Sayanti Kundu
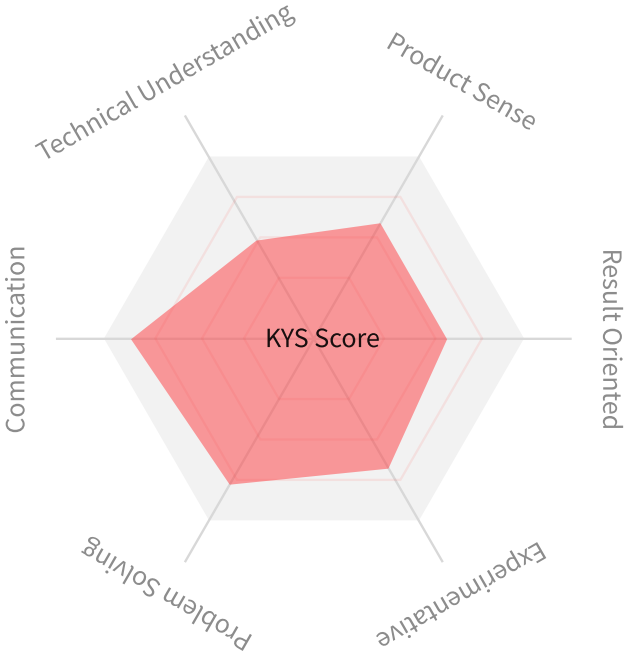
Aspiring Product Manager
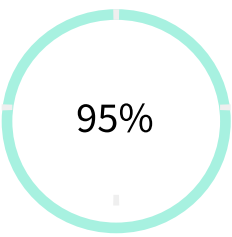
💼 Ex Senior Software Developer @ Cybage Software

🎓 MS from Universitat Paderborn, Germany
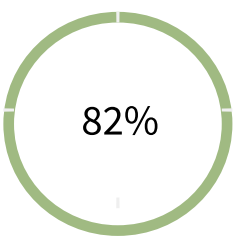

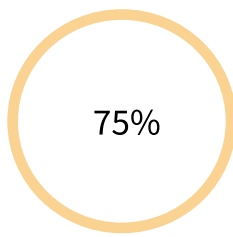Radar chart axes: Technical Understanding, Product Sense, Result Oriented, Experimentative, Problem Solving, Communication — KYS Score

🛡 **Top 10% in all candidates**

📊 Top Rated Skills

95%	82%	75%
Communication	**Problem Solving**	**Experimentative**

What is the KYS Test?

Know Your Self Test scientifically measures the degree of presence of specific traits that underlie job success for a particular role.

It is derived based on best in class APM programs at Google, Uber, Airbnb and Flipkart.

What does the KYS Score imply?

The KYS Score is an overall performance indicator of candidates capability as a Product Manager.

The test has been verified for it's reliablity and validity by an independant norm group.

The score puts Sayanti Kundu in the top 10 percentile of all test takers in her category thus making her a good choice for the role.

Features of the KYS Test

1. Gold Standard Built with inputs from best-in-class APM programs at Google, Uber, Airbnb & Flipkart

2. Scientific Every candidate is tested on 6 skills & 18 traits and the score is compared with a norm group of experienced PMs

3. Case Oriented The test captures elements of real-world performance by asking situational questions

How is the KYS conducted?

The KYS is conducted in two stages. The first stage is an app-based test with over 50 MCQs which need to be attempted within 30 mins

The second stage consists of an interview with the founder of Upraised who personally ensures candidate suitability

How is the score calculated?

The KYS Score, an overall performance indicator, is calculated using a weighted multivariate statistic of 18 PM traits

The test scores also take into account comparison with a norm group of experienced PMs

A score of 70 would imlpy that the candidate's abilities are 70% of that of the best PM candidate for that category

What makes the test scientific

1. Validity The questions in the test are derived from inputs from best-in-class APM programs and undergo frequent rebalancing basis item analysis. Rebalanced questions are then screened by experienced PMs aka "Norm Group"

2. Reliability The tool has been evaluated for reliability & shows little variation for the same user under different contexts

3. Comprehensive Candidates are evaluated basis 50Q on a total of 6 skills & 18 traits which underlie PM success

4. Multi-Difficulty Test-takers are asked questions with multiple levels of difficulties to ensure correct depth of knowledge

5. Anti-Cheating The test interfaces are built to reduce cheating attempts

Different Test Variants: A random set of questions for every new user

Different Options: A random arrangement of options for every question

Timed: Every attempt is capped at 45 mins

Foreground Tracking: We are able to detect if the user is attempting to exit app

Test Refresh: Questions in the test are constantly updated based on inputs from the industry & item analysis