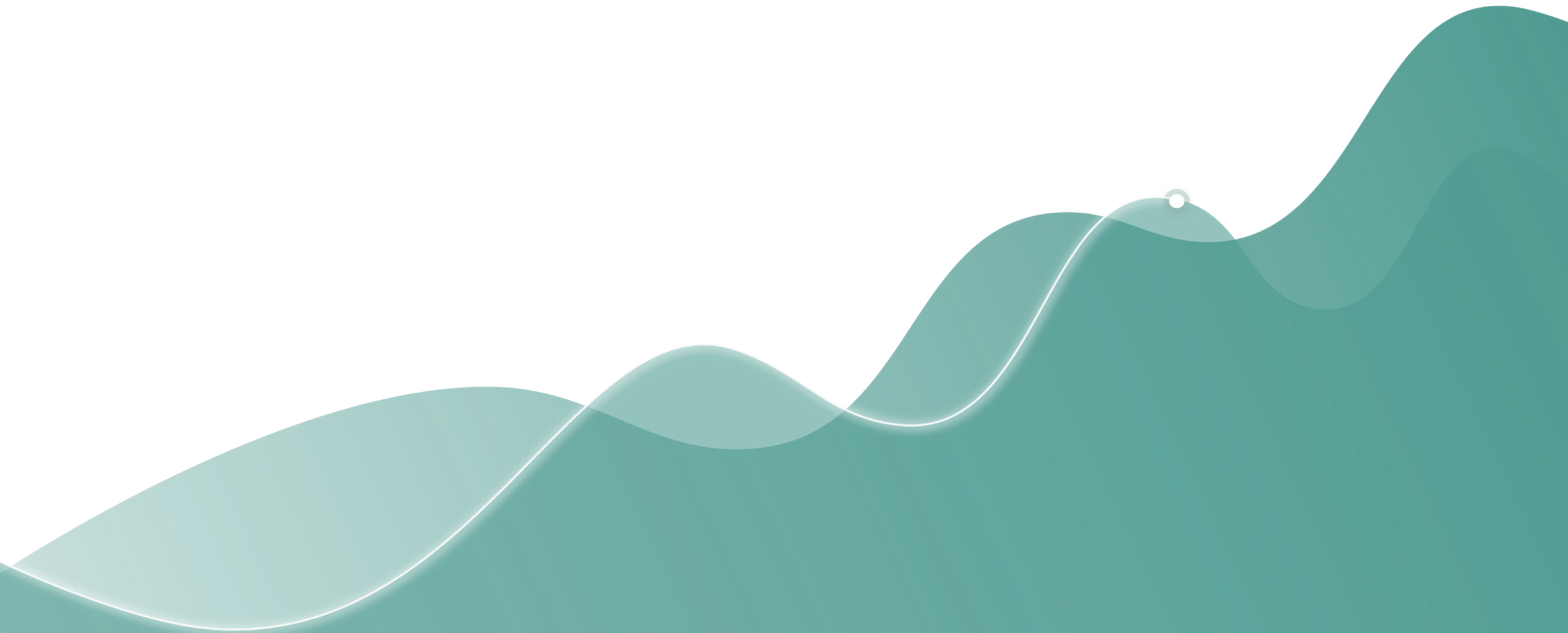


ValueMatrix.Ai

Candidate Assessment Platform



STEP 1

CleverTap posts a job opening.

The hiring manager at CleverTap posts a job opening for the position of SDE - III and define candidate pods.

+ Post a job

Dashboard

Profile

Jobs

Company Users

✓ Job details
Enter the job details

✓ Eligibility criteria
Define the eligibility criteria

✓ Job Invitation
Send out the invitations

✓ Screening question
Enter the screening questions

✓ Data masking
Define data masking

✓ Remuneration & pay range
Define remuneration & pay range

✓ Define rounds
Define rounds and sessions

✓ Team Definition
Create a pod for team dynamics

Job title

SDE - III

1/8

Job description

Type something here...

aA 🔗

Job location

Type something here...

Location type

☐ Remote ☐ Hybrid ☒ On-site

Job type

☒ Full time ☐ Part time ☐ Internship ☐ Freelance

Application open till

Select a date



Candidates required

Enter a number

Next ➡

+ Post a job

Dashboard

Profile

Jobs

Company Users

- ✓ Job details
Enter the job details
- ✓ Eligibility criteria
Define the eligibility criteria
- ✓ Job Invitation
Send out the invitations
- ✓ Screening question
Enter the screening questions
- ✓ Data masking
Define data masking
- ✓ Remuneration & pay range
Define remuneration & pay range
- ✓ Define rounds
Define rounds and sessions
- ✓ Team Definition
Create a pod for team dynamics

Pods

8/8

+ Create pod

Create a pod to check team compatibility and balance

← Previous

Save draft

Next →

Pod Management System



Add Colleague

[+ Add colleague](#)

Colleague

[All](#)[Tagged](#)[Untagged](#)

Prashant Nikam
Senior Manager - Tech

Reporting Manager **50%**



Rahul Batheja
Staff Engineer

Team Lead **30%**



Sidharth Malik
CEO

Critical **20%**



Siddharth Jain
Data Scientist

Critical **20%**



Aishwarya Nanna
iOS Developer

Critical **20%**



Satyajit Ghosh
Software Engineer

Critical **20%**



Valeri Tsolov
Senior Architect

Critical **20%**



Jhanvi Chaudhary
Software Engineer

Critical **20%**



Aditya Tandon
Senior Software Engineer

Critical **20%**



Tony Abraham
Application Developer

Non-critical **10%**



Urmi Shah
UX Writer

Non-critical **10%**



Pods

[Candidate](#)[Other](#)

Create a pod

[Customise weight-age](#)

Drag and drop colleague to the pod
Add up to 20 employees

[Save pod](#)

Pod Management System



Add Colleague



+ Add colleague

Colleague

All

Tagged

Untagged

☐  Prashant Nikam
Senior Manager - Tech

Report

☐  Prashant Nikam
Senior Manager - Tech

Reporting Manager

50%

☐  Rahul Batheja
Staff Engineer

Team Lead

30%

☐  Sidharth Malik
CEO

Critical

20%

☐  Siddharth Jain
Data Scientist

Critical

20%

☐  Aishwarya Nanna
iOS Developer

Critical

20%

☐  Satyajit Ghosh
Software Engineer

Critical

20%

☐  Valeri Tsolov
Senior Architect

Critical

☐  Jhanvi Chaudhary
Software Engineer

Reporting Manager

50%



Team Lead

30%

☐  Aditya Tandon
Senior Software Engineer

Critical

20%



Non-critical

10%



Reportee

10%



+ Add custom tag

☐  Tony Abraham
Application Developer☐  Urmi Shah
UX Writer

Non-critical

10%



Pods

Candidate

Other



Create a pod

Customise weight-age



Rahul Batheja

Team Lead

100%



Reporting Manager

50%



Add 4 more members to build a better team

Save pod

Drag and drop
members remove

Pod Management System



Add Colleague

[+ Add colleague](#)

