



Comprehensive **SELF DISCOVERY** Assessment Report

A personalized self-exploratory guide setting foundation for your individual transformation.

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The Assessment Framework

Comprehensive self-discovery assessment is a crucial first step towards understanding yourself and your defining traits. Investing in this process is essential for building a fulfilling career and personal life.

iGuroo's self-discovery assessment has been meticulously crafted by leading psychometricians, industry professionals, and educators, incorporating extensive research from renowned experts. The resulting report combines advanced technology with expert insights to offer a detailed evaluation and actionable recommendations.

The assessment is structured around four key pillars: Personality, Interests, Aptitude, and Values/Character Strengths. Each pillar provides valuable insights into different aspects of who you are:



Personality



Interest



Aptitude



Strength

Personality: Gain a deeper understanding of how your brain is used and what your core traits are.

Interest: Identify your occupational personality and preferences to guide you towards a rewarding career and personal pursuits.

Aptitude: Discover your employability quotient and identify areas where you need to develop yourself in order to be successful in any field.

Strength: Recognize your core values, which you can never let go. If you choose a career aligned to your values, then it is very likely that you will find fulfillment.

Assessment Summary

Your Dominant Personalities



Preserver & Organizer



Strategist & Imaginative



Analyst & Realist

Your Top Three Interests



Realistic



Artistic



Investigative

Your Top Three Aptitudes



Speaking and Listening

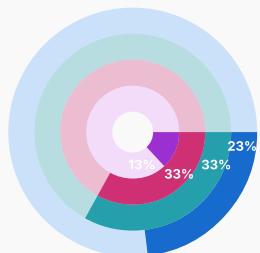


Self Management



Team Work

Your Score



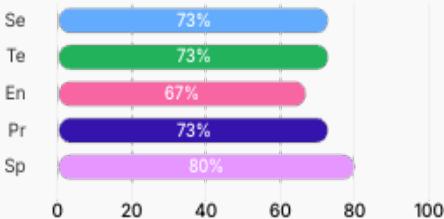
Personality

- L1 Analyst & Realist
- L2 Conservative/Preserver & Organizer
- R1 Strategist & Imaginative
- R2 Socializer & Empathetic



Interests

- Realistic
- Investigative
- Artistic
- Social
- Enterprising
- Conventional



Aptitude

- Self Management
- Team work
- Enterprising
- Problem Solving
- Speaking & Listening (Communication)

Employability Quotient

7.3/10



Top Character Strengths

- Persistence
- Gratitude
- Spirituality

Top Values

- Meaning and Purpose
- Freedom and Independence
- Spirituality and Faith

The Process Flow

Create value & get Inspired at every level

01

Register and complete your profile

02

Take Comprehensive Self Discovery Assessment

03

Understand yourself better with a
PERSONALIZED ASSESSMENT REPORT

04

Talk to our career counselors and experts

05

Get career recommendations and guidance

06

Schedule personalized sessions with our experts

07

Benefit from our cutting-edge goal tracking and
progress mapping

Click to Schedule a Session

Detailed Analysis



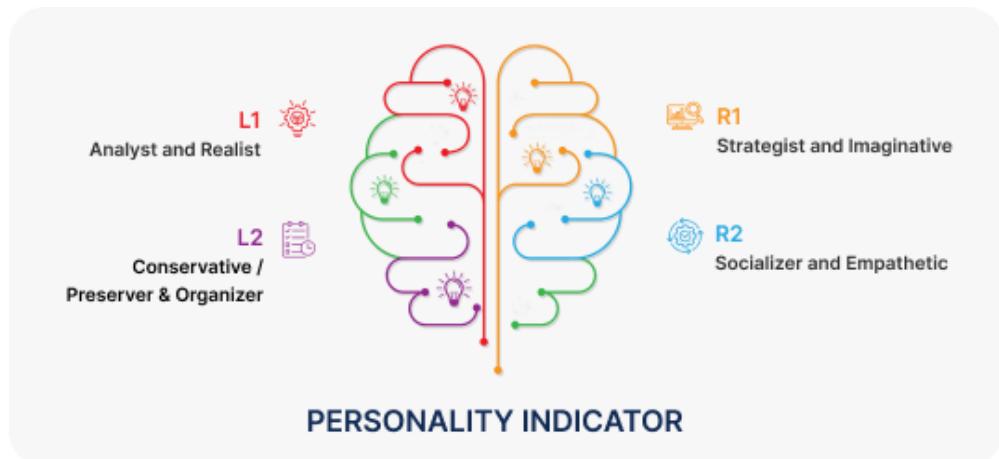
Personality

Understanding your brain's potential is crucial for setting goals that align with your unique characteristics. This awareness helps you build relationships and develop skills that facilitate achieving both personal and professional success. By recognizing your brain's natural preferences and strengths, you can align them with available opportunities to create a fulfilling and rewarding career.

