



TCS NQT-Psychometric

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About NQT Attitudinal report

NQT Attitudinal alignment comprises of two sections, Personality trait test and Motivation test. The personality trait test is created based on Big 5 model theory which is widely used in the pre-hire assessment to identify job fitment of aspiring candidates. NQT Motivation test is developed based on motivation need theory. This test helps candidates to understand the professional needs and motivates them to work optimally and generate consistent outcomes at the workplace.

How to read this report

The report starts with an executive summary table of 5 personality traits and 3 motivation traits of a candidate with their respective score. The legend tables above help a candidate to understand the score. Based on the legend table **and candidates'** personality and motivation trait scores, the report gives an interpretation of the score. As the candidate reads the report, he/she may develop insights & suggestive action points that he/she may wish to consider for the best outcomes.

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Legend for score

Level	High	Moderate	Low
Percentage Score	100 - 70 >	70 - 30 >	30 - 1
Raw Score Range	72 - 48 >	48 - 24 >	24 - 1

Personality Traits	Your Score in %	Interpretation for score
Open-mindedness	72.22	<p>You have an appreciation for beauty in whatever you see.</p> <p>You use unconventional methods while approaching errands.</p> <p>You have a variety of ways to solve complex problems.</p> <p>You look for every opportunity to know about different things.</p> <p>You often draw understanding from past experience while dealing with a situation.</p>
Thoroughness	72.22	<p>You are able to hold your thoughts together even at the most challenging and testing times.</p> <p>You produce consistent results over a period of time.</p> <p>Handling last-minute fixes at any given point in time come easy for you.</p> <p>You always ensure to put things back into their respective place.</p> <p>Others are able to readily rely on you for things and be assured of completion in time.</p>
Sociableness	72.22	<p>You engage actively with your surroundings to pursue satisfying rewards, mainly in a social gathering.</p> <p>You get thrilled going after rewards and attention from others. You sustain high enthusiasm in every activity and you do not mind involving with the same on a regular basis.</p> <p>Responding to people boldly when required is absolutely fine with you.</p> <p>Gathering various data points before drawing conclusions comes easy for you.</p>
Amiability	61.11	<p>At times you recognize the needs of people and attempt to help them with the required support.</p> <p>Most times you avoid claiming your position when you are around people, but also do not mind talking about your achievement once in a while.</p> <p>You may hold yourself tight in following rules and can be relaxed on the same when you know they're no serious consequences.</p> <p>You can see others' pain & suffering, however may find it challenging in relating to it completely.</p> <p>You may trust people who have known you for a long time but not in the case of others.</p>
Compulsiveness	75.00	<p>You would like to be independent while doing any task and do not want to trust others easily for their help.</p> <p>Your actions are predominantly dependent on your mood and react differently to each situation.</p> <p>You have difficulty thinking positively and cope with stressful situations.</p> <p>You often feel vulnerable or insecure and blame yourself for your past mistakes.</p> <p>You sometimes put yourself in an awkward position in social settings.</p>

Legend for score

Level	High	High-Moderate	Low-Moderate	Low
Percentage Score	100 - 75 >	75 - 50 >	50 - 25 >	25 - 1
Raw Score Range	60 - 45 >	45 - 30 >	30 - 15 >	15 - 1

Motivation Traits	Your Score in %	Interpretation for score
Accomplishment	76.67	<p>You are strongly motivated to handle higher risk task in achieving your goals.</p> <p>You get energized to take initiative in leading a task without anyone pressurizing on the same.</p> <p>You are open to receive corrective feedback from others to better your work performance.</p> <p>You feel a sense of achievement when you are able to solve complex problems every time.</p> <p>Working on tasks that have a clear target pushes you to achieve set outcomes optimally.</p>
Authority	70.00	<p>At times you get motivated when you are in the role of power and influence.</p> <p>Sometimes you get excited when you influence your team members of your intentions.</p> <p>At times you get motivated to have complete control over situations and things.</p> <p>You feel quite nice when people perceive your hard work.</p> <p>Being frank and expressing your views to others is second to you.</p>
Association	70.00	<p>Many times you feel motivated to work with people who are cordial & share a good connection with you.</p> <p>Being part of a group and having cooperative engagement with them keeps you happy.</p> <p>You sometimes like receiving appreciation from your team members for your contribution at work.</p> <p>At times you ensure to maintain fewer differences through your intentions to have a cordial relationship with people.</p> <p>You feel happy & get excited when someone known to you accomplishes something.</p>