

REPORT

Professional Profile 2

Kalyan Ram

Test taken on the 1st of August 2024 in 29 min 46 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.

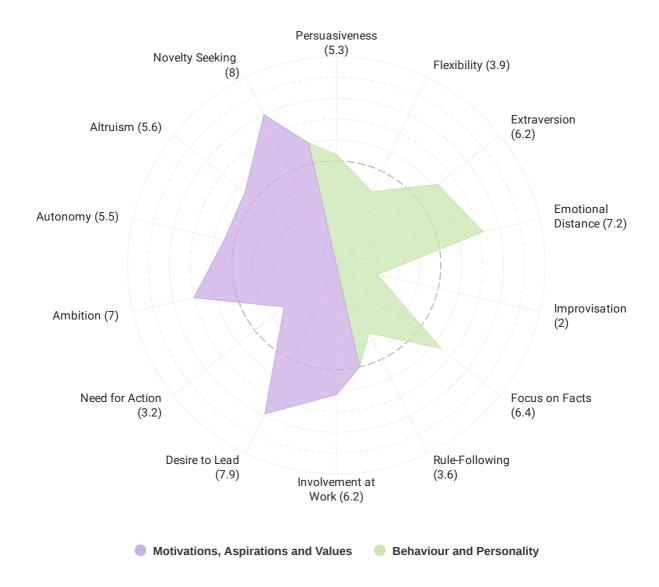
This report presents the results' summary obtained from the test.

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.

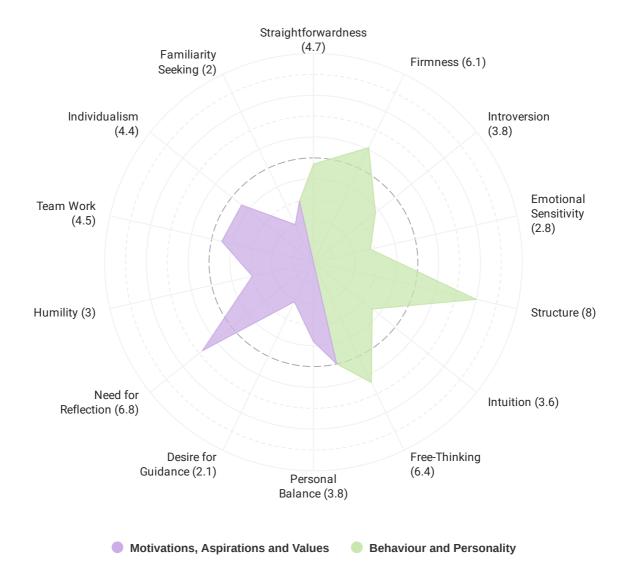
2 - THE GRAPH

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

Organised and methodical, Kalyan Ram strictly plans his tasks and sticks to well defined schedules.

Innovative by nature, Kalyan Ram is driven to explore new ideas and procedures. He focuses on improving existing practices.

Kalyan Ram likes to manage a team. He can delegate tasks and make decisions for his team members.

Kalyan Ram remains calm when faced with stress and is rather composed when in challenging situations.

Weaker points, points to develop:

Kalyan Ram could benefit from accepting a certain degree of ambiguity in his work by adapting easily when faced with unexpected events.

Kalyan Ram could benefit from being more open to relying on existing methods at times, rather than experimenting with new methods.

In difficult situations, Kalyan Ram would benefit from seeking advice from his superiors.

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	rat	ions	s an	nd \	/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
4.7

Persuasiveness

Score
5.3

Kalyan Ram is rather persuasive. He may tailor information for a target audience in order to achieve a desired outcome. Fairly tactful, Kalyan Ram tends to say things in a flattering manner and is aware of the power of words. However, he is likely to be frank in communications on topics that he considers very important.

Environment and Roles: Suited for roles that require convincing others from time to time.

Interaction with others: Diplomatic and likely to deliver bad news with tact.

