

Mettl Project Manager - Arabic

Test Taken on: February 20, 2019 01:00:38 AM IST

Finish State: Normal

Registration Details

عنوان البريد الإلكتروني :	الاسم الأول :		
تاريخ الميلاد :	الاسم الأخير :	رقم الاتصال :	Not filled
النوع :	Not filled	البلد :	Not filled

Response Style: **Genuine**

Explanation of response style:

Genuine: If questions are answered in a sufficiently varied manner.

Social Desirability: If questions are answered in a socially desirable manner for more than 60% of the questions.

Central Tendency: If more than 60% of the questions are answered as 'neither agree nor disagree'.

Acquiescence: If questions are answered in a 'strongly agree' or 'agree' manner for more than 60% of the questions.

EXECUTIVE SUMMARY

Critical Competencies

Capable of working in a global environment: Extremely likely to be comfortable working with people having different perspectives and in fostering an inclusive workplace.

Ability to handle pressure: Fairly likely to deal effectively with pressure by being calm and poised & not getting discouraged by setbacks, putting sufficient effort to ensure timely and efficient completion of tasks.

Result Orientation: May not always be active at work to ensure desired results and high quality of work. Not very likely to be perfect and highly precise in one's work.

Responsible/ Accountable: Not likely to hold self and others accountable for high quality and cost-effective results. May not have a strong sense of duty and complies with established systems and rules.

Strengths

Capable of working in a global environment: Can very efficiently work with people from different backgrounds and treats everyone with respect.

Coaching and Mentoring: Is likely to be a good mentor and coach for subordinates and team members, encouraging them in the right direction by giving them proper guidance and being accommodating to their needs.

Customer Service Orientation: Is efficient at understanding customers' needs and requirements and respond in an appropriate and prompt manner.

Red Flags

Detail Orientation/Quality Management/Control: May not be quite detail oriented, seldom focusing on delivering high quality products.

Responsible/ Accountable: May not be very responsible at the workplace, being somewhat incapable of taking ownership for one's tasks.

Areas of Development

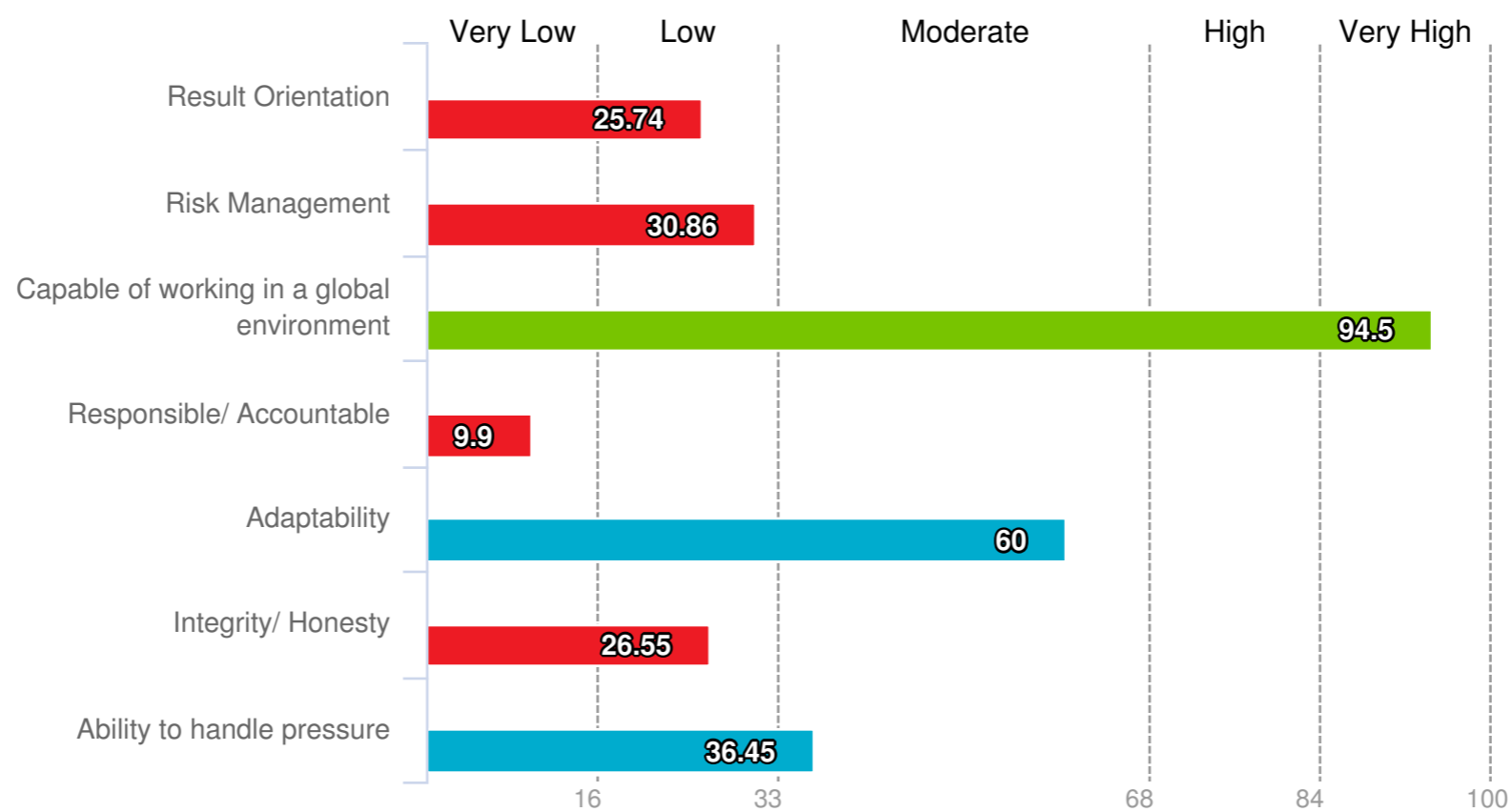
Detail Orientation/Quality Management/Control: Learn to be methodical and organized in one's work, focusing on delivering good quality work.