Colleague

All

Tagged

Untagged



Prashant Nikam
Senior Manager - Tech

Reporting Manager 50%



Rahul Batheja
Staff Engineer

Team Lead 30%



Sidharth Malik
CEO

Critical 20%



Siddharth Jain
Data Scientist

Critical 20%



Aishwarya Nanna
iOS Developer

Critical 20%



Satyajit Ghosh
Software Engineer

Critical 20%



Valeri Tsolov
Senior Architect

Critical 20%



Jhanvi Chaudhary
Software Engineer

Critical 20%



Aditya Tandon
Senior Software Engineer

Critical 10%



Tony Abraham
Application Developer

Non-critical 10%



Urmi Shah
UX Writer

Non-critical 10%



Pods

Candidate

Other



Create a pod

[Customise weight-age](#)

Prashant Nikam
Senior Manager - Tech

Reporting Manager 31.25%



Rahul Batheja
Staff Engineer

Team Lead 18.75%



Satyajit Ghosh
Software Engineer

Critical 12.5%



Valeri Tsolov
Senior Architect

Critical 12.5%



Jhanvi Chaudhary
Software Engineer

Critical 12.5%



Aditya Tandon
Senior Software Engineer

Critical 12.5%

[Save pod](#)

< Back

Reset

	Prashant Nikam Senior Manager - Tech	Reporting Manager	31.25		
	Rahul Batheja Staff Engineer	Team Lead	18.75%		
	Satyajit Ghosh Software Engineer	Critical	12.5%		
	Valeri Tsolov Senior Architect	Critical	12.5%		
	Jhanvi Chaudhary Software Engineer	Critical	12.5%		
	Aditya Tandon Senior Software Engineer	Critical	12.5%		

Save weightages

Create a pod

Customise weight-age

	Prashant Nikam Senior Manager - Tech	Reporting Manager	31.25%	
	Rahul Batheja Staff Engineer	Team Lead	18.75%	
	Satyajit Ghosh Software Engineer	Critical	12.5%	
	Valeri Tsolov Senior Architect	Critical	12.5%	
	Jhanvi Chaudhary Software Engineer	Critical	12.5%	
	Aditya Tandon Senior Software Engineer	Critical	12.5%	

Save pod

Pod Management System



Add Colleague



Colleague

All

Tagged

Untagged



Prashant Nikam
Senior Manager - Tech

Reporting Manager

60%



Rahul Batheja

Team Lead

30%



Pods

Candidate

Other



Create a pod

Customise weight-age



Prashant Nikam
Senior Manager - Tech

Reporting Manager

31.25%



Rahul Batheja
Staff Engineer

Team Lead

18.75%



Critical

12.5%



Critical

12.5%



Critical

12.5%



Critical

12.5%



Enter pod name and function



Executive Leadership

Quality Assurance (QA) and Testing

Project Management

Technology and Development

Infrastructure and Operations

Information Security

Data and Analytics

+ Post a job

Dashboard

Profile

Jobs

Company Users

- ✓ Job details
Enter the job details
- ✓ Eligibility criteria
Define the eligibility criteria
- ✓ Job Invitation
Send out the invitations
- ✓ Screening question
Enter the screening questions
- ✓ Data masking
Define data masking
- ✓ Remuneration & pay range
Define remuneration & pay range
- ✓ Define rounds
Define rounds and sessions
- ✓ Team Definition
Create a pod for team dynamics

Pods

8/8

Dev Pod

Technology and Development



Product

Product Management



Quality Assurance

Quality Assurance



Design

Design



← Previous

Save draft

Next →

STEP 2

CleverTap reviews job applicants.

The hiring manager at CleverTap chooses a job listing and examines its details.

+ Post a job

Dashboard

Profile

Jobs

Company Users

Live Pending Closed

Job role		Location	Level	Type	
	Product Designer	Bangalore, India (On-site)	Entry Level	Full-Time	2 days ago
	Product Manager	Bangalore, India (Remote)	Expert	Full-Time	2 days ago
	SDE-III	Bangalore, India (Remote)	Intermediate	Full-Time	View details
	Full Stack Developer	Bangalore, India (Hybrid)	Intermediate	Full-Time	4 days ago

+ Post a job

- Dashboard
- Profile
- Jobs
- Company Users

< Back

Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate

Customize view Define weight-age

View interview status

Name	Cultural Match	Team Dynamics	Cognitive Match	Technical Rating	Talent Match	Candidate Source	
Anshul Sethi Software Engineer	Required credits: 2 Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
Shivam Monga SDE - II	Pull report	Pull report	Invite	Invite	Not Enough Data	Added	
Himanshu Kumar Senior Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Recommended	
Aman Sikri SDE-III	Pull report	Pull report	Invite	Invite	Not Enough Data	Added	
Shubham Kapoor Principal Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Added	
Mohit Gulati Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	
Tarun Mishra Senior Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	
Aditya Mehta Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
Stuti Garg	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	

[+ Post a job](#)[< Back](#)[Main view](#)[Tag view](#)[Team dynamics](#)[+ Add candidates](#)[Dashboard](#)[Profile](#)[Jobs](#)[Company Users](#)

Candidates • 200

Search candidate

Customize view

Define weight-age

[View interview status](#)

Name	Cultural Match	Team Dynamics	Cognitive Match	Technical Rating	Talent Match	Candidate Source	
 Anshul Sethi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Shubham Kapoor Principal Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Added	
 Mohit Gulati Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Recommended	
 Tarun Mishra Senior Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Added	
 Aditya Mehta Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Added	
 Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	
 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	
 Stuti Garg Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Stuti Garg Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Stuti Garg Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Stuti Garg Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	

Pull Anshul Sethi's cultural report



Are you sure you want to proceed?

