

ROLE-FOCUSED ASSESSMENTS

Software Engineer – Hiring

Help Your Organization Adapt, Evolve, and Lead Through Change

Future-proof your organization with our new Job-Specific Skills Assessment: **Software Engineering – Hiring**

Artificial Intelligence (AI) is redefining the software engineering landscape, reshaping how code is written, how teams collaborate, and what technical and professional skills are vital for success. As development frameworks, cloud technologies, and global product demands evolve faster than ever, traditional upskilling and training programs often struggle to keep pace with the realities of a modern, AI-augmented engineering environment.

Pearson's research has identified the key capabilities that enable software engineers to thrive in this rapidly changing ecosystem. Software Engineer - Hiring helps technology leaders evaluate these essential skills such as problem-solving, adaptability, collaboration, and digital fluency, allowing organizations to identify top technical talent, enhance team performance, and promote continuous professional growth.

Software Engineer – Hiring Benefits

- Short – Approximately 35 minutes
- Measures skills critical to success today
- Reliable, predictive scores
- Sophisticated technology mitigates faking and cheating behaviors
- Enables informed talent acquisition decisions

Languages

US English

Norms

General Population

Our innovative Software Engineer – Hiring Assessment measures the following:

- 1 Achieves Goals** – Setting and achieving challenging goals; working hard; persisting in the face of significant obstacles; striving to produce high quality work.
- 2 Complies with Rules and Regulations** – Demonstrating honesty and trustworthiness; trying to do what is right and ethical; following rules, laws, regulations, policies, and procedures; accepting authority.
- 3 Cooperates with Others** – Valuing agreement, consensus, and cohesiveness in interpersonal interactions; being responsive to others' needs, providing information and assistance to meet those needs.
- 4 Demonstrates Creativity and Innovation** – Displaying creativity in problem-solving; being open to multiple ideas and new approaches to work.
- 5 Develops Rapport with Others** – Seeking out a variety of social situations, including those requiring tact and/or discretion; being sociable, warm, likable, and cooperative; being easy to work with.
- 6 Pays Attention to Detail** – Being thorough, precise, and organized while working; establishing and tracking details; spotting minor imperfections or errors and taking action to correct them.
- 7 Takes Responsibility for Actions** – Being reliable, well organized, orderly, and planful; holding self accountable for results and deadlines, accepting responsibility for mistakes.
- 8 Understands Others** – Recognizing and understanding others' states of mind or emotions; demonstrating compassion toward others; taking care of others in need.
- 9 Works with Information** – Demonstrating intellectual curiosity; demonstrating a tendency to organize, abstract and evaluate information.
- 10 Abstract Reasoning** – Recognizing patterns, rules and relationships that may at first seem unrelated, connecting ideas logically, solving problems using concepts rather than observable facts.

Contact us to explore how Pearson's suite of assessments can future proof your workforce.

Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent planning, talent sourcing, and talent development solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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