Starting with an understanding of your brain can provide valuable insights into yourself. Your brain significantly influences your personality, and while each brain is uniquely wired, there are general principles that can enhance self-awareness.

The assessment you've completed offers insights into your dominant personality traits and capabilities. Aligning these insights with your career can lead to greater satisfaction and success. Alternatively, you can choose to reorient your brain's focus to better match your career aspirations. Remember, no personality type is superior to another.

Your brain profile is evaluated across four quadrants: L1, L2, R1, and R2 ("Left" and "Right"), as shown in the diagram below.



L1: Analyst & Realist

1 2 3 4 5 6 7 8 9 10

You prefer to gain a deeper understanding through thorough exploration and analysis of information. You approach situations with a logical and reasoned mindset, accepting things as they are. You excel at handling data and tend to be highly objective, remaining largely unaffected by emotions.

SUITABLE EDUCATION FIELDS



EXAMPLES FOR SUITABLE CAREER



L2: Conservative / Preserver & Organizer

1 2 3 4 5 6 7 8 9 10

You are patient and meticulous, with a sharp eye for detail. You prefer to adhere to established procedures and follow instructions and rules closely. Valuing order and organization, you take pride in being well-groomed. Generally, you find chaos, ambiguity, and disorder to be unsettling.

SUITABLE EDUCATION FIELDS



EXAMPLES FOR SUITABLE CAREER



R1: Strategist & Imaginative

1 2 3 4 5 6 7 8 9 10

You relish making ambitious plans and thinking big, often focusing on the broader vision. You prefer to set rules and develop or improve new ideas. Repetitive tasks may bore you, as you excel in innovation and leadership, whether you're guiding others or working independently.

SUITABLE EDUCATION FIELDS



EXAMPLES FOR SUITABLE CAREER



R2: Socializer & Empathetic

1 2 3 4 5 6 7 8 9 10

You are people-oriented and enjoy spending time with friends and family. Emotionally expressive, you place a high value on relationships. Friendly and empathetic, you are sensitive to others' feelings and take pleasure in nurturing and supporting those around you.

SUITABLE EDUCATION FIELDS



EXAMPLES FOR SUITABLE CAREER



Interest

This part of the assessment is designed to help you understand your occupational interests based on the theories of John L. Holland, an American psychologist. By identifying what naturally excites you, you'll gain insight into which career fields might be most fulfilling. This assessment examines your interests across various career paths to help you discover the best fit for you.

According to John L. Holland, interests and occupations can be classified using six dimensions, namely:

- Realistic (Doers)
- Investigative (Thinkers)
- Artistic (Creators)
- Social (Helpers)
- Enterprising (Persuaders)
- Conventional (Organizers)



Each person has a dominant interest dimension, and each occupation also aligns with a particular dominant dimension. However, since no person or job fits perfectly into just one category, we use a combination of three dimensions, known as the Holland Code. When a person's Holland Code matches their occupation, they are likely to find the job enjoyable and have a higher chance of excelling in it.

Holland's six dimensions, represented in the RIASEC model, are arranged as shown in the above image. Professor John Johnson proposed an alternative way to categorize these types based on ancient social roles: "hunters" (Realistic), "shamans" (Investigative), "artisans" (Artistic), "healers" (Social), "leaders" (Enterprising), and "lore keepers" (Conventional). Each personality type has its own unique strengths; none is better than another.

Interests and occupations can be classified using 6 dimensions, namely



Realistic
(Doers)



Investigative
(Thinkers)



Artistic
(Creators)



Enterprising
(Persuaders)



Conventional
(Organizers)



Social
(Helpers)

Realistic (Doers)

1 2 3 4 5 6 7 8 9 10

People who enjoy working with "things" are often assertive and competitive, with an interest in activities that require motor coordination, skill, and strength. They prefer to solve problems through action rather than discussion or contemplation. They favor concrete, hands-on approaches to problem-solving over abstract theories and are more inclined towards scientific or mechanical fields rather than cultural or aesthetic ones.

Investigative (Thinkers)

1 2 3 4 5 6 7 8 9 10

People who prefer working with "data or abstract structures" tend to enjoy thinking and observing over taking action. They focus on organizing and understanding information rather than persuading others. They favor individual activities over people-oriented ones and exhibit a great deal of patience.

