

sample

Test Taken on: May 11, 2018 07:16:11 AM AST

Finish State: Normal

Registration Details

Email

First Name: sample

Address:

Last Name: Not filled

Date of birth: Not filled

Experience: Not filled

Country: Not filled

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.
4. **Use of Response Styles for Recruitment/Selection:** The ideal response style is "Genuine" and it is recommended for further analysis. However, if any candidate's response style displays Social Desirability, he/she needs to be considered with caution.

We do not recommend candidates who display Extreme Responding/Central Tendency/Careless Responding as they indicate that the candidate has not attempted the assessments in the desired manner, and that interferes with an understanding of his/her personality since it would not evoke genuine responses from the candidate's answers. This in turn is expected to interfere with the proceeding decisions, so the candidate may be considered for a re-test. Such cases are usually not considered for a statistical/detailed analysis of scores if required further.

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

Process Orientation: Likely to adhere to the rules and regulations placed by the organization carefully and carry out tasks following the established procedures.

Areas of Development

Learning Agility: Should learn to reflect on past accomplishments and failures in order to upgrade one's skills and abilities.

Self-assurance: Needs to have belief in one's abilities and should always try to remain optimistic regardless of what others say about oneself.

Stress Management: Needs to learn to display emotional resilience and deal with stressful situations in a more effective manner.

COMPETENCY ANALYSIS

Trustworthiness



Values shown in above chart are sten scores

 Low  Moderate  High

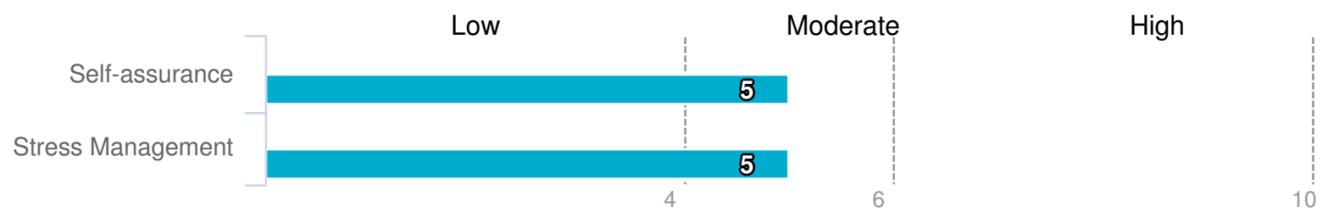
Accountability: Moderate

Somewhat likely to take responsibility for one's own actions and decisions. Moderately likely to take one's duties and responsibilities seriously. May at times be able to understand one's mistakes and may occasionally rectify them immediately. Somewhat likely to hold oneself or others accountable to complete the assigned task and may at times execute one's work without seeking any guidance from others.

Ethical Propensity: Moderate

Somewhat likely to be open and transparent in one's transactions with internal and external stakeholders. Somewhat likely to follow the right approach or chose the right course of action regardless of the consequences to oneself. May at times treat one's team members, colleagues, customers and others in a fair manner. Somewhat likely to be reliable with confidentiality of critical information related to work and/or organization. Somewhat likely to gain trust of people within and outside the organization.

Emotion Regulation



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

Self-assurance: Moderate

Somewhat likely to take a stand for one's ideas and beliefs but may also get discouraged by thoughts and actions of others, at times. Somewhat likely to display high propensity of self-acceptance and self-adequacy. May at times be able to remain optimistic regardless of what others think or do. Somewhat likely to have a good understanding of one's strengths and development areas. Somewhat likely to display respect for one's self and belief in one's abilities.

Stress Management: Moderate

Moderately likely to deal effectively with stress and maintain one's calm in difficult or challenging situations. May at times be able to think clearly and keep up optimal performance when faced with emotional or stressful situations. Somewhat likely to use appropriate coping strategies to deal with workplace stress. May at times be able to maintain a positive attitude and respond to changing situations with composure.

