

REPORT

Professional Profile 2

Shyam Marampudi

Test taken on the 22nd of July 2024 in 1 h5 min 35 sec

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1-INTRODUCTION

An overview of Professional Profile 2

Professional Profile 2 is an evaluation tool designed by *Central Test* to analyse those aspects of personality which influence behaviour and motivation at work, via 14 sets of opposing dimensions.

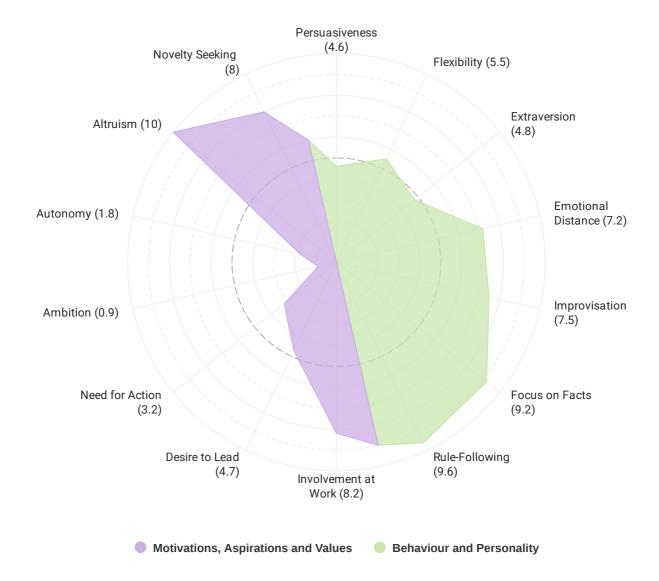
This report presents the results' summary obtained from the test.

Some precautions to be taken while interpreting this report:

- The use of this report requires a complete understanding of the test, its objectives and of the factors that are measured, in order to interpret the results precisely.
- The scores should be interpreted in relation to each other; and the profile must be analysed according to the job requirements and the work environment in which the individual will evolve.
- This report contains advice, and therefore, it is recommended that its interpretation be done in an interview or context that includes feedback and active exchange with the individual.
- It is also advisable to complete this evaluation by using other assessments as well (for example, a cognitive test, emotional intelligence test or values test), in order to have a complete overview of the individual's potentials.
- Kindly note that the results are confidential and cannot be communicated to a third person without the explicit consent of the individual.

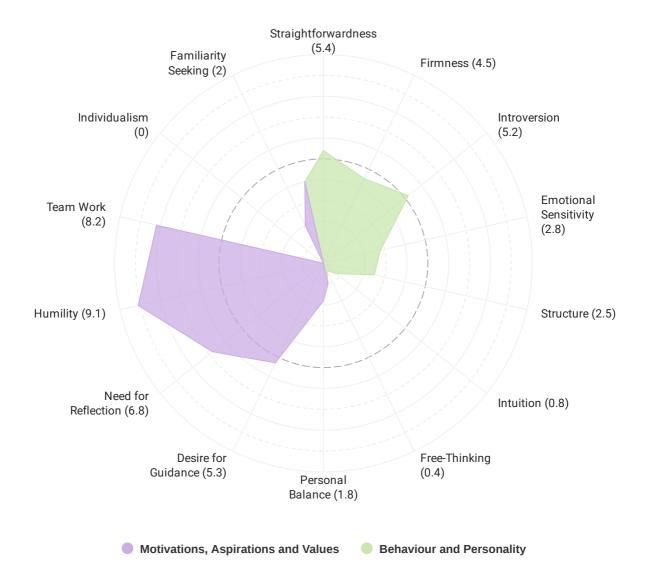
2 - THE GRAPH

Results on main factors (Score out of 10)



3 - THE INVERTED GRAPH

Results on opposing factors (Score out of 10)



4 - PERSONALISED ANALYSIS

Personality traits that are specific to the profile

In this section you will find the traits that stand out the most in the profile of the candidate.

- A few precautions in interpreting the results:
 Certain personality traits may contradict each other, this is true for human behaviour.
 We recommend to look at the "The Comments" section of this report for a more personalised description of the profile.