Responsible/ Accountable: Needs to be responsible and take ownership for one's tasks.

Result Orientation: Needs to improve one's sales approach by setting goals for oneself and working on achieving those goals.

COMPETENCIES EVALUATION

Delivery Management



Values shown in above chart are percentiles

Very Low Low Moderate High Very High

Result Orientation: Low

Likely to have a somewhat irresponsible attitude at the workplace. Does not always actively work to ensure desired results and may at times even compromise on the quality of work. Unlikely to bring perfection and precision into one's work. Is unable to always utilize available resources in a profitable manner. Occasionally unlikely to set challenging goals for oneself and others most of the times.

Risk Management: Low

Not very likely to have the confidence or ability to deal with uncertain and high risk situations as may not always be able to carefully analyze the available information or remain calm and meticulous. May at times let problems affect one's work and may seldom think through one's actions.

Capable of working in a global environment: Very High

Extremely likely to express positive feelings towards people from different backgrounds in terms of age, gender, religion and political views. Is very comfortable working with people having different perspectives and fosters an inclusive workplace where individual differences are respected and valued.

Responsible/ Accountable: Very Low

Unlikely to be responsible, disciplined and motivated when carrying out tasks. Is not meticulous and systematic in one's work.

Adaptability: Moderate

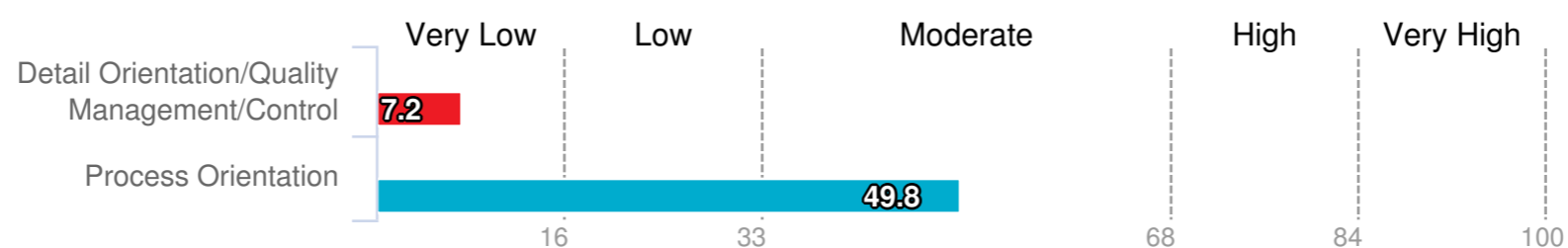
Moderately likely to be open to changes taking place in the organization and is somewhat comfortable working with and trying out new activities and experiences. May occasionally be able to effectively deal with change and can adapt reasonably well by being open minded and appreciative of new ideas which can contribute positively to work and working environment.