Artistic (Creators)

1 2 3 4 5 6 7 8 9 10

People who enjoy working with "ideas and things" are often creative, open-minded, inventive, and original. They are perceptive, sensitive, independent, and emotional. They tend to resist strict structure and rules but thrive on tasks that involve interacting with people or using physical skills. They generally display more emotional expression compared to other types.

Social (Helpers)

1 2 3 4 5 6 7 8 9 10

Individuals who enjoy working with "people" often find fulfillment in teaching or helping roles. They are generally more inclined to seek close relationships with others and are less interested in intellectual or physical tasks.

Enterprising (Persuaders)

1 2 3 4 5 6 7 8 9 10

Individuals who prefer working with "people and data" are typically strong communicators, using their skills to lead and persuade others. They place a high value on reputation, power, money, and status. They have a higher risk tolerance and excel in negotiation and networking.

Conventional (Organizers)

1 2 3 4 5 6 7 8 9 10

People who prefer to work with "data". They like rules and regulations, and emphasize self-control. They like structure and order, and dislike unstructured or unclear work and interpersonal situations". They also "place value on reputation, power, or status".

Aptitude

Understanding your aptitude helps you explore your natural strengths. This section assesses your current capability to secure and succeed in employment, often referred to as your "Employability Quotient." Similar to Intelligence Quotient and Emotional Quotient, this score reflects your potential to be hired and excel in a job, indicating how likely an employer is to choose or retain you.

This assessment is based on self-evaluation. The more accurately you assess yourself, the more realistic your score will be. This section aims to identify areas where improvement is needed. By working on self-awareness and skill development, you can enhance your Employability Quotient.

The framework for this assessment is based on research conducted by the UK-based educational charities FaceWork and Worktree. They identified five dimensions and 25 sub-dimensions of employability through extensive field research. These dimensions are encapsulated in the acronym STEPS, which also represents key steps to excel in your career.

Based on your score, you can opt for coaching sessions with iGuroo experts to address areas where your performance may need improvement.



Self Management



Mastering self-management is crucial for success in any career. Effectively handling your emotions is essential for overcoming challenges. When entering a new work environment, you might experience pressure, anxiety, or even anger. If you're in a new city alone, feelings of loneliness and depression can also arise. The key question is: Can you manage these emotions, or do they overwhelm you and hinder your performance? Additionally, how well do you handle your time and finances? These elements are all part of self-management. Beyond this, factors like self-grooming and self-confidence also contribute to your self-management skills. All these areas can be enhanced through practice and self-reflection.

Team Work



In today's job market, working effectively in teams is essential for almost any role. Your ability to collaborate with others significantly influences your chances of being hired and succeeding in your career. Successful teamwork requires empathy, meaning you should understand and appreciate others' issues and challenges without being judgmental. Your comfort level in managing interpersonal conflicts and your willingness to support and promote others without insecurity are also crucial. Additionally, your decision-making skills, flexibility, and adaptability are factors in determining your teamwork score or rating.

Enterprising



In many careers, advancement hinges on the ability to be enterprising. This involves cultivating a network of valuable contacts, maintaining those relationships, and building goodwill. Key aspects of being enterprising include taking initiative, staying motivated, and managing risks. An enterprising individual often emerges as a natural leader, with the ability to guide others toward achieving goals. Your 'Enterprising' score reflects these five components. You can enhance your enterprising abilities by focusing on personal development and growth.

Problem Solving



Problem-solving is the skill of viewing challenges as opportunities for growth and leveraging them to your advantage. The process begins with identifying the problem. Being curious and asking the right questions to gather more information is crucial. Critical thinking plays a key role in effective problem-solving. Additionally, creativity in devising solutions, acknowledging and learning from mistakes, and maintaining resilience in the face of difficulties are also essential aspects. Your score for problem-solving capability is based on these five dimensions.

Speaking and Listening



This dimension focuses on effective communication, which extends beyond active listening and verbal exchanges. It includes non-verbal elements such as body language and tone of voice, as well as digital communication, which involves managing social media interactions and business correspondence through email. Your ability to articulate your thoughts, craft compelling narratives, and convey them across various platforms is crucial for both securing and succeeding in a job.

Develop Your Skills

Leveraging your natural strengths does not imply that training, education, hard work, and dedication are unnecessary. In fact, most successful individuals achieve their goals through persistent effort and dedication. For example, a professional cricketer hones his innate athletic abilities by practicing tirelessly, hitting hundreds of balls daily. Similarly, a pianist cultivates her natural musical talent through countless hours of practice.