Strengths

Selfless by nature, Shyam Marampudi is generous. He is always ready to lend a helping hand and assist others.

Shyam Marampudi strictly follows rules and regulations. He is best suited for tasks that require following set procedures.

Rational and factual, Shyam Marampudi strives to remain objective in his decision making.

Cautious, Shyam Marampudi prefers consistency in his work over competition. He is easily satisfied and does not seek success at all costs.

Weaker points, points to develop:

Shyam Marampudi could benefit from concentrating more on his personal interests and not spend all of his time assisting others.

Rigid rules and regulations may hinder efficiency. Shyam Marampudi could benefit from being more open to questioning outdated or inefficient rules.

Shyam Marampudi could benefit from paying more attention to his intuition and first impressions to add emotional and perceptual value to his decision making.

5 - THE DETAILED TABLE

A tabular representation of the results on the main and opposing factors

The following table summarises the candidate's results from the questionnaire. The column on the right describes the main factor. The column on the left describes the opposing factor. The "✓" represents where the candidate stands in relation to the dimension.

Therefore the closer the " \checkmark " is to the right, the stronger is the tendency for the main factor. The closer the " \checkmark " is to the left, the stronger is the tendency for the opposing factor.

Opposing factor	Α	В	С	D	E	F	G	Н	ı	J	K	Main factor
		Ве	hav	viou	ır aı	nd I	Pers	son	alit	У		
Straightforwardness					~							Persuasiveness Convincing, Influential, Strategic
Firmness Decisive, Resolute, Strong- willed							~					Flexibility Adjusting, Seeks consensus, Open-minded
Introversion Reserved, Quiet, Formal					~							Extraversion Outgoing, Social, Interactive
Emotional Sensitivity Passionate, Emotionally expressive, Reactive									~			Emotional Distance Calm, Self-controlled, Composed
Structure Methodical, Planned, Systematic									~			Improvisation Spontaneous, Adaptable, Comfortable with ambiguity
Intuition Instinctive, Insightful, Perceptive											~	Focus on Facts Rational, Logical, Analytical
Free-Thinking Non-conforming, Defines one's own standards											~	Rule-Following Adheres to standards, Respects rules
	Mot	iva	tior	ns, A	spi	rati	ions	an	ıd \	/al	ues	
Personal Balance Work-life balance, Disconnects after work										~		Involvement at Work Dedicated, Committed, Workaholic
Desire for Guidance Seeks guidance and advice, Appreciates being directed					~							Desire to Lead Takes charges, Authoritative, Responsible
Need for Reflection Patient, Reflective, Likes to conceptualize				~								Need for Action Dynamic, Risk-taker, Acts immediately
Humility Satisfied, Stable, Cautious	•											Ambition Competitive, Success- driven, Achievement- oriented
Team Work Cooperative, Affiliative, Team-oriented		~										Autonomy Autonomous, Prefers independent work
Individualism Practical, Favours personal interests											~	Altruism Helpful, Generous, Service- oriented
Familiarity Seeking Likes routine and established methods, Conventional										~		Novelty Seeking Curious, Imaginative, Experimental

6 - THE COMMENTS

An interpretation of the scores on each factor with personalised comments

BEHAVIOUR AND PERSONALITY

Straightforwardness << >> Persuasiveness

Straightforwardnes

Score
5.4

Persuasiveness

4.6

Shyam Marampudi is rather frank. He tends not to persuade or influence others and is likely to present information in an objective way. Fairly straightforward, Shyam Marampudi generally says things in a direct manner. However, he may use persuasive arguments on topics that he knows well and considers very important.

Environment and Roles: Organisations in which transparency and authenticity are appreciated suit him best.

Interaction with others: Generally transparent and does not seek to influence others at all costs.

Strength: Can be counted upon to give an honest opinion.

Potential weakness: May find it difficult when required to persuade others.

Definition

"Persuasiveness" is defined as the ease with which an individual is convincing and influencing others by using tact and adapting their speech for an audience, while "Straightforwardness" refers to being authentic and direct in communication, with a need to remain transparent.