Drive



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

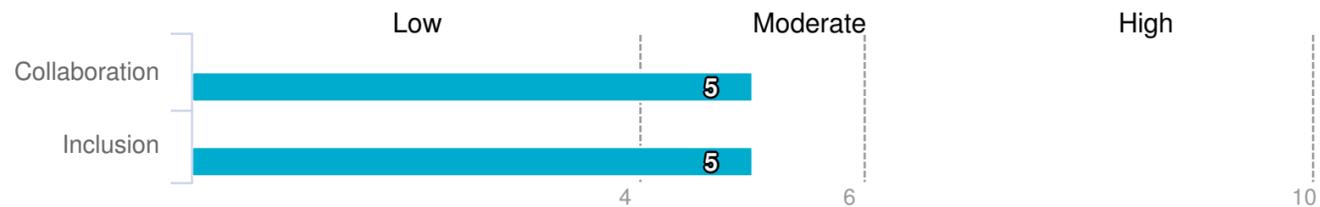
Learning Agility: **Low**

Not very likely to demonstrate an ability to learn new skills or acquire knowledge required to perform optimally in one's job. Not very likely to gain experience from one's own and others' accomplishments and failures. Less likely to demonstrate a willingness to give up conventional approaches and unlearn outdated skills which may be slowing down the progress of one's work. Less likely to focus on self-development or put in efforts to work towards upgrading one's skills and knowledge.

Initiative Taking: **Moderate**

Somewhat likely to initiate tasks without being asked and work above and beyond the expectations of a job. May at times demonstrate eagerness to work on new tasks or tasks that others don't want to take up. May occasionally look for opportunities to take on challenges and look for areas where one can contribute actively.

Team Work



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

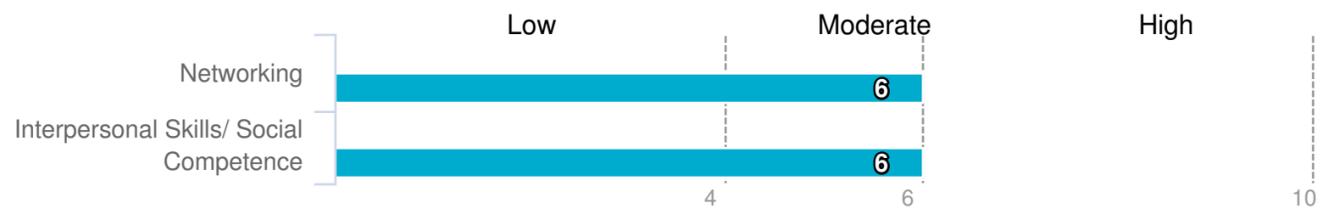
Collaboration: **Moderate**

Somewhat likely to demonstrate an ability to work effectively with team members in a harmonious and cooperative way. Moderately likely to work collaboratively with others, with a positive approach towards achieving common goals. Somewhat likely to offer help to others without being asked to. Moderately likely to work towards utilizing strengths of all the team members to accomplish tasks.

Inclusion: **Moderate**

Moderately likely to be understanding and sensitive towards others who might be different from oneself. Somewhat likely to treat everyone with respect. May sometimes be able to work effectively with individuals and groups of diverse background and experiences. Moderately likely to feel comfortable while working with people having different perspectives, and may occasionally try to foster an inclusive workplace where individual differences are respected and valued.

Relationship



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

Networking: **Moderate**

Somewhat likely to come across as a warm and friendly person and may at times be interested in socializing and building relationships to develop work opportunities. Somewhat likely to leverage one's network of contacts within and outside the organization, for achieving business level goals. May at times be able to build and maintain productive and long term relationships with different stakeholders over a period of time. Somewhat likely to gather resources from internal and external contacts for completing tasks effectively.

Interpersonal Skills/ Social Competence: **Moderate**

Somewhat likely to enjoy working and interacting with other people. Moderately likely to be able to structure one's thoughts and communicate in a clear, concise and accurate manner. Somewhat likely to be able to listen to others objectively and be open to others' ideas. May at times maintain a straightforward and frank demeanour, and may occasionally be able to put across one's viewpoint in an assertive and confident manner.