Strength: Politically savvy in communication.

Potential weakness: May be perceived as a sweet-talker.

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
6.1

Score
3.9

Kalyan Ram is usually firm. He tends not to compromise easily in discussions, even if it leads to minor confrontations. He is likely to assert his viewpoints during conflicts. Despite this, Kalyan Ram can make concessions if he is thoroughly convinced. In tough negotiations, he may listen to the other party but remains resolute on his position.

Environment and Roles: Can be an asset in teams that require a decisive individual for key issues.

Interaction with others: Team members are likely to perceive him as firm but fair.

Strength: Voices opinions without hesitation.

Potential weakness: May not try to find a middle ground during disagreements.

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



Kalyan Ram remains calm and composed in most instances. Generally unaffected by criticism, he knows how to take hold of his feelings. Unlike his more emotional co-workers, Kalyan Ram 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 3.8 Extraversion Score 6.2

Kalyan Ram is somewhat sociable and usually prefers talking to listening. He is fairly at ease initiating conversations with strangers but may need to have some alone-time. He tends to prefer friendly relationships with most people and is relatively comfortable in large social gatherings. Kalyan Ram likes some opportunities for social interaction and is willing to participate in business networking events.

Environment and Roles: Suited for roles that require interacting with unfamiliar people occasionally.

Interaction with others: Generally maintains friendly and warm relationships with coworkers.

Strength: Readily engages people in conversation.

Potential weakness: May find it difficult to work in very quiet environments.

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



Kalyan Ram is very organised and methodical by nature. He needs to arrange schedules well in advance and sticks to them without deviation. He works with detailed outlines and would be disturbed by uncertainty. People with a similar score painstakingly plan in order to avoid being caught off-guard.

Environment and Roles: Best suited for projects that have very strict deadlines and require detailed planning well in advance.

Interaction with others: Encourages team members to stick to schedules and follow project plans.

Strength: Structured and systematic, always prepared ahead of time.

Potential weakness: May have difficulty reacting to unexpected changes due to rigid planning.

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
3.6

Score
6.4

Kalyan Ram primarily relies on logic and facts to make decisions and solve problems. He will rather carefully review information and analyse details before making a judgement. Unlike his more intuitive colleagues, Kalyan Ram is likely to neglect gut feelings and would usually consider most aspects of a problem.

Environment and Roles: Suited for positions that require fact-checking for the completion of projects.

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

Strength: Analyses facts in a deliberate and detailed manner.

Potential weakness: May ignore intuitive hunches that could sometimes be beneficial.

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



Kalyan Ram generally prefers working in positions where rules are flexible and expandable. However, he is not likely to rebel against norms set by the organisation without a very good reason. He is aware that a set of regulations is important for the smooth functioning of any organisation. However, Kalyan Ram is likely to deviate from rules that strongly hinder efficiency at work.

Environment and Roles: Suited for projects with general guidelines that leave some room for own standards.

Interaction with others: Can be an asset to teams where breaking the rules is sometimes necessary to increase the pace of work.

Strength: Uses his mind before accepting a rule.

Potential weakness: May find it difficult to follow certain company policies if he disagrees with them.

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



Kalyan Ram is committed to his job. He is willing to sacrifice some of his leisure time for important projects and activities. However, he also recognises the importance of quality personal time.

Environment and Roles: Well suited for jobs that require some extra amount of involvement.

Interaction with others: Works best with colleagues who are also likely to go the extra mile when needed.

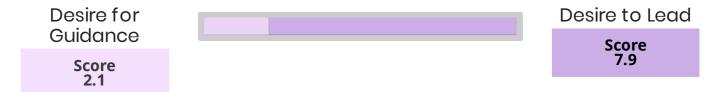
Strength: Recognises the value of completing work projects on time.

Potential weakness: May not take time to relax when working on very important projects.

