPE

A connected recruitment workflow



Candidate filters

Find the right candidates quickly



Review priorities

Focus on who needs attention



Status tracking

See progress across the recruitment workflow



Detailed reports

Open, review and print full reports



PDF and export workflows

Download, export and share in bulk



Campaigns

Set up hiring campaigns



Questionnaires

Create and manage assessments



Candidates

Review and prioritize



Profiles

See strengths and patterns



Interviews

Prepare and follow up



Reports

Download, print and share