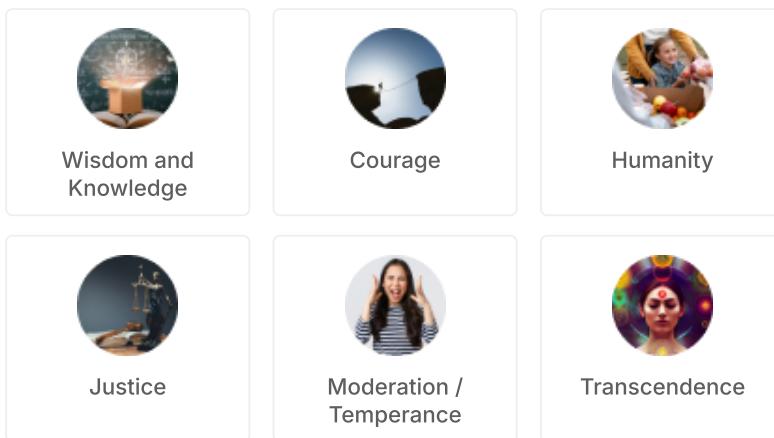
Minimize your exposure of your low-scoring skills

Please review the skill areas where you scored the lowest, which are listed at the bottom of the chart on the previous page. Low scores in these areas may provide insights into those aspects of your life skills which need improvement. These skills might not align with your natural strengths, or you may not have had the chance to develop them fully. In either case, it will help you to undertake additional training to improve them first.

Character Strengths

Character strengths play a crucial role in achieving job satisfaction and navigating social interactions effectively. An assessment of these strengths reveals how well you manage your emotions and interpersonal relationships.

These strengths are categorized into six distinct areas, each with its own significance and impact on your career choices.



Periodic Table of Character Strengths

WISDOM	COURAGE	HUMANITY	JUSTICE	TEMPERANCE	TRANSCENDENCE
Creativity	Bravery	Love	Citizenship	Forgiveness and mercy	Appreciation of Beauty
Curiosity	Persistence	Kindness	Fairness	Humility/Modesty	Hope / Optimism
Love of learning	Integrity	Social intelligence	Leadership	Prudence	Humor
Perspective	Vitality			Self-regulation	Spirituality

Wisdom

You have a strong inclination towards exploration and discovery, often driven by a curiosity to learn about a wide range of topics. You tend to ask numerous questions to gain a deeper understanding and view issues from multiple perspectives. Your creativity and analytical skills likely make you adept at problem-solving and examining situations, topics, or subjects.

Courage

You are direct and uncomplicated, dedicated to honesty and speaking the truth without embellishment. Your enthusiasm and authenticity shine through in your interactions. You are persistent and place high value on being genuine and sincere.

Humanity

You are generally attuned to the thoughts and feelings of others, often understanding their motivations and actions. You are driven by a desire to help and be of service, feeling genuine love and kindness toward people. As a result, your choice of subjects and career should focus on working with people rather than machines or financial matters.

Justice

It is very important for you to maintain fairness and justice always.

Temperance

You have a deep appreciation for beauty and excellence, often noticing and valuing the wonderful things in the world. You tend to recognize and cherish these qualities, and are unlikely to take them for granted.

Transcendence

You have a keen appreciation for beauty and excellence, often noticing and valuing the remarkable aspects of the world. You are unlikely to take these things for granted. Additionally, you possess a sense of humor and optimism, and may find yourself less driven by material possessions, favoring a more spiritual perspective.

Next Steps

1

STEP

Reach out to us to schedule a session with our career counselors and education experts.

2

STEP

Examine the Comprehensive Self-Discovery Assessment Report thoroughly. Keep in mind that some information may not apply to you. If you find anything you disagree with, consult your career counselor for clarification.

3

STEP

Come prepared with questions and concerns for your career counseling session. Carefully consider the recommendations provided by your career counselor. Don't hesitate to ask for alternative options and a development plan.

4

STEP

Join the iGuroo community to cultivate and advance your career.

Click to Schedule a Session

Disclaimer

THE PURPOSE OF THIS INSTRUMENT IS TO AID IN SELF-DISCOVERY. THIS REPORT IS DESIGNED TO HELP YOU IDENTIFY YOUR NATURAL PERSONALITY STRENGTHS, POTENTIAL VOCATIONAL INTERESTS, SKILLS, AND VALUES, BASED ON THE SELF-ASSESSMENT TEST YOU RECENTLY COMPLETED.

DEVELOPED BY A TEAM OF PSYCHOMETRICIANS, INDUSTRY EXPERTS, EDUCATIONALISTS, AND INFORMED BY EXTENSIVE RESEARCH, IGUROO'S CAREER DISCOVERY ASSESSMENT TOOL COMBINES EXPERT KNOWLEDGE WITH ADVANCED TECHNOLOGY TO PROVIDE INSIGHTFUL INFORMATION.

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GOT ANY QUESTIONS?

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