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



Kalyan Ram likes to direct teams across groups and functions. Charismatic in approach, he has the ability to make decisions and handle responsibilities for a team. Kalyan Ram is likely to take the lead on all projects that he is involved in. At ease when in charge, he knows how to delegate tasks even within large groups and multifunctional teams.

Environment and Roles: Very comfortable in positions that call for managing and directing others.

Interaction with others: Directive, actively sought for mentorship and development.

Strengths: Has a talent for leadership and is eager to take up responsibilities.

Potential weakness: May have difficulty reporting to a superior.

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

Need for Reflection

Score
6.8

Need for Action

Score
3.2

Kalyan Ram 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. Kalyan Ram 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



Kalyan Ram actively looks to compete with others and challenge himself. He strives to grow in his job and rarely misses any chance that may help him do so. He is driven to succeed and to advance in the organisation. Professional success is very important to him and he is likely to seek opportunities to move up the career ladder.

Environment and Roles: Likely to thrive in competitive environments where performance is rewarded by employee bonuses, commissions and packages.

Interaction with others: Work colleagues are likely to perceive him as ambitious and career-focused.

Strength: Enjoys competition and focused on achieving targets.

Potential weakness: May take too many risks to achieve goals.

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

Team Work

Score
4.5

Autonomy

Score
5.5

Kalyan Ram prefers working independently most of the time. He likes to have a certain degree of freedom while taking decisions or completing projects. In general, he tends to prefer independence more than cohesiveness but is able to work collaboratively on projects in which he feels less competent.

Environment and Roles: Most likely to do well in organisations that may require him to work on his own.

Interaction with others: Perceived as fairly autonomous.

Strength: Good at working without team support in areas of expertise.

Potential weakness: May at times find it difficult to work with others when he feels particularly skilled at a task.

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



Kalyan Ram is generally regarded by others as helpful. He likes to offer support to others, without ignoring his personal interests and objectives. Being an attentive colleague, others are likely to confide in him. Unlike his more individualistic counterparts, Kalyan Ram recognizes that helping others can facilitate personal success.

Environment and Roles: Likely to do well in organisations that are more people-oriented.

Interaction with others: Tends to be perceived by team members as trustworthy.

Strength: Generally ready to help others without forgetting himself.

Potential weakness: May have difficulty meeting targets when they contradict other people's needs.

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



Kalyan Ram seeks change and innovation. He is very inquisitive, conceiving original ideas and ways of improving established methods. Kalyan Ram 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

1	Reflective	69%
2	Conscientious	67%
3	Social	64%
4	Determined	59%
5	Independent	55%
6	Cooperative	52%
7	Dynamic	52%
8	Intuitive	41%
9	Devoted	41%

Reflective 69%

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.

Conscientious 67%

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.

Social 64%

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.

Determined 59%

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 55%

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.

Cooperative 52%

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.

Dynamic 52%

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 41%

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.

Devoted 41%

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.

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	79.4%
2	Analytical Thinking	76.1%
3	Decision-making	74.8%

Commercial Skills

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

1	Strategic Selling		75.5%
2	Identification of Opportunities		71.5%
3	Customer Satisfaction		56.1%
4	Understanding Needs		53.5%
5	Empathic Sales		47.9%
6	Networking		45.4%
7	Sales Drive		42.6%

Communication & Influence

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

1	Influencing Skills		62.1%
2	Strategic Communication		57.2%

Management

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

1 .	Delegation	82.1%
2	Leadership	73.4%
3	Promoting Change	68.5%

Planning & Vision

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

1	Strategic Planning	79.9%
2	Time Management	73.9%
3	Multitasking	61.2%
4	Crisis Management	55.9%
5	Innovation - Creativity	52.5%

Relationship management

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

1	Team Motivation	63.9%
2	Conflict Resolution	59.2%
3	Team Cohesion	56.5%
4	Empathy	42.6%

Work commitment

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

1	Taking Responsibility		69%
2	Quality Orientation		58.6%
3	Initiative		57.5%
4	Availability		49.9%

Notes

