

## Assessment for Management Students 1st Year



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Test Taken on: October 1, 2018 04:12:08 PM IST

Finish State: Normal

### Registration Details

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<b>Gender:</b>	Male	<b>Level of Education:</b>	Post Graduate

### How to Interpret the Report?

*When interpreting the results, it is important to remember that the scores are not good or bad, only more or less appropriate to certain types of work. Since the results are based on one's own view of behavior, the accuracy of the results depends upon both honesty and self-awareness while taking the test.*

This assessment measures work-relevant personality traits that might be manifested in work behaviour and therefore influence success on the job. To best use this report:

1. Review the overall recommendation first. Based on your need, you might want to prioritize candidates who are 'recommended', followed by those who are 'cautiously recommended'.
2. If you're choosing among different candidates within the same band of recommendation, review the competencies' results. Focus on the competencies you believe are critical for success in the role you're hiring for, and use those scores to help you prioritize which candidates to select for the next step.
3. Remember: This assessment is just one piece of the puzzle. While hiring, it is recommended that you review other information as well – functional and job knowledge, background and past behaviour (e.g. using structured behavioural interviews), reference checks, etc. in addition to the personality assessment.

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## Response Style: Genuine

Explanation of response style:

**Genuine:** No concerns or red flags just based on response style of candidate

**Social Desirability:** If more than 75% of the questions are answered in a manner that indicates an attempt to appear in a falsely positive light or seem 'socially desirable'.

**Extreme Responding:** If more than 75% of the questions are answered in a manner that indicates that an individual agrees with the statements at the lower and higher end consistently.

**Central Tendency:** If the middle response ('neutral') is selected more than 30% of the time.

**Careless Responding:** If more than 95% of the responses selected are from the same direction (i.e. if the candidate selected 'most like me' or 'like me' from the right-side statement or from the left-side statement alone).

## EXECUTIVE SUMMARY

### Recommendation

Cautiously Recommended

### Strengths

**Accountability:** Highly likely to hold oneself accountable and accept responsibility for one's accomplishments and failures.

**Following Work Procedures:** May strictly adhere to the rules and regulations carefully and carry out tasks following the established procedures.

**Influence:** Likely to have excellent influencing skills and is thereby able to persuade others to take desired action.

### Areas of Development

**Self-Awareness:** Learn to be more secure in one's own abilities and don't concern oneself much with others' judgments. Make more of an effort to continuously learn and grow by acquiring new knowledge and information.

**Innovation:** Should actively participate in and encourage innovation and brainstorming and derive new and creative solutions to problems at one's workplace. Should keep oneself regularly updated with the changes in one's field so as to improve one's services.

**Openness to Learning:** Needs to remember learnings from past experiences and use this learning for future endeavours. Needs to seek out more challenging experiences and opportunities to develop.

## Self-Management



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

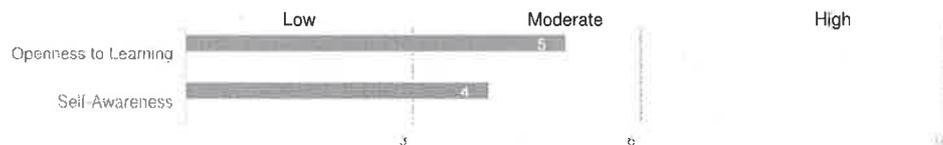
**Accountability: High**

Likely to hold self accountable and accept ownership for accomplishments and failures. Likely to be responsible, active, and committed to achieving individual goals, and may usually ensure desired results and high quality of work.

**Proactivity: Moderate**

Occasionally likely to go beyond role or task expectations without being asked. Somewhat likely to look for additional information or responsibility even when not required to do so.

### Learning and Development



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

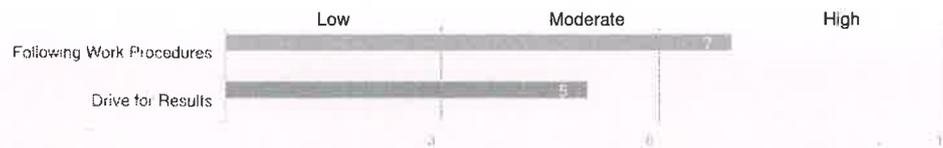
**Openness to Learning: Moderate**

Likely to use one's own and others' successes and failures, to reflect on experience from time to time and seek out opportunities to develop. May occasionally apply new behaviours and knowledge to existing problems. Likely to be somewhat open to new ideas.

**Self-Awareness: Moderate**

Likely to be somewhat aware of one's own strengths and limitations. Somewhat likely to effectively leverage strengths when overcoming challenges.

