

REPORT

Professional Profile 2

Santosh Kumar Panigrahy

Test taken on the 22nd of July 2024 in 39 min 13 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.

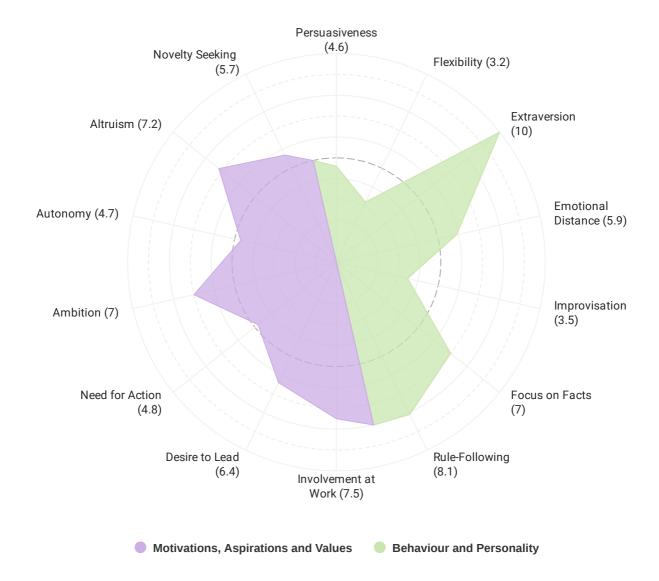
This report presents the results' summary obtained from the test.

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.

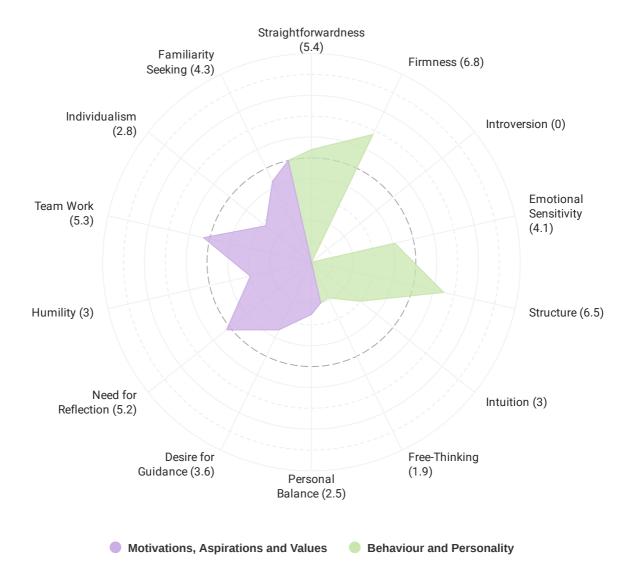
2 - THE GRAPH

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

Sociable and lively, Santosh Kumar Panigrahy likes to have many contacts. He is very friendly, approachable and outgoing.

Santosh Kumar Panigrahy strictly follows rules and regulations. He is best suited for tasks that require following set procedures.

Dedicated to his work, Santosh Kumar Panigrahy does not hesitate to work extra hours for the benefit of his company.

Santosh Kumar Panigrahy is rather generous and selfless. He often spends time assisting others and seeks to help those in need.

Weaker points, points to develop:

Often, his friendly nature could be misinterpreted as inquisitiveness. Santosh Kumar Panigrahy could benefit from learning to work with little social interaction.

Rigid rules and regulations may hinder efficiency. Santosh Kumar Panigrahy could benefit from being more open to questioning outdated or inefficient rules.

Santosh Kumar Panigrahy could benefit by disconnecting from work during his leisure time to achieve a healthier work-life balance.

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
	Behaviour and Personality											
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	d\	/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

Score
4.6

Santosh Kumar Panigrahy is rather frank. He tends not to persuade or influence others and is likely to present information in an objective way. Fairly straightforward, Santosh Kumar Panigrahy 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
6.8

Flexibility

Score
3.2

Santosh Kumar Panigrahy is quite firm. He will voice his viewpoints during conflicts and will ensure his ideas are heard in team discussions and meetings. Santosh Kumar Panigrahy is not easily convinced of another's point of view. He typically sticks to his viewpoint, even in tough negotiations. He does not generally compromise and can engage in confrontations if required.