Required credits: 2 | Available credits: 100

[Cancel](#)[Confirm](#)

+ Post a job

- Dashboard
- Profile
- Jobs
- Company Users

< Back

Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate

Customize view

Define weight-age



View interview status

↕ Name	↕ Cultural Match	↕ Team Dynamics	↕ Cognitive Match	↕ Technical Rating	↕ Talent Match	↕ Candidate Source	
 Anshul Sethi Software Engineer	High +	 Pull report	Invite	Invite	High*** +	Self applied	
 Shivam Monga SDE - II	High	 Pull report	Invite	Invite	High***	Added	
 Himanshu Kumar Senior Software Engineer	High	 Pull report	Invite	Invite	High***	Select ▼	
 Aman Sikri SDE-III	Mid	 Pull report	Invite	Invite	Mid***	Added	
 Shubham Kapoor Principal Software Engineer	Mid	 Pull report	Invite	Invite	Mid***	Added	
 Mohit Gulati Software Engineer	Low	 Pull report	Invite	Invite	Low***	VM Sourced	
 Tarun Mishra Senior Software Engineer	Low	 Pull report	Invite	Invite	Low***	VM Sourced	
 Aditya Mehta Software Engineer	Low	 Pull report	Invite	Invite	Low***	Self applied	
 Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Stuti Garg	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	

+ Post a job

- Dashboard
- Profile
- Jobs
- Company Users

< Back

Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate



Manage pods

Name



Anshul Sethi
Software Engineer

VM Lite



Self Applied



Shivam Monga
SDE - II

VM Lite



Added



Himanshu Kumar
Senior Software Engineer

VM Lite



Recommended



Aman Sikri
SDE-III

VM Lite



Added



Shubham Kapoor
Principal Software Engineer

VM Pro



Added



Mohit Gulati
Software Engineer

VM Lite



VM Sourced



Tarun Mishra
Senior Software Engineer

VM Lite



VM Sourced



Aditya Mehta
Software Engineer

VM Lite



Self Applied

Ashish Dwar...



RECOMMENDED

Himanshu Kumar
Senior Software Engineer

Select



VM Lite report

Current organisation vs. CleverTap

My organization

Current organisation



CleverTap

80%



Accenture

84%

Cultural match within CleverTap

Comparable title

80%

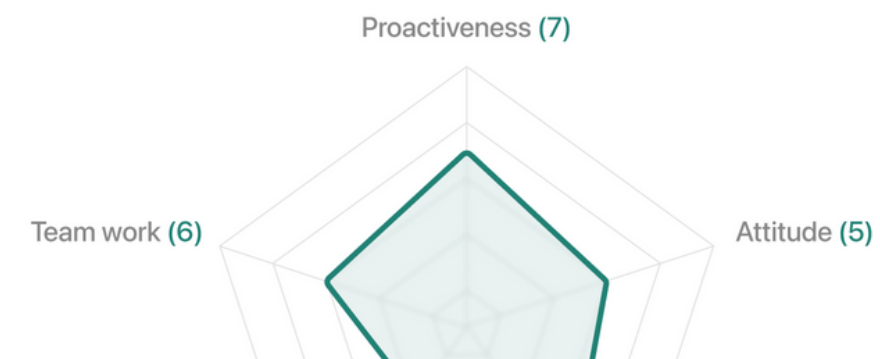
Comparable experiences

85%

Recent hiring

80%

General insights



STEP 3

Manage pods

The hiring manager selects the candidate pod to evaluate the team dynamics between the candidate and their colleagues from manage pods.

+ Post a job

- Dashboard
- Profile
- Jobs
- Company Users

< Back

Main view Tag view Team dynamics

Candidates • 200

Search candidate



Manage pods

Name



Anshul Sethi
Software Engineer
VM Pro Interview • 3



Self Applied



Shivam Monga
SDE - II
VM Lite



Added



Himanshu Kumar
Senior Software Engineer
VM Lite VM Pro



Recommended



Aman Sikri
SDE-III
VM Lite Interview • 3



Added



Shubham Kapoor
Principal Software Engineer
VM Pro Interview • 3



Added



Mohit Gulati
Software Engineer
VM Lite VM Pro



VM Sourced



Tarun Mishra
Senior Software Engineer
VM Lite



VM Sourced



Aditya Mehta
Software Engineer
VM Lite



Self Applied

Achish Power

RECOMMENDED

Himanshu Kumar
Senior Software Engineer

+ C

Create a pod to check te

Manage pods • 4



Select a pod

+ Create pod

Search

Dev Pod

Technology and De..