Firmness << >> Flexibility

Firmness

Score
4.5

Flexibility

Score
5.5

Shyam Marampudi is generally flexible. He is open to the possibility that he might be wrong and tends to find a compromise so that everyone is satisfied. Despite this focus on cooperation, he can be firm during negotiations if proposed concessions have major practical consequences for the business. Shyam Marampudi is likely to take other people's perspectives on board in coming up with solutions during a debate.

Environment and Roles: Suited for positions where finding the middle ground is beneficial.

Interaction with others: Willing to compromise and minimise confrontations.

Strength: Strives to achieve a win-win solution.

Potential weakness: May at times give in to avoid conflict.

Definition

"Flexibility" is defined as a willingness to be open to make concessions when dealing with others in order to seek consensus and avoid conflict, while "Firmness" refers to a tendency to defend one's own point of view and remain determined during exchange with others.

Emotional Sensitivity << >> Emotional Distance



Shyam Marampudi remains calm and composed in most instances. Generally unaffected by criticism, he knows how to take hold of his feelings. Unlike his more emotional coworkers, Shyam Marampudi takes some emotional distance from stressful situations.

Environment and Roles: Well suited for stressful settings that require a cool mind to be successful.

Interaction with others: Likely to make decisions for the team when difficult situations arise.

Strength: Knows how to keep self-control when faced with adversity and stress.

Potential weakness: May not always show his emotions, which could give others the impression that he is indifferent.

Definition

"Emotional Distance" is defined as the tendency to stay calm and composed even when faced with stressful or unsettling situations, while "Emotional Sensitivity" refers to the tendency to react to stress, take things to heart and readily express emotions.

Introversion <>>> Extraversion

Introversion

Score
5.2

Extraversion

Score
4.8

Shyam Marampudi is somewhat reserved and usually prefers listening to talking. He requires some social stimulation but prefers quiet environments to be productive. Shyam Marampudi is generally not at ease in large social gatherings but would be willing to support business networking events if the situation calls for it.

Environment and Roles: Suited for roles that require some periods of focus and concentration.

Interaction with others: Generally maintains formal, yet friendly relationships with coworkers.

Strength: Works well with little social contact.

Potential weakness: May feel overwhelmed when work requirements demand constant interaction.

Definition

"Extraversion" is defined as the tendency to be outgoing and lively, seeking to develop many friendly contacts, while "Introversion" refers to being reserved and formal, choosing to maintain only a few close relationships.

Structure <>>> Improvisation



Shyam Marampudi is adaptable and comfortable improvising when faced with unexpected events. He likes to handle tasks as and when they come and rarely plans in advance. Unlike his more methodical colleagues, he tends to leave room for last minute decisions. Shyam Marampudi appreciates some flexibility with his schedule in order to take on unexpected events.

Environment and Roles: Well suited for projects that require on the spot adaptations and modifications.

Interaction with others: An asset to very structured teams that need some spontaneity to solve unexpected events.

Strength: Flexible with his plans and adjusts when faced with ambiguity.

Potential weakness: May not be methodical enough in his work.

Definition

"Improvisation" is defined as being spontaneous and acting without clear planification, being at ease when facing unexpected situations, while "Structure" refers to a preference for being organised, methodical and referring to procedures.

Intuition << >> Focus on Facts

Intuition

Score
0.8

Focus on Facts

Score
9.2

Shyam Marampudi solely relies on logic and facts to make decisions and solve problems. He will carefully review information and analyse all details before making a judgement. Unlike his more intuitive colleagues, Shyam Marampudi is likely to ignore gut feelings and would prefer to weigh and deliberate all aspects of a problem. People with a similar score tend to believe it is best to wait for all the facts to emerge before jumping to conclusions.

Environment and Roles: Best suited for positions in which a rigorous analysis of information is privileged.

Interaction with others: Likely to ensure that team members thoroughly review information before decisions are taken.

Strength: Objectively analyses situations and takes rational decisions.

Potential weakness: May ignore the value of perceptions and emotions to understanding a problem.