Environment and Roles: Can be an asset in teams that require a decisive individual to firmly assert opinions on their behalf.

Interaction with others: Team members are likely to perceive him as persistent and decisive.

Strength: Good negotiator and firm debater.

Potential weakness: May not take into consideration alternate perspectives.

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



Santosh Kumar Panigrahy is rather even-tempered and composed. He generally knows how to control his emotional reactions. Nonetheless, he may have a difficult time handling very demanding situations or harsh criticism. Santosh Kumar Panigrahy is likely to take a step back when facing unsettling situations to avoid being influenced by them.

Environment and Roles: Suited for somewhat stressful settings where having a cool mind when making decisions is advantageous.

Interaction with other: Generally takes a distance from criticism.

Strength: Sustains emotional boundaries to handle daily stress.

Potential weakness: May sometimes appear detached from emotional situations.

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
0

Extraversion

10

Santosh Kumar Panigrahy thrives in socially interactive settings and prefers talking to listening. He enjoys large social gatherings and is energised by being around big groups of people. He seeks to have many friends and acquaintances. Unlike his more introverted colleagues, Santosh Kumar Panigrahy actively pursues opportunities to meet and engage with others.

Environment and Roles: Thrives in positions that require much relationship building and public speaking.

Interaction with others: Friendly with colleagues, both inside and outside the workplace.

Strength: Very outgoing with a flair for networking.

Potential weakness: May not give others enough space and privacy.

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



Santosh Kumar Panigrahy is organised and methodical. He likes to arrange his schedules in advance and sticks to them with little deviation. He prefers working with clearly defined plans and is likely to be uncomfortable when facing uncertainty. Santosh Kumar Panigrahy carefully outlines everything to avoid being unprepared and prevent unexpected delays and ambiguous circumstances.

Environment and Roles: Well suited for projects that require planning well in advance.

Interaction with others: An asset to unstructured teams that need more organisation for project completion.

Strength: Prepared and organised, delivers projects according to schedule.

Potential weakness: May find it difficult to improvise when faced with unexpected events.

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

7

Score

7

Santosh Kumar Panigrahy 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, Santosh Kumar Panigrahy 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



Santosh Kumar Panigrahy 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. Santosh Kumar Panigrahy 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



Santosh Kumar Panigrahy values work and is very committed to his job. He tends to sacrifice his leisure time for projects and activities. He may even sacrifice a weekend to finish a pressing piece of work. Unlike his more detached co-workers, he may find it difficult to disconnect after work and may experience work-related strain.

Environment and Roles: Well suited for projects that demand long working hours and significant commitment.

Interaction with others: Works more effectively with colleagues who are also willing to regard work as their top priority in life.

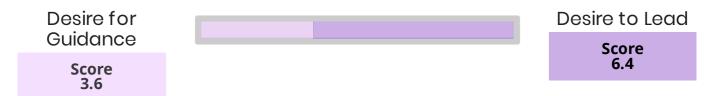
Strength: Devoted to go the extra mile to ensure project completion.

Potential weakness: May neglect important aspects of his personal life.

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



Santosh Kumar Panigrahy thrives in settings, where he can take charge of situations and delegate tasks to team members. Santosh Kumar Panigrahy will take the lead on most projects that he is involved in. He will give feedback and may seek opportunities to coach others in order to be a better leader. At ease when in charge, he knows how to assign tasks within medium and sometimes even large groups.

Environment and Roles: Comfortable in positions that call for influencing and managing others as well as making team decisions.

Interaction with others: Generally directive in his approach.

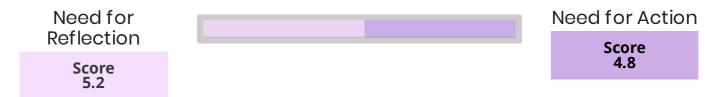
Strength: Well suited for leadership roles.

Potential weakness: May not seek and implement advice from superiors on his area of expertise.

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



Santosh Kumar Panigrahy tends to focus more on a strategic view than on immediate tasks and concerns. He likes working on parts of a project that require time and patience and bear fruits in the future. However, he understands the importance of pressing concerns in the short-term and would be willing to address them if they have minor consequences on the long-term vision.