### Result Orientation

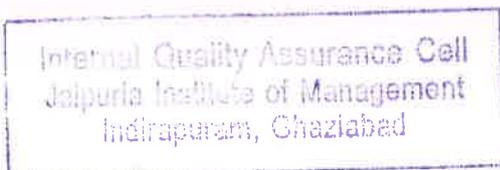


Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

**Following Work Procedures: High**

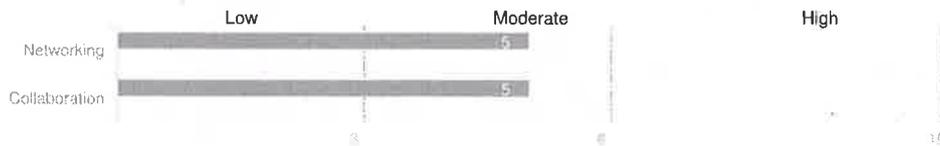
Likely to adhere to the rules and regulations of the organization. May be counted on to carry out tasks following established procedures. Likely to think deliberately and carefully about expected actions and perform duties accordingly.



**Drive for Results: Moderate**

Likely to be fairly goal-driven and may be somewhat concerned with achieving targets and doing better than before. Might prefer a steady pace of work, finding ways to contribute to organizational goals while also tackling own objectives or challenges.

### Relationship Building



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

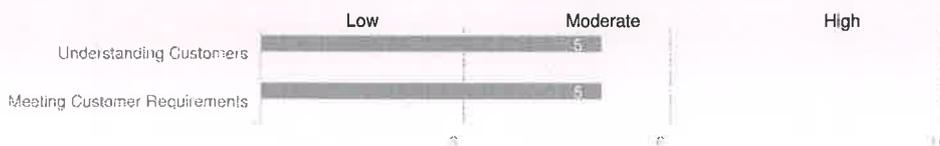
**Networking: Moderate**

Likely to show occasional interest in socializing and developing friendships with people at work. May realize the importance of networks of contacts or friendships within and outside the organization. May find it easier to relate to some people but not all.

**Collaboration: Moderate**

Likely to attempt to get along well with team members and maintain harmonious and cooperative relationships with them. May come across warmly and respond to others' needs, at times and assist others when asked.

### Service Orientation



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

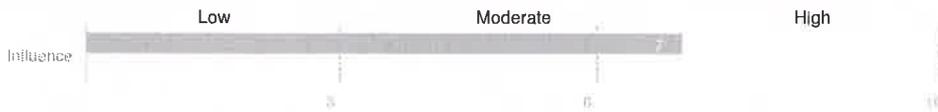
**Understanding Customers: Moderate**

Sometimes likely to respond with adequate attention to expressed customer needs. May occasionally even try to gain an understanding of customers' underlying needs, beyond those that are initially expressed.

**Meeting Customer Requirements: Moderate**

Somewhat likely to interact cordially with customers, ensuring that their needs are met. May help customers solve their problems and satisfy their requirements as they arise.

## Communication



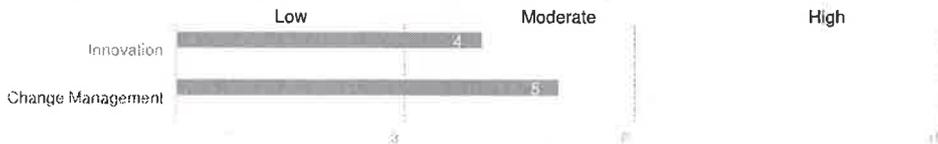
Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

### Influence: High

Likely to be exceptionally good at influencing and leading others. Likely to articulate one's views confidently and direct others to adopt one's position. Has a tendency to persuade others convincingly even in ambiguous or high-pressure situations, to follow one's lead.

## Change Leadership



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

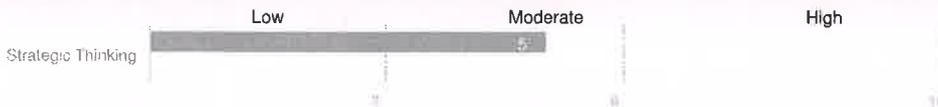
### Innovation: Moderate

Likely to come up with a new or creative solution to a work problem, once in a while. May sometimes struggle to add new dimensions to one's work that need a lot of originality or imaginative thinking. Might occasionally identify creative ideas and implement new projects to maximize organizational impact.

### Change Management: Moderate

May at times understand the need for change. Somewhat likely to try to remember, and remind others of the positive aspects of change, and focus on being sensitive to others' responses to change.