Definition

"Focus on Facts" is defined as the tendency to be objective, logical, analytical and rational in evaluating information and making decisions, while "Intuition" refers to the tendency to appraise situations and make choices based on one's personal insights, instincts, impressions and 'gut feeling'.

Free-Thinking <>>> Rule-Following



Shyam Marampudi strictly complies with all regulations and policies of a company. People with a similar score generally believe that rules and procedures are not meant to be interpreted and should be followed without exception. Shyam Marampudi tends to comply with established guidelines as his own principles are usually linked to those of the organisation. He is likely to be known throughout the organisation for his dutifulness and quality assurance.

Environment and Roles: Best suited for positions that require strict adherence to rules because disregarding guidelines could be dangerous.

Interaction with others: Likely to ensure that team members are sticking to the rules.

Strength: Enforces regulations for quality, safety or legal reasons.

Potential weakness: May fail to question or change outdated or inefficient rules.

Definition

"Rule-Following" is the tendency to respect and comply with established guidelines and standards set by the organisation and society, while "Free-Thinking" is the tendency to create or modify rules if existing ones are considered inefficient and impractical.

MOTIVATIONS AND VALUES

Personal Balance <>>> Involvement at Work



Shyam Marampudi is fully committed to his job. He does not separate his professional and private lives and would be willing to work on weekends or during holidays. He feels connected to his role and may think about projects during personal time. Unlike his more detached co-workers, Shyam Marampudi may find it difficult to fully 'recharge batteries' during free-time.

Environment and Roles: Well suited for organisations with a culture of full dedication and commitment.

Interaction with others: May not recognise co-workers needs for a more balanced work and personal life.

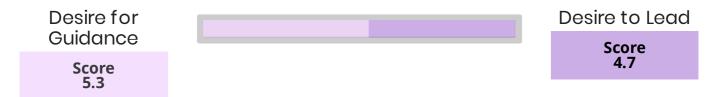
Strength: Very devoted and willing to go the extra mile for the good of the company.

Potential weakness: May be susceptible to experience burnout.

Definition

"Involvement at Work" refers to the importance given to work and one's emotional bonding with the organization, while "Personal Balance" refers to a preference to separate one's personal and professional lives and balancing the two.

Desire for Guidance <>>> Desire to Lead



Shyam Marampudi prefers to work in settings where he can count on someone with more experience if necessary. His work benefits from general guidance from managers. However, he may be capable of taking the lead with projects that he feels very competent about.

Environment and Roles: Fairly comfortable in roles characterised by clear instructions and guidance.

Interaction with others: Willing to let others take the lead but can mentor others on a one-to-one basis if required.

Strength: Effective at seeking and implementing feedback received.

Potential weakness: May experience difficulty leading teams.

Definition

"Desire to Lead" is defined as the inclination to take charge of situations and to seek roles that require leading people, while "Desire for Guidance" refers to the preference for supervision and regular feedback, as well as for clearly defined directives.

Need for Reflection <>>> Need for Action



Shyam Marampudi prefers working on strategic projects that require reflection rather than those that require only immediate actions. He likes to visualise and reflect on long-term implications before making a decision. Shyam Marampudi draws on his patience and vision until ideas come to fruition.

Environment and Roles: Well suited for tasks that need a futuristic perspective.

Interaction with others: Likely to remind team members to look beyond imminent gains.

Strength: Remains motivated on projects that yield results in the long-term.

Potential weakness: May quickly loose interest on non-strategic tasks.

Definition

"Need for Action" refers to a tendency to be dynamic and to prefer short term projects that deliver quick and concrete results while "Need for Reflection" refers to a preference for complex, long term projects that yield results in the future and require more strategy, patience and reflection.

Humility << >> Ambition

Humility
Score
9.1
Score
0.9

Shyam Marampudi enjoys stability at work and prefers being in harmonious environments. He seeks much less competition than others and prefers being cautious without taking shortcuts. Shyam Marampudi meets defined targets but is usually not driven by the need to achieve and advance his social status. He is rather satisfied with the status quo and his existing roles.

Environment and Roles: Well-suited for stable settings where individual competition is not expected.

Interaction with others: Perceived as steady and non-threatening by team members.

