



# 2 Insights

# **English Comprehension**



73 / 100

This test measures the candidate's vocabulary, grammar and reading comprehension skills.

The candidate has a fairly rich vocabulary and a strong command of English grammar. He is able to read and understand complex text. Having a good command of the English language is important to communicate with internal stakeholders and clients, as well as to interpret reports, articles and complex texts at work.

# Quantitative Ability (Advanced)



84 / 100

This test measures the candidate's ability to solve problems on basic arithmetic operations, probability, permutations and combinations, and other advanced concepts.

It is commendable that the candidate is able to understand and solve complex arithmetic problems. He is able to solve basic problems of probability, logarithms, permutations, and combinations. This skill will help him in jobs where one needs to work with statistical data and make probabilistic predictions.

# Logical Ability





Inductive Reasoning

This competency measures the candidate's ability to synthesize information and derive conclusions.

The candidate is able to work out simple rules based on specific evidence or information. This skill is required in high end analytics jobs where one is required to infer patterns based on predefined rules from different sets of data.

# ( )

## **Deductive Reasoning**

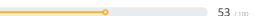


This competency measures the candidate's ability to synthesize information and derive conclusions.

It is good that the candidate is able to draw valid inferences based on simple rules and instructions. The problems that one faces at work are generally complex and involve several factors. Hence it is important to take into account all the relevant inputs and then make the final decision.

# (45))

### Abductive Reasoning



This competency measures the candidate's ability to reach a possible conclusion by forming and testing the hypothesis using the known information.

The candidate is able to use the available information and formulate simple hypothesis for further testing. But he may not able to reach expected conclusions with more complex information.

### Personality

#### Competencies



#### Extraversion



Extraversion refers to a person's inclination to prefer social interaction over spending time alone. Individuals with high levels of extraversion are perceived to be outgoing, warm and socially confident.

- The candidate is comfortable socializing to a certain extent. He may prefer small gatherings in familiar environments.
- · He may feel at ease interacting with his close friends but may be reserved among strangers.
- He is likely to indulge in activities involving thrill and excitement that are not too risky.
- He contemplates the consequences before expressing any opinion or taking an action.
- He is likely to take charge when the situation calls for it and is comfortable following instructions as well.
- The candidate's personality may be suitable for jobs demanding flexibility in terms of working well with a team as well as individually.



#### Conscientiousness



Conscientiousness is the tendency to be organized, hard working and responsible in one's approach to her/his work. Individuals with high levels of this personality trait are more likely to be ambitious and tend to be goal-oriented and focused.

- The candidate is likely to value order and self-discipline and tends to pursue ambitious endeavours.
- He believes in the importance of structure and is very well-organized.
- He is likely to carefully review facts before arriving at conclusions or making decisions based on them.
- He adheres to rules strictly and carefully considers the situation before making decisions.
- He tends to have a high level of self confidence and does not doubt his abilities.
- The candidate generally sets and works toward goals, tries to exceed expectations and is likely to excel in most jobs, especially those which require a careful or meticulous approach.



#### Agreeableness



Agreeableness refers to an individual's tendency to be cooperative with others and it defines her/his approach to interpersonal relationships. People with high levels of this personality trait tend to be more considerate of people around them and are more likely to work effectively in a team.

- The candidate may be flexible regarding his opinions and be willing to accommodate the needs of others.
- He may be generally considerate of the needs of others yet may, at times, overlook social norms to achieve personal success.
- He may be selective about the people he chooses to trust.
- He is caring and is likely to experience sympathy for a friend in distress.
- He is likely to give credit to others but also tends to be open with his friends about personal achievements.
- This candidate is more inclined to strike a compromise in tough situations and may be suitable for jobs that demand managing expectations among different stakeholders.



### Openness to Experience



Openness to experience refers to a person's inclination to explore beyond conventional boundaries in different aspects of life. Individuals with high levels of this personality trait tend to be more curious, creative and innovative in nature.

- The candidate tends to be curious in nature and is generally open to trying new things outside his comfort zone.
- He may have a different approach to solving conventional problems and tends to experiment with those solutions.
- He is creative and tends to appreciate different forms of art.
- He is likely to be in touch with his emotions and is quite expressive.
- The candidate's personality is more suited for jobs requiring creativity and an innovative approach to problem solving.



#### **Emotional Stability**



Emotional stability refers to the ability to withstand stress, handle adversity, and remain calm and composed when working through challenging situations. People with high levels of this personality trait tend to be more in control of their emotions and are likely to perform consistently despite difficult or unfavourable conditions.

- The candidate is calm and composed in nature.
- He tends to maintain composure during high pressure situations.
- He is likely to be very confident and comfortable being himself.
- He finds it easy to resist temptations and practice moderation.
- The candidate is likely to remain emotionally stable in jobs with high stress levels.



## Polychronicity



Polychronicity refers to a person's inclination to multitask. It is the extent to which the person prefers to engage in more than one task at a time and believes that such an approach is highly productive. While this trait

describes the personality disposition of a person to multitask, it does not gauge their ability to do so successfully.

- The candidate prefers to work on one task at a time, complete it and then move on to the next.
- He prefers orderliness and likes to concentrate on the task at hand without any distractions.
- He can find it difficult to be placed in a work environment where there is a need to multitask or where expected to engage in multiple projects simultaneously.