Product

Product Management



Quality Assurance

Quality Assurance

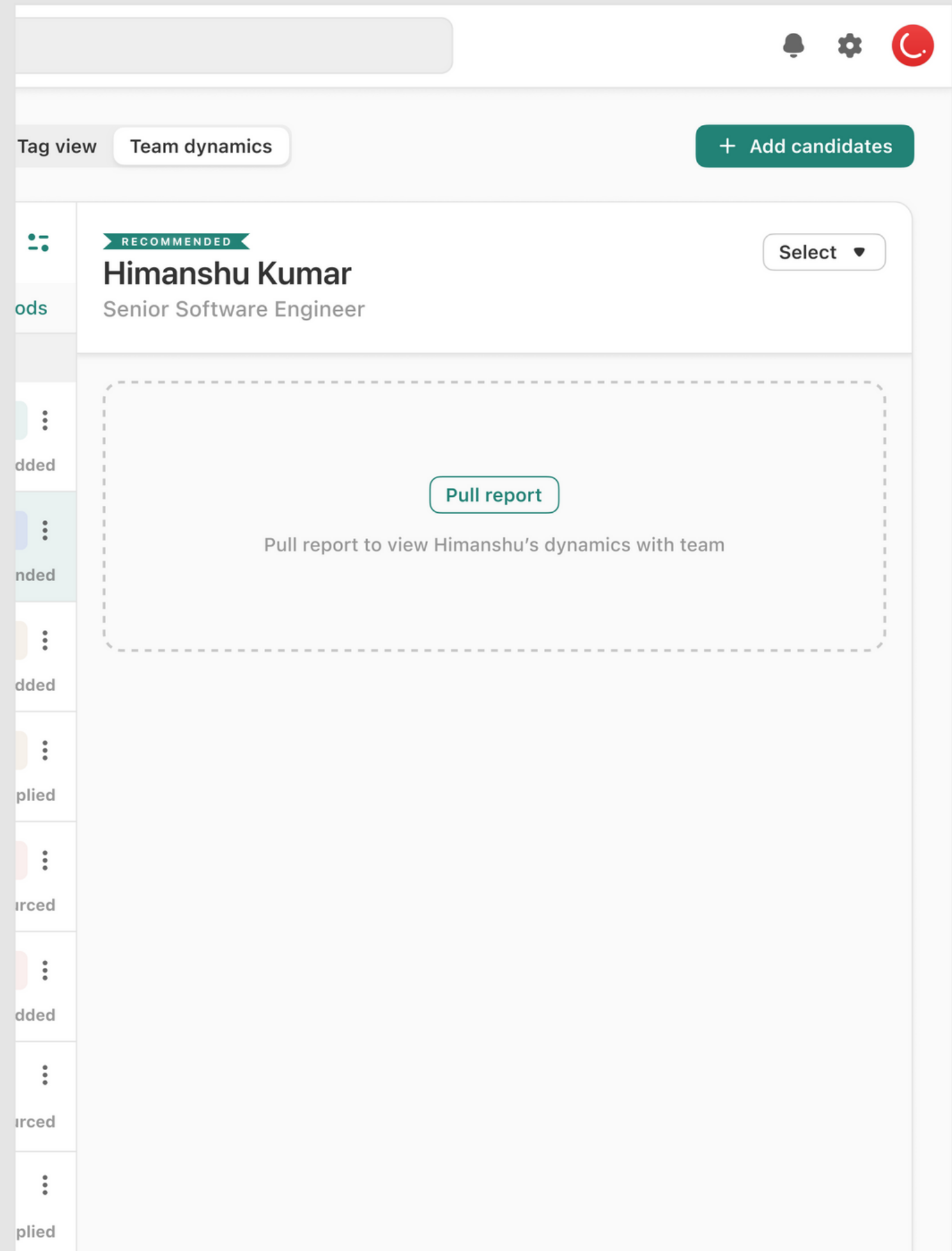
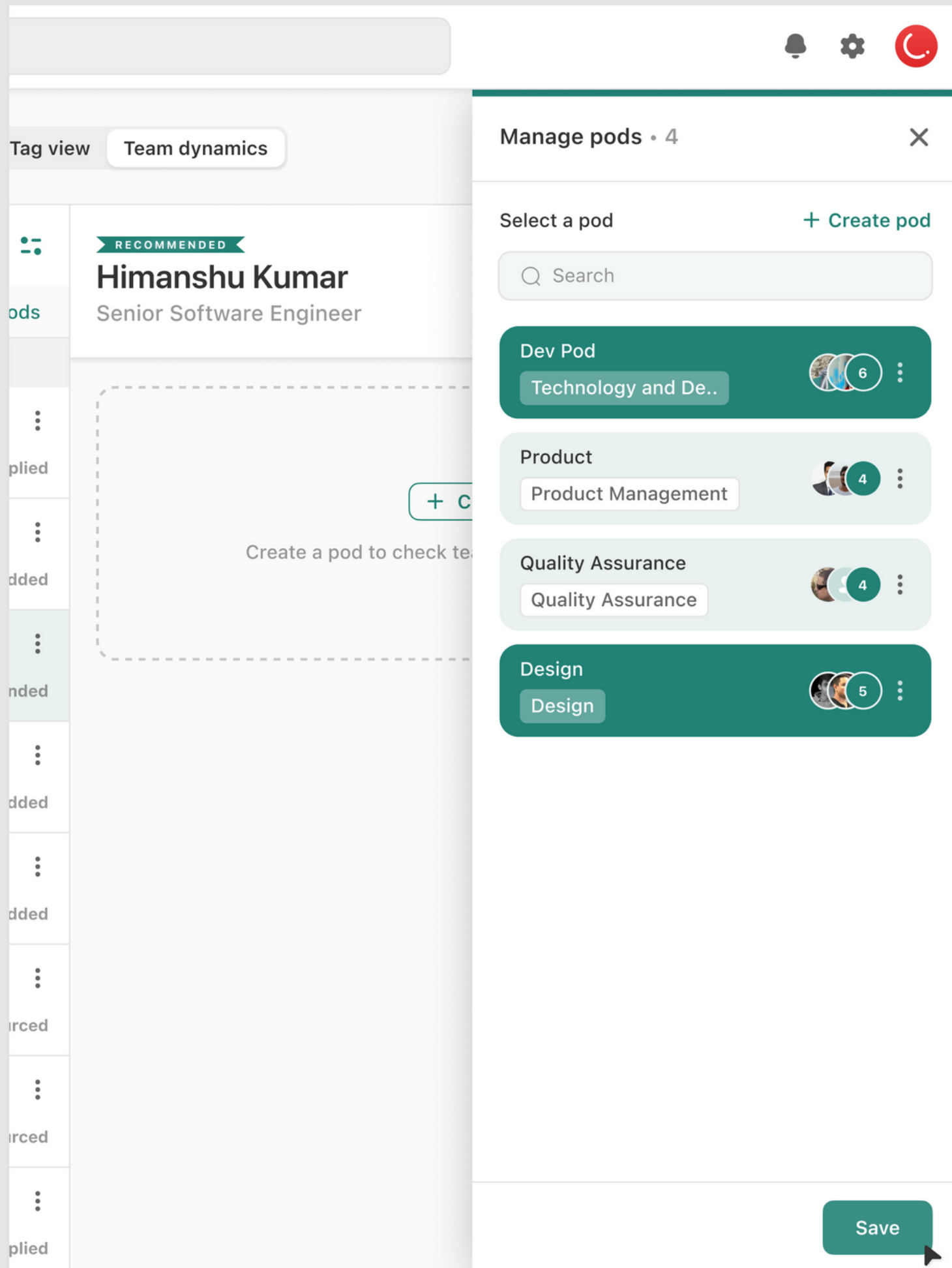


Design

Design



Save



STEP 4

Company proceeds to evaluate dynamics within teams.

Using an advanced pod management system, the hiring manager forms candidate pods to evaluate team balance and assess candidate compatibility.

+ Post a job

- Dashboard
- Profile
- Jobs
- Company Users

< Back

Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate

Customize view Define weight-age

View interview status

Name	Cultural Match	Team Dynamics Required credits: 4	Cognitive Match	Technical Rating	Talent Match	Candidate Source	
 Anshul Sethi Software Engineer	High +	Pull report	Invite	Invite	High*** +		Select ▾ ⋮
 Shivam Monga SDE - II	High	Pull report	Invite	Invite	High***	Added	
 Himanshu Kumar Senior Software Engineer	High	Pull report	Invite	Invite	High***	Recommended	
 Aman Sikri SDE-III	Mid	Pull report	Invite	Invite	Mid***	Added	
 Shubham Kapoor Principal Software Engineer	Mid	Pull report	Invite	Invite	Mid***	Added	
 Mohit Gulati Software Engineer	Low	Pull report	Invite	Invite	Low***	VM Sourced	
 Tarun Mishra Senior Software Engineer	Low	Pull report	Invite	Invite	Low***	VM Sourced	
 Aditya Mehta Software Engineer	Low	Pull report	Invite	Invite	Low***	Self applied	
 Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Stuti Garg	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	

ValueMatrix

Search

Post a job

Dashboard

Profile

Jobs

Company Users

Back

Main viewTag viewTeam dynamics

Add candidates

Candidates • 200

Search candidate

Customize viewDefine weight-age

View interview status

Name	Cultural Match	Team Dynamics	Cognitive Match	Technical Rating	Talent Match	Candidate Source	
 Anshul Sethi Software Engineer	High +	Pull report	Invite	Invite	High*** +	Self Applied	
 Shubham Kapoor Principal Software Engineer	Mid	Pull report	Invite	Invite	Mid***	Added	
 Mohit Gulati Software Engineer	Low	Pull report	Invite	Invite	Low***	VM Sourced	
 Tarun Mishra Senior Software Engineer	Low	Pull report	Invite	Invite	Low***	VM Sourced	
 Aditya Mehta Software Engineer	Low	Pull report	Invite	Invite	Low***	Self applied	
 Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Stuti Garg Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	

Pull Anshul Sethi's team dynamics report

Are you sure you want to proceed?

