

REPORT

Professional Profile 2

Srinivasulu Chilukoori

Test taken on the 22nd of July 2024 in 18 min 23 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.

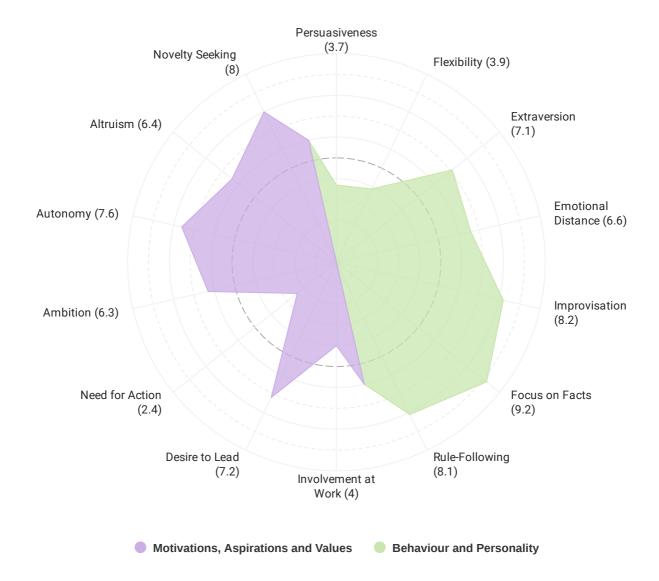
This report presents the results' summary obtained from the test.

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.

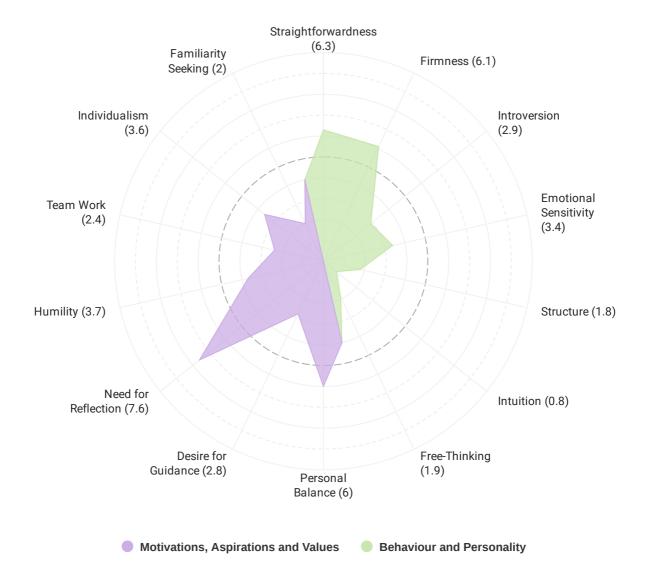
2 - THE GRAPH

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

Rational and factual, Srinivasulu Chilukoori strives to remain objective in his decision making.

Spontaneous and adaptable, Srinivasulu Chilukoori is known for his ability to improvise and handle unexpected events with ease.

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

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

Weaker points, points to develop:

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

Srinivasulu Chilukoori would benefit from being more organised. It would help if he understands that routine procedural tasks and structure in work are also important.

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 Srinivasulu Chilukoori could benefit from being more open to questioning outdated or inefficient rules.

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	ar	d\	/al	ues	3
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
6.3

Persuasiveness

Score
3.7

Srinivasulu Chilukoori is rather frank. He tends not to persuade or influence others and is likely to present information in an objective way. Fairly straightforward, Srinivasulu Chilukoori 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
6.1

Score
3.9

Srinivasulu Chilukoori 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, Srinivasulu Chilukoori 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



Srinivasulu Chilukoori 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, Srinivasulu Chilukoori 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
2.9

Extraversion

Score
7.1

Srinivasulu Chilukoori enjoys to have a lot of social contact and generally prefers talking to listening. He is comfortable at large social gatherings and initiates conversations with strangers. Srinivasulu Chilukoori prefers to have friendly relationships with many people, instead of restricting himself to a small group of friends.

Environment and Roles: Suited for tasks such as networking at business events, giving presentations or speeches.

Interaction with others: Will be happy working with large groups that are lively and interactive.

Strength: Energetic and sociable around other people.

Potential weakness: May find it difficult to work with no social contact.

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



Srinivasulu Chilukoori is very adaptable and at ease improvising when faced with unexpected events. He enjoys handling tasks as and when they come and avoids planning in advance. People with a similar score feel restricted by fixed schedules and prefer to leave plenty of room for last minute decisions. Srinivasulu Chilukoori needs flexibility in order to take on unexpected events.