Strength: Happy with own achievements and would not harm others to get ahead.

Potential weakness: May not seek or take up opportunities for advancement that may arise.

Definition

"Ambition" is defined as the competitive drive towards success and achievement, setting high and risky goals while "Humility" refers to the tendency to be satisfied with one's current status and be comfortable with professional stability.

Team Work << >> Autonomy



Shyam Marampudi is more team-oriented than most people and at his best when in a group. He enjoys working closely with others and seeks to be involved in projects where he is able to generate ideas through collaboration. Unlike his more autonomous colleagues, Shyam Marampudi thrives on group solidarity and shared progress. People with a similar score tend to follow the philosophy that 'working together makes us stronger'.

Environment and Roles: Thrives in organisations where group work is crucial.

Interaction with others: Dedicated team player and committed to joint success.

Strength: Has a strong team spirit.

Potential weakness: Likely to struggle when working independently.

Definition

"Autonomy" is defined as a preference for independence and freedom while working. "Team Work" refers to the tendency to enjoy group work, be cooperative and focus on team cohesiveness.

Individualism << >> Altruism

Individualism Score 0 Score 10

Highly altruistic, Shyam Marampudi is dedicated to helping others. Generous by nature and always ready to lend a hand, he is sensitive to the needs of those around him and wants to be of value to others. For him, professional achievements need to be based on social and humanistic values. At work, Shyam Marampudi focuses on issues such as the well-being of others and tends to get involved in projects that are focused on developing these.

Environment and Roles: Likely to thrive in organisations that actively promote social responsibility and people development.

Interacting with others: Very friendly and perceived by peers to be trustworthy and selfless.

Strength: In tune with and responsive to the needs of people.

Potential weakness: People may interpret his helpfulness as interference.

Definition

"Altruism" is defined as the inclination to be concerned about people and generous with one's time and resources, wanting to contribute to the greater good while "Individualism" refers to being practical and realistic with a focus on one's personal objectives.

Familiarity Seeking <>>> Novelty Seeking



Shyam Marampudi seeks change and innovation. He is very inquisitive, conceiving original ideas and ways of improving established methods. Shyam Marampudi is likely to take risks in order to come up with creative solutions. He is constantly looking to learn new things and invent novel approaches.

Environment and Roles: Thrives in changing and diverse settings that require experimental ways of working.

Interaction with others: Likely to inspire others with cutting-edge ideas.

Strength: Committed to innovation and improving outdated practices.

Potential weakness: May disregard flaws of new methods for the sake of novelty.

Definition

"Novelty Seeking" is defined as being inquisitive with an inclination to explore and experiment with new ways of doing things, while "Familiarity Seeking" refers to being comfortable with what one is accustomed to and follow proven methods over experimental approaches.

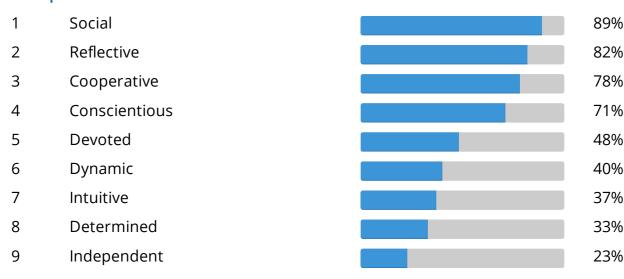
7 - GENERAL PROFILE

Suitability of the profile in relation to various work-personality profile types

This section analyses the extent to which the candidate's profile matches the various work-personality types.

A perfect match corresponds to 100%.

The profiles PP2



Social 89%

Social individuals are gregarious by nature and have the need to belong to a group. They enjoy networking and can easily form good professional and personal bonds with others. They enjoy working in teams and tend to spread their enthusiasm to their team-members. As a result, they integrate very easily into different teams.

Reflective 82%

Reflective individuals are characterised by patience and poise. They are usually calm and only come to a decision after having examined all of its possible consequences. As a result, they appear reserved and level headed. They can easily concentrate and focus their thoughts and attention in a particular direction.