Required credits: 4 | Available credits: 84

Cancel

Confirm

+ Post a job

- Dashboard
- Profile
- Jobs
- Company Users

< Back

Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate

Customize view Define weight-age

View interview status

Name	Cultural Match	Team Dynamics	Cognitive Match	Technical Rating	Talent Match	Candidate Source	
 Anshul Sethi Software Engineer	High +	Mid	Invite	Invite	High**	Self applied	
 Shivam Monga SDE - II	High	High	Invite	Invite	High**	Added	
 Himanshu Kumar Senior Software Engineer	High	High +	Invite	Invite	High**	Select ▼	
 Aman Sikri SDE-III	Mid	Mid	Invite	Invite	Mid**	Added	
 Shubham Kapoor Principal Software Engineer	Mid	Low	Invite	Invite	Low**	Added	
 Mohit Gulati Software Engineer	Low	Low	Invite	Invite	Low**	VM Sourced	
 Tarun Mishra Senior Software Engineer	Low	Pull report	Invite	Invite	Low***	VM Sourced	
 Aditya Mehta Software Engineer	Low	Pull report	Invite	Invite	Low***	Self applied	
 Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Stuti Garg	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	

+ Post a job

- Dashboard
- Profile
- Jobs
- Company Users

< Back

Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate



Manage pods

Name



Anshul Sethi
Software Engineer
VM Lite



Self Applied



Shivam Monga
SDE - II
VM Lite



Added



Himanshu Kumar
Senior Software Engineer
VM Lite



Recommended



Aman Sikri
SDE-III
VM Lite



Added



Shubham Kapoor
Principal Software Engineer
VM Pro



Added



Mohit Gulati
Software Engineer
VM Lite



VM Sourced



Tarun Mishra
Senior Software Engineer
VM Lite



VM Sourced



Aditya Mehta
Software Engineer
VM Lite



Self Applied

Ashish Dwar...

RECOMMENDED

Himanshu Kumar
Senior Software Engineer

Select X

VM Lite report Team Dynamics

Team Balance

Adding Himanshu Kumar to the team may impact overall balance **Positively**

Compatibility

High +



Dev Pod Technology and Development

Design Design

Compatibility

High +



Dev Pod Design



Prashant Nikam
Senior Manager - Tech

Reporting Manager 31.25%

High +

STEP 5

Invites candidates to engage in gaming activities.

The hiring manager invites candidates to participate in our unique games to assess their cognitive abilities.

+ Post a job

- Dashboard
- Profile
- Jobs
- Company Users

< Back

Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate

Customize view Define weight-age

View interview status

Name	Cultural Match	Team Dynamics	Cognitive Match Required credits: 5	Technical Rating	Talent Match	Candidate Source	
 Anshul Sethi Software Engineer	High +	Mid	Invite	Invite	High**		Select ▾ ⋮
 Shivam Monga SDE - II	High	High	Invite	Invite	High**	Added	
 Himanshu Kumar Senior Software Engineer	High	High +	Invite	Invite	High**	Recommended	
 Aman Sikri SDE-III	Mid	Mid	Invite	Invite	Mid**	Added	
 Shubham Kapoor Principal Software Engineer	Mid	Low	Invite	Invite	Low**	Added	
 Mohit Gulati Software Engineer	Low	Low	Invite	Invite	Low**	VM Sourced	
 Tarun Mishra Senior Software Engineer	Low	Pull report	Invite	Invite	Low***	VM Sourced	
 Aditya Mehta Software Engineer	Low	Pull report	Invite	Invite	Low***	Self applied	
 Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Stuti Garg	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	

[+ Post a job](#)[< Back](#)[Main view](#)[Tag view](#)[Team dynamics](#)[+ Add candidates](#)[Dashboard](#)[Profile](#)[Jobs](#)[Company Users](#)

Candidates • 200

Search candidate

Customize view

Define weight-age

[View interview status](#)

Name	Cultural Match	Team Dynamics	Cognitive Match	Technical Rating	Talent Match	Candidate Source	
 Anshul Sethi Software Engineer	High +	Mid	Invite	Invite	High**		Select ▼
 Shubham Kapoor Principal Software Engineer	Mid	Low	Invite	Invite	Low**	Added	
 Mohit Gulati Software Engineer	Low	Low	Invite	Invite	Low**	Recommended	
 Tarun Mishra Senior Software Engineer	Low	Pull report	Invite	Invite	Low***	Added	
 Aditya Mehta Software Engineer	Low	Pull report	Invite	Invite	Low***	Added	
 Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Low***	VM Sourced	
 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Low***	VM Sourced	
 Stuti Garg Software Engineer	Pull report	Pull report	Invite	Invite	Low***	Self applied	
 Anshul Sethi Software Engineer	Pull report	Pull report	Invite	Invite	Low***	Self applied	
 Shubham Kapoor Principal Software Engineer	Pull report	Pull report	Invite	Invite	Low***	Self applied	
 Mohit Gulati Software Engineer	Pull report	Pull report	Invite	Invite	Low***	Self applied	

Invite Anshul Sethi to play cognitive games



Are you sure you want to proceed?

Required credits: 5 | Available credits: 60

[Cancel](#)[Invite](#)

Dilemma

powered by **Value Matrix**

In this task, you will be appointed as the captain of a village. You will have to settle a dispute by considering facts, opinions, and solutions.



Start ▶

FlipMe

powered by Value Matrix

ColorMeTrue

powered by **Value Matrix**

Instructions

This game has two chapters, both require you to understand the instructions and follow them through.

You will be playing each chapter twice

Chapters	Time
2	60s

START GAME

+ Post a job

- Dashboard
- Profile
- Jobs
- Company Users

< Back

Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate

Customize view Define weight-age

View interview status

Name	Cultural Match	Team Dynamics	Cognitive Match	Technical Rating	Talent Match	Candidate Source	
 Anshul Sethi Software Engineer	High +	Mid	High	Invite	High*	Self applied	
 Shivam Monga SDE - II	High	High	Mid	Invite	High*	Added	
 Himanshu Kumar Senior Software Engineer	High	High +	High +	Invite	High* +	Select ▼	⋮
 Aman Sikri SDE-III	Mid	Mid	Mid	Invite	Mid*	Added	
 Shubham Kapoor Principal Software Engineer	Mid	Low	Low	Invite	Low*	Added	
 Mohit Gulati Software Engineer	Low	Low	Invite	Invite	Low**	VM Sourced	
 Tarun Mishra Senior Software Engineer	Low	Pull report	Invite	Invite	Low***	VM Sourced	
 Aditya Mehta Software Engineer	Low	Pull report	Invite	Invite	Low***	Self applied	
 Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Stuti Garg	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	

[+ Post a job](#)[Dashboard](#)[Profile](#)[Jobs](#)[Company Users](#)[< Back](#)[Main view](#)[Tag view](#)[Team dynamics](#)[+ Add candidates](#)

Candidates • 200

Q Search candidate

[Manage pods](#)

Name

**Anshul Sethi**
Software Engineer

VM Lite VM Pro

Self Applied

**Shivam Monga**
SDE - II

VM Lite VM Pro

Added

**Himanshu Kumar**
Senior Software Engineer

VM Lite VM Pro

Recommended

**Aman Sikri**
SDE-III

VM Lite VM Pro

Added

**Shubham Kapoor**
Principal Software Engineer

VM Pro VM Pro

Added

**Mohit Gulati**
Software Engineer

VM Lite

VM Sourced

**Tarun Mishra**
Senior Software Engineer

VM Lite

VM Sourced

**Aditya Mehta**
Software Engineer

VM Lite

Self Applied

Ashish Dwar...