Environment and Roles: Suited for tasks and projects that can have a large impact on the future and require some strategy.

Interaction with others: Helps to keep the team focused on long-term implications of impulsive decisions.

Strength: Will examine long-term repercussions of tasks before taking action.

Potential weakness: May get carried away by strategic aspects of projects and lose sight of immediate requirements.

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



Santosh Kumar Panigrahy 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
5.3

Autonomy

4.7

Santosh Kumar Panigrahy is likely to prefer roles that require collaboration in teams most of the time. In general, he tends to favour cohesiveness more than independence. People with a similar score as Santosh Kumar Panigrahy like working with others but are able to work on individual projects on which they have demonstrated competence.

Environment and Roles: Likely to enjoy tasks that enable him to exchange ideas in collaboration with others.

Interaction with others: Generally perceived as cooperative.

Strength: Able to integrate into teams.

Potential weakness: May rely on the group even when independent working is needed.

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
2.8

Altruism

7.2

Santosh Kumar Panigrahy is generally more helpful and supportive than other people. Ready to lend a hand, he does not support individualistic attitudes. People with a similar score tend to believe that it is essential to integrate professional goals with those of the group or society. At work, Santosh Kumar Panigrahy is likely to emphasise issues such as the well-being of others and gets involved in projects that aim to develop these.

Environment and Roles: Likely to be an asset to organisations that actively encourage social responsibility and people development.

Interacting with others: Friendly and attentive to the needs of others.

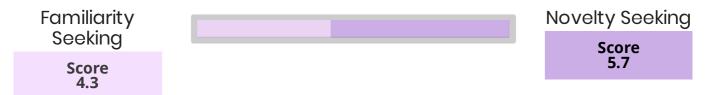
Strength: Committed to finding solutions that help others.

Potential weakness: May have a tendency to ignore his own 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



Santosh Kumar Panigrahy is comfortable with change and innovation. He is generally an inquisitive person who seeks to improve already established methods and practices. However, when faced with important or complex tasks, he may prefer to resort to proven procedures to ensure successful completion.

Environment and Roles: Suited for positions that require moderate innovation on most projects.

Interaction with others: Can be an asset to team where changing approaches is necessary to improve efficiency.

Strength: Tends to think outside the box and finds original solutions to problems.

Potential weakness: May make unnecessary changes to established methods.

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.

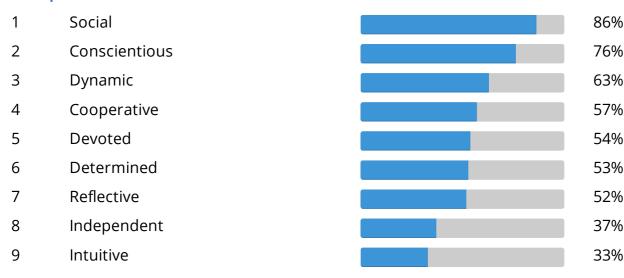
7 - GENERAL PROFILE

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 86%

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.

Conscientious 76%

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.

Dynamic 63%

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.

Cooperative 57%

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.

Devoted 54%

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.

Determined 53%

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.

Reflective 52%

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.

Independent 37%

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.

Intuitive 33%

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.

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	Analytical Thinking		69.3%
2	Decision-making		65.5%
3	Learning Agility		60.4%

Commercial Skills

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

1	Empathic Sales	76%
2	Customer Satisfaction	69.7%
3	Networking	68.2%
4	Understanding Needs	59.3%
5	Strategic Selling	55.9%
6	Identification of Opportunities	48.9%
7	Sales Drive	48.6%

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		56%
2	Strategic Communication		49.5%

Management

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

1	Leadership		71.1%
2	Delegation		69.3%
3	Promoting Change		54.4%

Planning & Vision

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

1	Time Management	76.4%
2	Strategic Planning	67.3%
3	Multitasking	59.9%
4	Crisis Management	52.2%
5	Innovation - Creativity	32%

Relationship management

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

1	Team Motivation	77.1%
2	Team Cohesion	65.9%
3	Empathy	54.6%
4	Conflict Resolution	53.3%

Work commitment

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

1	Quality Orientation	76.9%
2	Taking Responsibility	74.2%
3	Availability	70.6%
4	Initiative	41.1%

Notes