Cooperative 78%

Cooperative individuals are characterised by their tendency to be consensual. They feel the need to find a common ground during discussions and work towards finding solutions to disagreements by understanding the needs of the people they work with. They are altruistic and enjoy being of help to others which may sometimes lead them to disregard their own needs.

Conscientious 71%

Conscientious individuals are meticulous by nature. They stick to set procedures and adhere to rules because they believe that closely following these can contribute to the quality of their work. They prefer using conventional and well established methods that they can count on to be efficient. They also have a keen eye for detail and rely on factual information to make decisions.

Devoted 48%

Devoted individuals are highly dedicated to their work and feel emotionally attached to their job and organisation. They are passionate and expressive with their feelings about their work, and do not require external motivators to perform. Their identity tends to be linked to their job and organisation. They may sometimes be viewed as sensitive, especially when handling stressful situations.

Dynamic 40%

Dynamic individuals are characterised by an enthusiastic attitude towards work. They are energetic and work with a lot of vigour. They enjoy working towards obtaining quick results and hence seem more practical than reflective. They are often driven by success and enjoy diversity in their work which may make them seek out different ventures if they feel they are stagnating.

Intuitive 37%

Intuitive individuals tend to rely on their gut feelings and can handle uncertain situations with ease. Holding a flexible attitude, they are open to novelty and do not try to make rational sense of everything. They are creative by nature and believe in exploring things without sticking to conventions. They tend to recollect overall impressions of events instead of focusing on actual facts or details.

Determined 33%

Determined individuals are generally characterised by strong negotiation skills. They are persistent and can convince others with finesse and firmness. They carry with them a certain aura of authority which works to their advantage during discussions. They take charge of situations and make sure that their needs are met.

Independent 23%

Independent individuals are characterised by a need for autonomy and self-reliance. They prefer working without close supervision and appreciate working alone. They like working with a certain amount of freedom, without having to follow strict rules or rigorous procedures. They prefer working independently rather than in teams, which may make them appear more introverted than outgoing.

8 - POTENTIALS

Suitability of the candidate's personality in relation to the potentials

This section analyses the candidate's position with regard to key competencies. The suitability (on a scale from 0 to 100%) is derived from the personality traits. They are based on statistical studies and theoretical models.

A perfect match corresponds to 100%.

Click on 'Details' (only in HTML version of the report) to view the graph superimposed on the ideal graph for that particular competency.

Analysis & Expertise

Gathering, evaluating, and using relevant information to understand the environment and act accordingly.

1	Learning Agility		79.8%
2	Analytical Thinking		79.3%
3	Decision-making		63.1%

Commercial Skills

Achieving sales goals by convincing clients, maintaining sales pressure and identifying business opportunities

1	Empathic Sales			76.2%
2	Understanding Needs			73.1%
3	Customer Satisfaction			67.4%
4	Identification of Opportunities			56.7%
5	Strategic Selling			46.9%
6	Networking			40.3%
7	Sales Drive			22.2%

Communication & Influence

Understanding and being understood by others by actively listenting to others and sharing ideas and information in an adapted manner.

1	Strategic Communication		60.7%
2	Influencing Skills		20.5%

Management

Leading a team, knowing how to delegate and evaluate performance, and communicating in an inspiring manner.

1 .	Leadership		63.1%
2	Promoting Change		47.3%
3	Delegation		43.3%

Planning & Vision

Assessing the environment in order to think creatively, organise work effectively, and anticipate consequences of actions.

1	Crisis Management		70.3%
2	Multitasking		69.3%
3	Strategic Planning		63.6%
4	Time Management		62.9%
5	Innovation - Creativity		46%

Relationship management

Interacting effectively with others, promoting cooperation, minimising conflict and enabling people to work towards common goals.

1	Empathy	99.3%
2	Conflict Resolution	77.8%
3	Team Cohesion	72.2%
4	Team Motivation	56.9%

Work commitment

Demonstrating sincere commitment to, and adhering to, the company's goals, with the overall aim of moving the company forward.

1	Availability	100%
2	Quality Orientation	66.9%
3	Taking Responsibility	47.8%
4	Initiative	17.3%

Notes