RECOMMENDED

Himanshu Kumar

Senior Software Engineer

Select



VM Lite report

Team Dynamics

VM Pro

Current organisation vs. CleverTap

My organization

Current organisation



CleverTap

80%



Accenture

84%

Cultural match within CleverTap

Data confidence: 75%

Comparable title

80%

Comparable experiences

85%

Recent hiring

80%

General insights

Proactiveness (7)

Team work (6)

Attitude (5)

STEP 6

Technical round invitation

After assessing team dynamics, the hiring manager moves forward with inviting the top candidates, identified through the updated talent match, to the interview.

+ Post a job

- Dashboard
- Profile
- Jobs
- Company Users

< Back

Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate

Customize view

Define weight-age



View interview status

Name	Cultural Match	Team Dynamics	Cognitive Match	Technical Rating	Talent Match	Candidate Source	
				Required credits: 10			
Anshul Sethi Software Engineer	High +	Mid	High	Invite	High*		Select ▾ ⋮
Shivam Monga SDE - II	High	High	Mid	Invite	High*	Added	
Himanshu Kumar Senior Software Engineer	High	High +	High +	Invite	High* +	Recommended	
Aman Sikri SDE-III	Mid	Mid	Mid	Invite	Mid*	Added	
Shubham Kapoor Principal Software Engineer	Mid	Low	Low	Invite	Low*	Added	
Mohit Gulati Software Engineer	Low	Low	Invite	Invite	Low**	VM Sourced	
Tarun Mishra Senior Software Engineer	Low	Pull report	Invite	Invite	Low***	VM Sourced	
Aditya Mehta Software Engineer	Low	Pull report	Invite	Invite	Low***	Self applied	
Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
Stuti Garg	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	

[+ Post a job](#)[< Back](#)[Main view](#)[Tag view](#)[Team dynamics](#)[+ Add candidates](#)[Dashboard](#)[Profile](#)[Jobs](#)[Company Users](#)

Candidates • 200

Search candidate

Customize view

Define weight-age

[View interview status](#)

Name	Cultural Match	Team Dynamics	Cognitive Match	Technical Rating	Talent Match	Candidate Source	
 Anshul Sethi Software Engineer	High +	Mid	High	Invite Required credits: 10	High*	Select ▾	
 Shubham Kapoor Principal Software Engineer	Mid	Low	Low	Invite	Low*	Added	
 Mohit Gulati Software Engineer	Low	Low	Invite	Invite	Low**	Recommended	
 Tarun Mishra Senior Software Engineer	Low	Pull report	Invite	Invite	Low***	Added	
 Aditya Mehta Software Engineer	Low	Pull report	Invite	Invite	Low***	Added	
 Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	
 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	
 Stuti Garg Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	

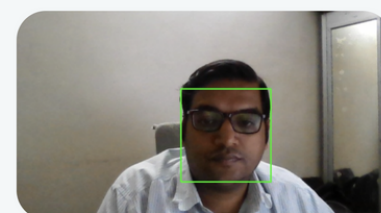
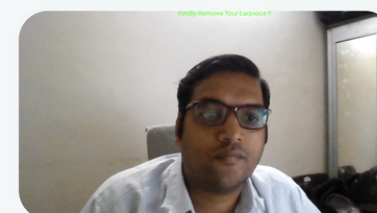
Invite Anshul Sethi for an interview



Are you sure you want to proceed?

Required credits: 10 | Available credits: 35

[Cancel](#)[Invite](#)



- ✓ Face Capture
- ✓ Gaze Tracking
- ✓ Person Detection
- ✓ Earpiece Detection

Ready to Join

The interview is taking longer than expected to commence. We apologize for any inconvenience caused.

-00:14:32

Play interactive games before your interview starts!

Play

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Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate

Customize view Define weight-age

View interview status

Name	Cultural Match	Team Dynamics	Cognitive Match	Technical Rating	Talent Match	Candidate Source	
 Anshul Sethi Software Engineer	High +	Mid	High	★★★★☆	Mid	Self Applied	
 Shivam Monga SDE - II	High	High	Mid	★★★★★	High	Added	
 Himanshu Kumar Senior Software Engineer	High	High +	High +	★★★★☆	High	Select ▼	
 Aman Sikri SDE-III	Mid	Mid	Mid	★★★★☆	Mid	Added	
 Shubham Kapoor Principal Software Engineer	Mid	Low	Low	Invite	Low*	Added	
 Mohit Gulati Software Engineer	Low	Low	Invite	Invite	Low**	VM Sourced	
 Tarun Mishra Senior Software Engineer	Low	Pull report	Invite	Invite	Low***	VM Sourced	
 Aditya Mehta Software Engineer	Low	Pull report	Invite	Invite	Low***	Self applied	
 Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Stuti Garg	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	

Post a job

- Dashboard
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Main view Tag view Team dynamics

Add candidates

Candidates • 200

Search candidate



Manage pods

Name



Anshul Sethi
Software Engineer

VM Lite VM Pro Feedback Report

Self Applied



Shivam Monga
SDE - II

VM Lite VM Pro Feedback Report

Added



Himanshu Kumar
Senior Software Engineer

VM Lite VM Pro Feedback Report

Recommended



Aman Sikri
SDE-III

VM Lite VM Pro Feedback Report

Added



Shubham Kapoor
Principal Software Engineer

VM Pro VM Pro

Added



Mohit Gulati
Software Engineer

VM Lite

VM Sourced



Tarun Mishra
Senior Software Engineer

VM Lite

VM Sourced



Aditya Mehta
Software Engineer

VM Lite

Self Applied

Ashish D...