Environment and Roles: Best suited for projects that require frequent adjustment to constant changes in external factors.

Interaction with others: Encourages team members to be flexible with plans and adapt quickly to emerging challenges.

Strength: Finds solutions even in very ambiguous situations.

Potential weakness: A lack of planning may affect the quality of 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

Srinivasulu Chilukoori 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, Srinivasulu Chilukoori 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



Srinivasulu Chilukoori 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. Srinivasulu Chilukoori 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



Srinivasulu Chilukoori generally keeps his professional and personal lives separate. He strives to be productive during office hours and disconnects after work. Srinivasulu Chilukoori understands that at times he may need to sacrifice some leisure time for key projects or to meet important deadlines.

Environment and Roles: Well suited for positions that do not require a high degree of commitment beyond contractual agreements.

Interaction with others: Works best with co-workers who understand the importance of life outside of work unless pressing project deadlines are approaching.

Strength: Recognises the value of quality personal time.

Potential weakness: May refuse to take up projects that could interfere with personal priorities.

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



Srinivasulu Chilukoori thrives in settings, where he can take charge of situations and delegate tasks to team members. Srinivasulu Chilukoori 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



Srinivasulu Chilukoori 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. Srinivasulu Chilukoori 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
3.7
Ambition
Score
6.3

Srinivasulu Chilukoori is somewhat competitive. He explores avenues for developing his career as professional success is important for him. However, Srinivasulu Chilukoori may be willing to curb his ambition and stick to the status quo, if required. He is likely to recognise opportunities in order to progress within the organisation but is unlikely to engage in cut-throat rivalry to get ahead.

Environment and Roles: Suited for organisations with clearly defined paths to progression and systems in place for career development.

Interaction with others: Likely to be perceived as fairly career-minded by colleagues.

Strength: Tends to take up challenging objectives.

Potential weakness: May experience difficulty prioritizing existing responsibilities over new opportunities.

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



Srinivasulu Chilukoori prefers making decisions alone, without requiring external advice or opinions. In general, he tends to prefer independence more than cohesiveness and would actively seek tasks that do not require much collaboration with others. He enjoys working on individual tasks and projects and has the impression to be more effective that way.

Environment and Roles: Likely to be an asset to organisations that encourage individual working and self-motivation.

Interaction with others: Colleagues are likely to perceive him as self-reliant and self-sufficient.

Strength: Productive and efficient when working alone.

Potential weakness: May find it difficult to work on team projects.

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
3.6

Score
6.4

Srinivasulu Chilukoori 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, Srinivasulu Chilukoori is likely to emphasise issues such as the wellbeing 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



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

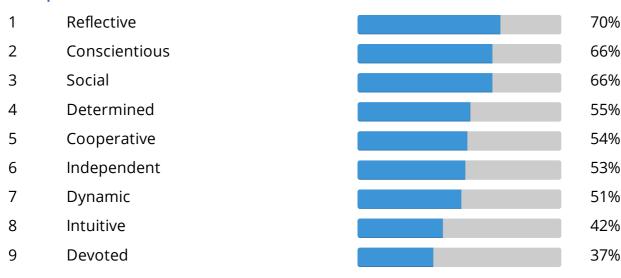
7 - GENERAL PROFILE

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



Reflective 70%

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 66%

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 66%

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 55%

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.

Cooperative 54%

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.

Independent 53%

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.

Dynamic 51%

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 42%

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 37%

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	Analytical Thinking	79.1%
2	Learning Agility	78.6%
3	Decision-making	78.6%

Commercial Skills

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

1	Identification of Opportunities		68.7%
2	Strategic Selling		66.7%
3	Understanding Needs		60%
4	Empathic Sales		56%
5	Networking		54.6%
6	Customer Satisfaction		50.4%
7	Sales Drive		32.4%

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		60.9%
2	Influencing Skills		43.5%

Management

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

1 .	Leadership		72.4%
2	Promoting Change		68.7%
3	Delegation		50.9%

Planning & Vision

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

1 '	Strategic Planning		68.9%
2	Multitasking		59.3%
3	Innovation - Creativity		57.8%
4	Crisis Management		57.1%
5	Time Management		53.5%

Relationship management

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

1	Conflict Resolution	58%
2	Empathy	51.7%
3	Team Motivation	47.1%
4	Team Cohesion	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	Quality Orientation	64.2%
2	Taking Responsibility	64%
3	Initiative	58.2%
4	Availability	42.6%

Notes