Task/Delivery



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

Process Orientation: **High**

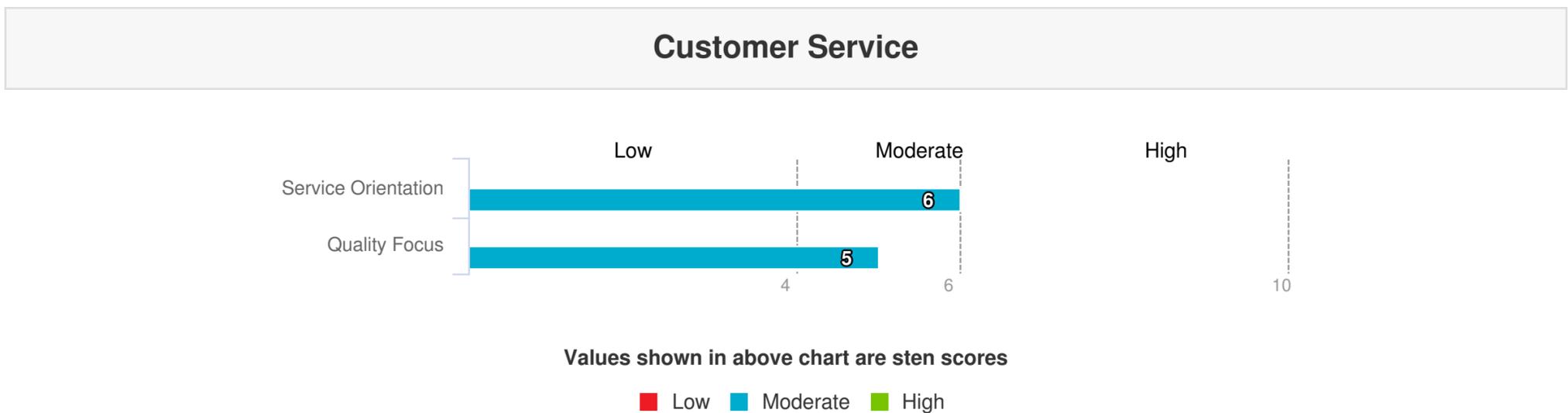
Likely to be aware of established systems and processes governing the organization. May be able to adhere to the rules and regulations placed by the organization and may be able to carry out tasks following the given instructions and directions. Likely to understand the importance of following standard guidelines and operating procedures in a workplace to ensure the consistency of work.

Result Orientation: Moderate

Moderately likely to demonstrate the ability to work actively to achieve results on time. Somewhat likely to work with dedication and commitment and put in one's best to complete a task. Moderately likely to be concerned with consequences of one's work on the organization as a whole. Somewhat likely to be enthusiastic while working on challenging tasks and may at times demonstrate a sense of urgency to accomplish goals. Moderately likely to set high-performance standards for self and others, and try to make efforts to maintain the same.

Planning: Moderate

Somewhat likely to have the ability to prioritize tasks, and may at times plan with a realistic sense of time and resources. May occasionally determine project/assignment requirements by breaking them into smaller tasks. Moderately likely be organized and systematic in one's work. May at times be able to prioritize activities and assignments basis their importance. Moderately likely to set realistic expectations for others regarding deadlines and may at times be able to allocate an appropriate amount of time to efficiently accomplish goals.



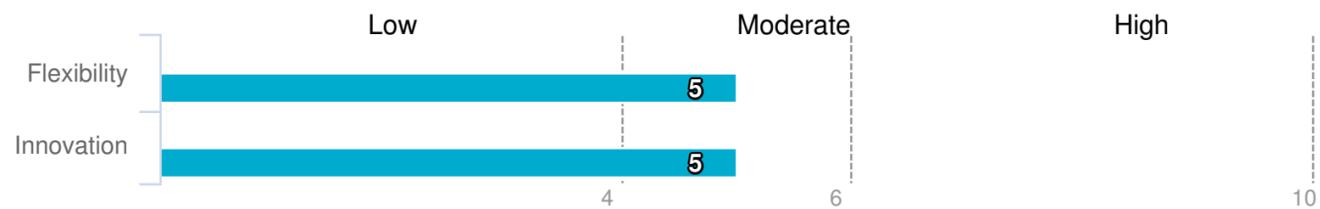
Service Orientation: Moderate

Somewhat likely to demonstrate an ability to understand customers' needs and requirements well and may at times be able to deliver best customer service for every task undertaken by oneself. Somewhat likely to come up with different ways to add value to the internal and external customers. May at times be able to deal with customer queries, requests and complaints in an efficient manner.

Quality Focus: Moderate

May at times be able to understand what is considered as excellence in performance. May sometimes show a tendency to consistently focus on quality and ensuring adherence to high standards. Somewhat likely to pay close attention to all the details of a task. Somewhat likely to continually seek to provide the highest quality services and products to all.

Adaptive



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

Flexibility: **Moderate**

Somewhat likely to be open to changes taking place in the organization. Moderately likely to accept change, as is somewhat open minded and appreciative of new ideas which can contribute positively to the working environment. Somewhat likely to be willing to work on tasks, even when situations and goals are dynamic in nature. Moderately likely to be resourceful during change, at times contributing in making the change effective.

Innovation: **Moderate**

Moderately likely to be high on imagination and creativity, occasionally adding new dimensions to one's work. Somewhat likely to keep oneself updated on current research and technological advancements in the industry. May at times come up with novel approaches and methods to develop an idea and product. Moderately likely to take necessary risks including trying new and unconventional ways to get things done. Somewhat likely to develop new and improved methods, systems and products that would enhance efficiency of one's work.

Test Log

11 May,2018

09:41 am Started the test with Personality Inventory

09:46 am Finished the test