RECOMMENDED

Himanshu Kumar
Senior Software Engineer

Select



VM Lite report

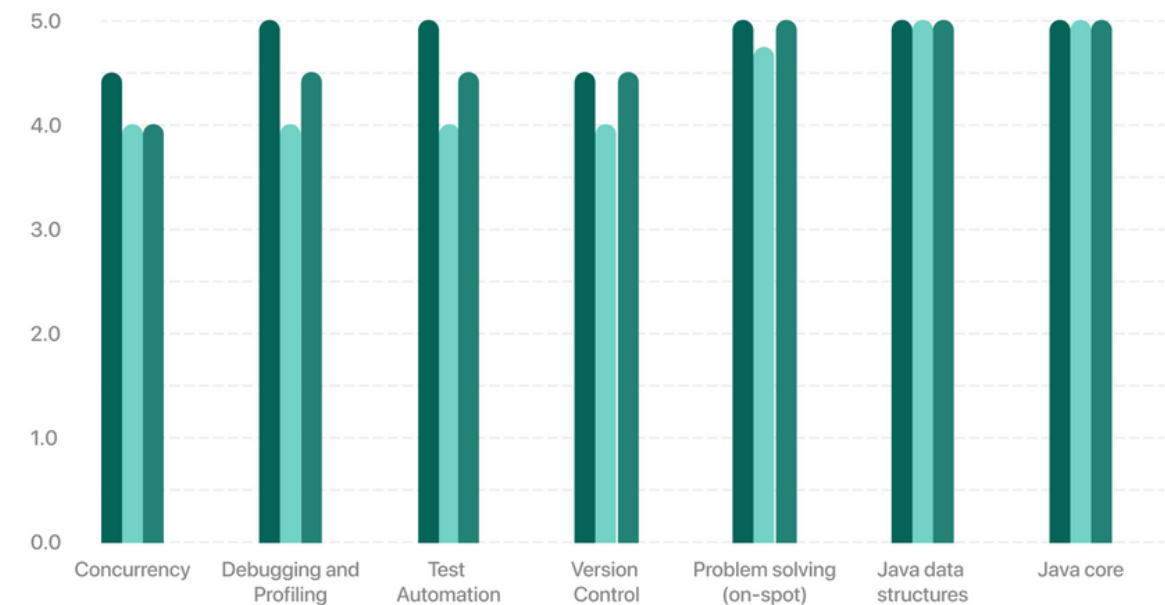
Team Dynamics

VM Pro

Feedback Report

Interview Ratings

Interviewer rating Required rating Self rating



Heimdall Baseline as per candidate

Browser	Chrome
Face	Detected
Earpiece	Detected & Fixed
Extra person	Detected & Fixed
Eye blink rate	Normal

STEP 7

Customizing evaluation criteria

Following the acquisition of all four reports, the hiring manager assigns specific weights to each report in alignment with the company's needs and sorts the updated talent match column.

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Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate

Customize view

Define weight-age

View interview status

Name	Cultural Match	Team Dynamics	Cognitive Match	Technical Rating	Talent Match	Candidate Source	
 Anshul Sethi Software Engineer	High +	Mid	High	★★★★☆	Mid	Self applied	
 Shivam Monga SDE - II	High	High	Mid	★★★★★	High	Added	
 Himanshu Kumar Senior Software Engineer	High	High +	High +	★★★★☆	High	Recommended	
 Aman Sikri SDE-III	Mid	Mid	Mid	★★★★☆	Mid	Added	
 Shubham Kapoor Principal Software Engineer	Mid	Low	Low	Invite	Low*	Added	
 Mohit Gulati Software Engineer	Low	Low	Invite	Invite	Low**	VM Sourced	
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 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite	Not Enough Data	Self applied	
 Stuti Garg	Pull report	Pull report	Invite	Invite	Not Enough Data	VM Sourced	

+ Post a job

- Dashboard
- Profile
- Jobs
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Main view Tag view Team dynamics

Candidates • 200

Search candidate

Customize view

Define weight-age

Name	Cultural Match	Team Dynamics	Cognitive Match	Technical Rating
 Anshul Sethi Software Engineer	High +	Mid	High	★★★★☆
 Shivam Monga SDE - II	High	High	Mid	★★★★★
 Himanshu Kumar Senior Software Engineer	High	High +	High +	★★★★★
 Aman Sikri SDE-III	Mid	Mid	Mid	★★★★☆
 Shubham Kapoor Principal Software Engineer	Mid	Low	Low	Invite
 Mohit Gulati Software Engineer	Low	Low	Invite	Invite
 Tarun Mishra Senior Software Engineer	Low	Pull report	Invite	Invite
 Aditya Mehta Software Engineer	Low	Pull report	Invite	Invite
 Ashish Pawar Software Engineer	Pull report	Pull report	Invite	Invite
 Prachi Tyagi Software Engineer	Pull report	Pull report	Invite	Invite
 Stuti Garg	Pull report	Pull report	Invite	Invite

Edit weightage



Predefined weightage

1 2 3 4

VM Recommended

1 2 3 4

Tech First

Customize weightage

View saved

1 2 3 4

25% 25% 25% 25%

Save proportion

STEP 8

Tagging candidates

The hiring manager utilizes both predefined and custom tags to label candidates, enhancing their categorization.

View interview status

Technical Rating	Talent Match	Candidate Source	
★★★★★	Mid	Recommended	
★★★★★	High	Added	
★★★★★	High		Select ▾ ⋮
★★★★★	Mid		Maybe Not a Fit
Invite	Low*	Added	
Invite	Low**	VM Sourced	

View interview status

Technical Rating	Talent Match	Candidate Source	
★★★★★	Mid	Recommended	
★★★★★	High	Added	
★★★★★	High		Maybe ▾ ⋮
★★★★★	Mid		+ Add custom tag 👁 View details 🗑 Remove
Invite	Low*	Added	
Invite	Low**	VM Sourced	

View interview status

Technical Rating	Talent Match	Candidate Source	
★★★★★	Mid	Recommended	
★★★★★	High	Added	
★★★★★	High		Maybe ▾ ⋮
★★★★★			Enter tag name Poor DSA Create cancel
Invite		Added	+ Add custom tag 👁 View details 🗑 Remove
Invite	Low**	VM Sourced	

STEP 9

Moves to tag view for better organization.

The hiring manager utilizes both predefined and custom tags to label candidates, enhancing their categorization.