Integrity/ Honesty: Low

Likely to get frustrated in difficult situations & gets discouraged by setbacks, not putting effort to ensure timely and efficient completion of tasks. Unlikely to remain optimistic and may give up if unsuccessful in some tasks. Cannot always actively cope with workplace stress and may sometimes become passive when faced with it.

Ability to handle pressure: Moderate

Quality Management



Values shown in above chart are percentiles

■ Very Low ■ Low ■ Moderate ■ High ■ Very High

Detail Orientation/Quality Management/Control: Very Low

Unlikely to be able to work and deal with information methodically & systematically, as might be unable to focus one's attention on minute details of a problem. Unlikely to show concern for all aspects of the job, seldom checking work processes or ensuring delivery of quality output. Unlikely to keep self-motivated and disciplined while carrying out tasks.

Process Orientation: Moderate

Moderately likely to be driven by a sense of duty and commitment to one's work leading to a partial awareness of the processes and systems governing the organization. May occasionally adhere to the rules and regulations placed by the organization carefully and carry out tasks following the established procedures.



Relationship Building: Moderate

Moderately likely to be capable of identifying and understanding the dynamics of the organization as is somewhat amiable and occasionally enjoys working and interacting with people. Is seen as being somewhat sociable, sympathetic and honest, willing to lend an ear to others as well as share one's own ideas with others. Can occasionally work efficiently with others as is somewhat accepting and trusting.

Problem Solving: Low

Not very likely to be organized and methodical and can seldom think through problems rationally & cautiously in order to reach a desired solution. Is somewhat incapable of effectively dealing with constraints as is not very imaginative and innovative and is likely to be unappreciative of new and unconventional ideas/solutions. May be somewhat unable to direct others when faced with difficulties.