## Strategic Leadership



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

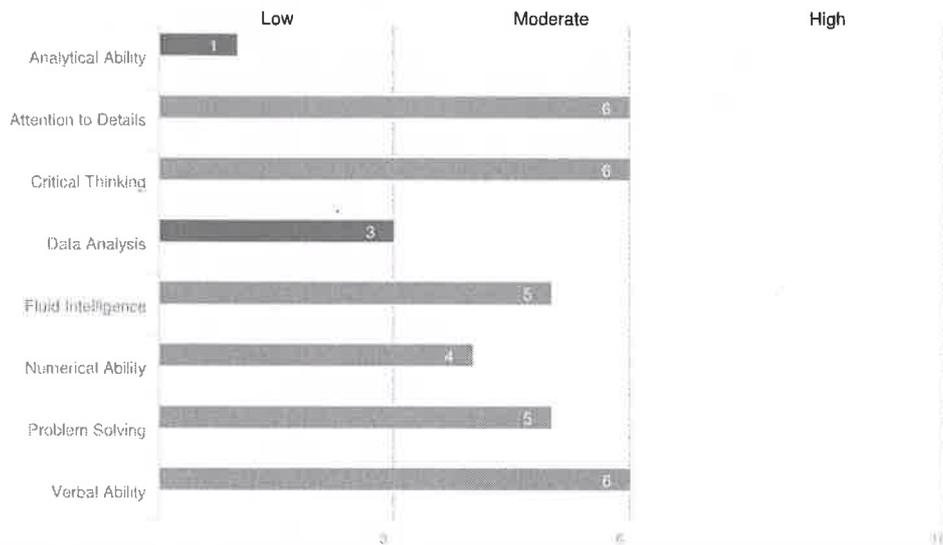
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**Strategic Thinking: Moderate**

Somewhat likely to develop plans and review them regularly, considering factors such as time and resource investment. Moderately likely to establish a course of action to accomplish both short term and long term goals. May at times, but not consistently, consider the big picture along with operational details.

### Cognitive Competency Analysis



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

**Analytical Ability: Low**

The candidate is unlikely to integrate issues and factors onto a conceptual framework. He/she may not have the ability to reason and provide systematic solution to a given problem by breaking it down into simple cases, then evaluating different alternatives to the problem in a step by step manner. He/she may not be able to analyze or perceive a given information from different perspectives.

**Attention to Details: Moderate**

The candidate is moderately likely to notice everything that might be of importance, at any point of time. He/she may be able to capture every minute detail and present the work in a clear, complete, precise and easy to understand language. The candidate may be attentive, focused and good at giving excellent results, maintaining excellent quality.

**Critical Thinking: Moderate**

The candidate is moderately likely to have the ability to think out-of-the-box to solve various problems. He/she may have moderate skills to assess the effectiveness of the opposing argument to test the validity of the proposition.

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**Data Analysis: Low**

The candidate is unlikely to structure and analyse observations that are obtained by different data sources. He/she may have problems in inspection, selection, transformation and remodelling of data in order to derive a conclusion for any particular situation. He/she may not be able to break down a big problem into smaller parts for better understanding of the problem, in order to solve the problem efficiently.

**Fluid Intelligence: Moderate**

The candidate is moderately likely to have the ability to quickly identify patterns and the logical rule underlying those patterns to arrive at solutions. He/she may be able to gather work related information quickly, from various sources and apply it in innovative ways to solve problems. He/she may have moderate lateral thinking abilities and fluid intelligence. He/ she may be moderately creative in thinking and in integrating data logically to arrive at solutions.

**Numerical Ability: Moderate**

The candidate is moderately likely to perceive and process numbers and related symbols to perform basic arithmetic operations and perform estimates. He/she may have moderate level of speed in making analysis or assessments based on given information and moderate level of concentration in solving problems.

**Problem Solving: Moderate**

The candidate is moderately likely to have effective problem solving skills. He/she may be moderately able to identify and analyse an existing problem or look for suitable replacements, substitutes or solutions. He/she is moderately likely to have reasoning skills and may be able to contemplate between positive and negative solutions to a problem.

**Verbal Ability: Moderate**

The candidate is moderately likely to have a good vocabulary. He/she may be moderate at proper usage of grammar and punctuation. He/she may be capable of understanding word meanings, word relationships and also in interpreting detailed information.

### Test Log

**01 Oct,2018**

03:07 pm Started the test with Personality Inventory  
03:39 pm Finished Personality Inventory and started Numerical Ability of the test  
03:44 pm Finished Numerical Ability and started Reasoning Ability of the test  
04:07 pm Finished Reasoning Ability and started Verbal Ability of the test  
04:07 pm Finished Verbal Ability and started Reasoning Ability of the test  
04:08 pm Finished Reasoning Ability and started Verbal Ability of the test  
04:12 pm Finished the test

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