+ Post a job

- Dashboard
- Profile
- Jobs
- Company Users

< Back

Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate

View interview status

Name	Talent Match	Invitation Status	Tags	
 Himanshu Kumar Senior Software Engineer	 Best Match	Completed	High Exp	Select
 Shivam Monga SDE - II	 Top 3	Completed		
 Anshul Sethi Software Engineer	 Top 3	Completed	Maybe Poor DSA	
 Aman Sikri SDE-III	 Top 5	Completed		
 Shubham Kapoor Principal Software Engineer	 Top 5			
 Mohit Gulati Software Engineer	56%		Not a fit	
 Tarun Mishra Senior Software Engineer	42%			
 Aditya Mehta Software Engineer	42%			
 Ashish Pawar Software Engineer				
 Prachi Tyagi Software Engineer				
 Stuti Garg				

+ Post a job

- Dashboard
- Profile
- Jobs
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Main view Tag view Team dynamics

+ Add candidates

Candidates • 200

Search candidate



Manage pods

Name



Anshul Sethi
Software Engineer

VM Lite VM Pro Feedback Report

Self Applied



Shivam Monga
SDE - II

VM Lite VM Pro Feedback Report

Added



Himanshu Kumar
Senior Software Engineer

VM Lite VM Pro Feedback Report

Recommended



Aman Sikri
SDE-III

VM Lite VM Pro Feedback Report

Added



Shubham Kapoor
Principal Software Engineer

VM Pro VM Pro

Added



Mohit Gulati
Software Engineer

VM Lite

VM Sourced



Tarun Mishra
Senior Software Engineer

VM Lite

VM Sourced



Aditya Mehta
Software Engineer

VM Lite

Self Applied

Ashish Power

RECOMMENDED

Himanshu Kumar

Senior Software Engineer

Select



VM Lite report

VM Pro report

Feedback report

Team Dynamics

Current organisation vs. CleverTap

My organization

Current organisation



CleverTap

80%



Accenture

84%

Cultural match within CleverTap

Comparable title

80%

Comparable experiences

85%

Recent hiring

80%

General insights

Proactiveness (7)

Team work (6)

Attitude (5)

STEP 10

Top talent identified!

The hiring manager reviews all candidate reports to determine the final choice for the top candidate.

Lite report

Current organisation vs. CleverTap

My organization

CleverTap80%

Current organisation

Accenture84%

Cultural match within CleverTap

Data confidence: 75%

Comparable title80%

Comparable experiences85%

Recent hiring80%

General insights

Probable strengths

- Calm
- Composed
- Resilient
- Adaptable

Probable areas of improvement

- Impulsive
- Risk-averse
- Attention-seeking
- Passive

Personality insights

How adaptable he is at changing work environment?

FlexibleAdaptive72%

Is he ready to take new challenges and work positively towards it?

RobustComposedEnthusiastic78%

Is he comfortable at working with cross functional teams?

SupportiveSynergeticCooperation70%

Is he good with communicating ideas and clearly convey ideas to everyone?

ArticulativeAssertiveExpressive80%

Can he analyse the situations and give creative solutions instantly?

Quick ThinkerInquisitiveAvid Learner78%

Does he has good command over his emotions and can handle pressure?

UnflappableComposed74%

Is he dependable at workplace and can meet the deadline criteria?

MethodicalSystematicDisciplined82%

Competitor match

MoEngage64%

WebEngage56%

OneSignal55%

Pro report

Current organisation vs. CleverTap

My organization

CleverTap80%

Current organisation

Accenture84%

Cultural match within CleverTap

Data confidence: 75%

Comparable title80%

Comparable experiences85%

Recent hiring80%

General insights

Summary

- Himanshu tends to be very open to novel and innovative ideas. They may also have a high-risk attitude and seek new experiences.
- Himanshu has a sense of responsibility and likes to adhere to structure, norms, and rules. They are organized and meticulous in the work setting.
- He is more likely to be energetic and enjoy social situations. They seek out opportunities to network and build connections.
- Himanshu tends to thrive in a team setting. They are highly cooperative and altruistic.
- Himanshu is more likely to need support while facing any stressful situation. They might also be prone to fear of failure.

Probable strengths

- Calm
- Composed
- Resilient
- Adaptable

Probable areas of improvement

- Impulsive
- Risk-averse
- Attention-seeking
- Passive

Personality insights

How adaptable he is at changing work environment?

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UnflappableComposed74%

Is he dependable at workplace and can meet the deadline criteria?

MethodicalSystematicDisciplined82%

Competitor match

MoEngage64%

WebEngage56%

OneSignal55%

Cognitive Analysis

Data confidence: 55%

Additional traits

Creative Thinking4.3

Analytical Reasoning4.3

Problem-solving4.3

Decision-making4.3

Cognition Interpretation

- Himanshu sometimes thinks abstractly, reason quickly and problem solve independent of any previously acquired knowledge.
- Himanshu has a high ability to convey and express ideas, feelings and emotions effectively.
- He has very high ability to resolve complex problems effectively and efficiently.
- Has high ability to share information and ideas effectively.
- Himanshu tends to take time to understand and process information effectively.

Feedback report

Interview Ratings

Heimdall Baseline as per candidate

BrowserChrome

FaceDetected

EarpieceDetected & Fixed

Extra personDetected & Fixed

Eye blink rateNormal

Interviewers Notes

Positives

- Himanshu possesses a deep and comprehensive understanding of the technical concepts and tools relevant to the SDE 3 role.
- Himanshu excels in problem-solving. He tackled challenging coding and design questions with creativity and efficiency.

Lowlights

- While Himanshu demonstrated a strong grasp of general technical concepts, there is room for growth in domain-specific knowledge. Further specialization and expertise in certain areas relevant to the role could be beneficial.

Demeanour of the candidate

Calm

Was the candidate facing the camera for the entire session?

Yes

Interviewer Feedback

Himanshu demonstrated a thorough understanding of software development and was able to explain complex concepts concisely. He exhibited a genuine passion for technology and a willingness to stay up-to-date with industry trends. His experience leading projects and working in teams is indicative of his potential to contribute significantly to our organization.

Candidate Personality

- Himanshu has a high level of emotional management skills. They are more relaxed and are able to handle any given stressful situation. They have high potential to bounce back from negative situations.
- Himanshu tends to have a balance between seeking new experiences and following the tried-and-tested methods.
- Himanshu tends to be meticulous in some situations and they might also be flexible with an unstructured approach.
- Himanshu is able to work in both team settings as well as an individual contributor.
- Himanshu may be accommodative in certain situations. However, they would voice-out their opinion as and when necessary.

Library

Interview recordings

Pre-interview images

Technical Assessment

Coding assessment

Q Find out if the given two strings are anagrams or not.

```
1 //function
2 let length = 16;
3 let weight = 7.5;
4
5 // Strings
6 let str1 = "xyzlmn";
7 let str2 = "lmnxyz";
8
```

White board

Candidate Feedback

I really enjoyed the whole interview process!

★★★★

Team dynamics

Team Balance

Adding Himanshu Kumar to the team may impact overall balance **Positively**

Compatibility

High +

Dev Pod Technology and Development

Design Design

Compatibility

High +

Prashant Nikam
Senior Manager - Tech

Reporting Manager 31.25%

High +

Rahul Batheja
Staff Engineer

Team Lead 18.75%

High +

Satyajit Ghosh
Software Engineer

Critical 12.5%

High

Valeri Tsolov
Senior Architect

Critical 12.5%

High

Jhanvi Chaudhary
Software Engineer

Critical 12.5%

High +

Aditya Tandon
Senior Software Engineer

Critical 12.5%

High