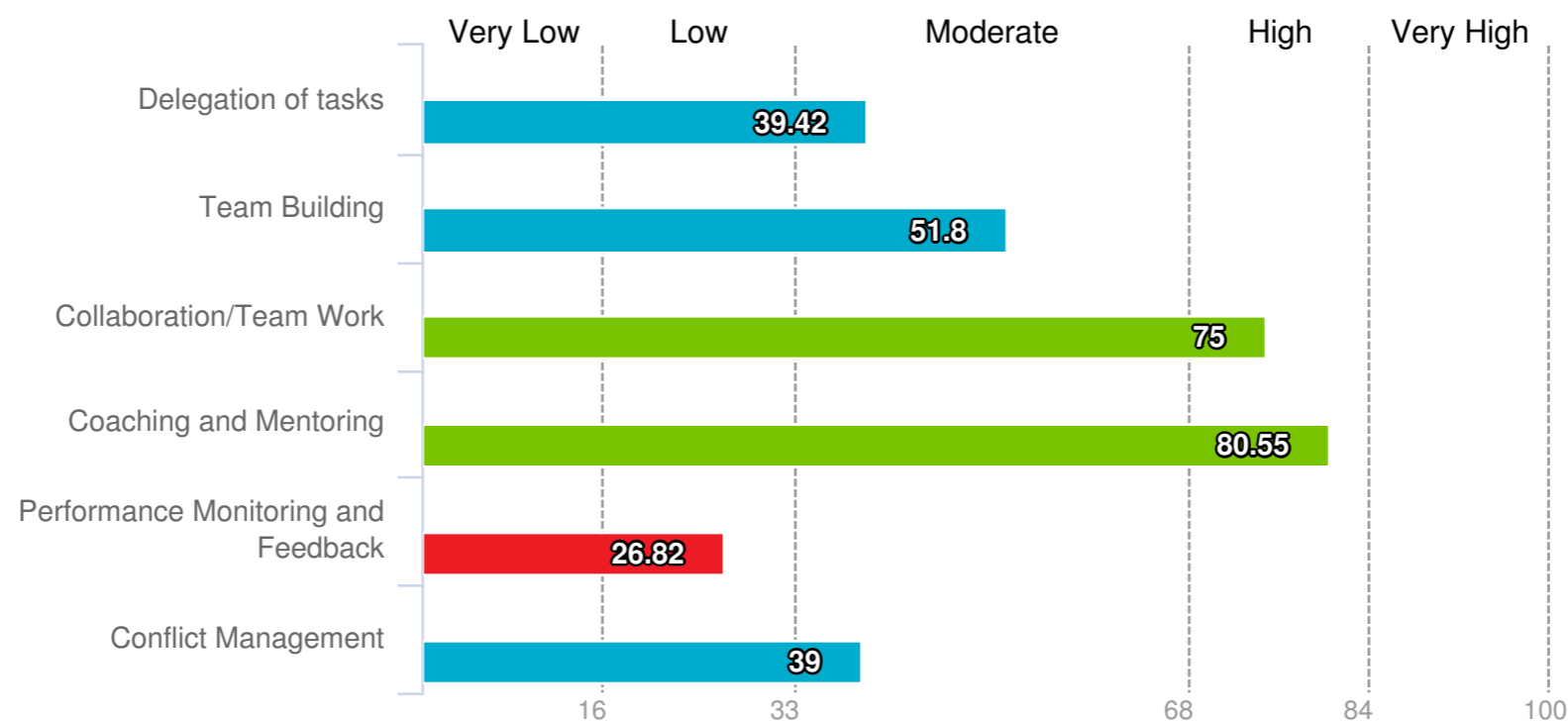
Customer Service Orientation: High

Has the ability to effectively deal with customer queries, requests and complaints. Can provide quality service to current clients by being responsive to client communication, understanding their requirements, escalating issue and providing regular status updates. Is likely to be willing and able to modify one's work style and adapt as per the clients, communicating sensitive and difficult information in a tactful manner.

Managing Stakeholders: **Moderate**

Moderately likely to build rapport and form close associations with people within one's own and client organization, for mutual benefits. Likely to be somewhat skilled at building networks with stakeholders by demonstrating fairness in transactions and a positive outlook towards people, in general. Has a moderately flexible approach to work and at times involves stakeholders in one's work, when required, to address any issues/requirements.

People Management



Values shown in above chart are percentiles

Very Low Low Moderate High Very High

Delegation of tasks: **Moderate**

Moderately likely to be cooperative and accommodating, being somewhat capable of effectively delegating tasks to team members by keeping in mind their needs, interest as well as skills. Has a somewhat flexible approach to work, being moderately adaptive when working with others and taking into consideration others' feelings and motivations when making decisions.

Team Building: **Moderate**

Is likely to be moderately skilled at managing a group as is somewhat open to working with people with different perspectives and is moderately considerate towards others views as well as needs. Is at times trusting towards others and can occasionally correctly assess their motivations. Is somewhat able to lead a group in tough times by displaying responsible behavior and taking initiative.

Collaboration/Team Work: **High**

Likely to be a good team player, with the ability of having harmonious and cooperative relationships with team members by being trusting and attuned to their emotions. Can understand and appreciate individual differences among team members and is likely to adjust one's work style accordingly. Is honest and straightforward and can correctly assess and utilize the strengths of all the team members while completing a task.

Coaching and Mentoring: **High**

Likely to be warm and friendly when dealing with others. Is capable of giving honest & candid feedback to others without being boastful and admitting to one's own limitations as well. Genuinely likes others and spends time coaching and mentoring juniors.

Performance Monitoring and Feedback: Low

Not very likely to be capable of systematically and consistently monitoring performance of team members and subordinates. May seldom speak one's mind genuinely or reward and recognize good performance openly and flag out underperformance for corrective action. Can't always clearly and forcefully express one's views, while being considerate of others' feelings and motivations.

Conflict Management: Moderate

Is moderately likely to be attuned to one's and others' emotions and is somewhat capable of understanding and listening to other people's problems. May occasionally help out people with their conflicts by taking their views in consideration, understanding their problem and providing solutions.

Test Log

20 Feb,2019

- 12:44 am Started the test with Personality Inventory
- 12:53 am Finished Personality Inventory and started Customer Focus of the test
- 01:00 am Finished the test

APPENDIX

"Know Thyself" is the key to professional growth and personal development. Carefully reviewing this report will give an insight into a person's personality at work, which will help in

Gaining an understanding of the person's strengths and growth opportunities.

Gazing how his or her behavior influences himself or herself and others.

Having a better understanding of his/her leadership styles and how to manage one's work through one's leadership attributes.

How to interpret the reports?

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.

The scales for all the factors range from 'very high' to 'very low' based on the normal probability curve.

The descriptions for all the factors are easy to comprehend and self-explanatory. In case any further clarification needed, please feel free to contact us.

Response style suggests the tendency of a person to respond to the psychometric test in a particular manner.