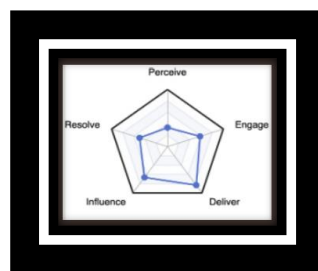


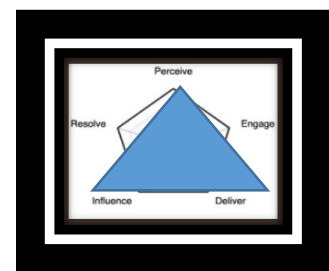
MPI Profile



PRIDE Distribution



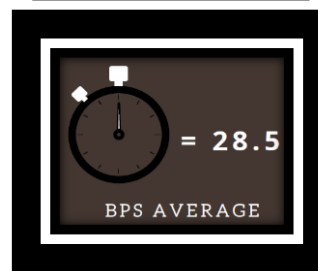
Intelligence Distribution



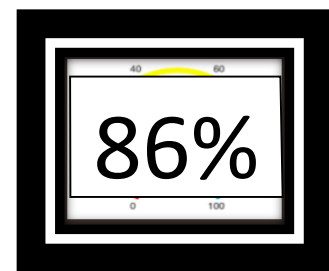
Cognitive Accuracy



Brain Speed



Mind Productivity



Real Time day to day work polarity order

Daily PRIDE Process works	Polarity	Order
Explaining intentions Clearly		1
Knowing details precisely		2
Making wise decisions		3
Solving Problems effectively		4
Building strong relationships		5

Daily Intelligence Outputs	Polarity	Order
Understanding the underlying concept/reason of the incident		1
Altering the plans and action basis the situational needs/demands		2
Following the appropriate process to complete the work		3

Daily PRIDE Skill Activities	Polarity	Level
Conveying intentions with appropriate linguistics		1
Remembering the important info for future use		2
Thinking out of the box or planning innovatively		3
Focusing on every instruction / detail carefully		4
Delegating and guiding others respectfully		5
Using logical brain to come to a conclusion		6
Using assertive body language to convey emotions		7
Approaching life with moral set of values & ethics		8
Adapting well within a group for team synergy		9
Internalizing the life learnings with right frame of mind		10

WHOLESOME CAPABILITIES PROFILE-

Vikas has a wonderful capability to **perceive** any information precisely to have a holistic approach towards real life situations. He has a better focus & **attention beyond external distractions** on his work while dealing with new ideas. He usually learns new knowledge or understands instructions easily & quickly when it is given in the form of **Audio Visuals** or when he watches other people do it. He comprehends any complex ideas or information preferably with ease when it is given with a **contextual example** or a metaphor.

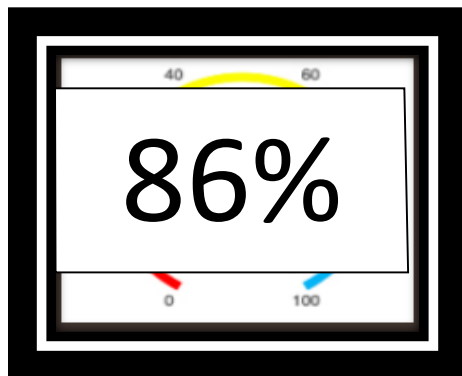
He has the gift of **applying** his gained knowledge in real-time use to overcome a problem or create a solution. He takes his decisions related to any topic in a balanced **time duration**. He doesn't dwell on things for a longer period of time to arrive at a conclusion. He has shown inclination towards understanding and interest in people, ideas and situations which are related to **Professional life** settings. He is more concerned about **getting things done** and doesn't worry even to **leave his comfort zone** to achieve his desired goals.

PRIDE PROFILE



Our everyday needs will require us to use one to five human capabilities simultaneously or in tandem to satisfy the situational demands. Any Individual who uses maximum capabilities in tandem will be preferred the most in any work life environment.

Vikas has a **3 dimensional** human Capability, (PRD Capability) he has the capacity to deal with situations which demand him to **understand** the situation **precisely**, **devise** a proper **solution** to the problem or the need and **deliver** the needs in a most **easily understandable** way to others.



Productivity Profile

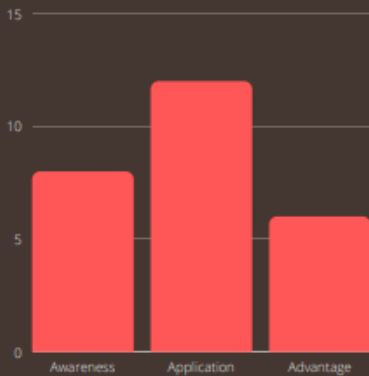
Whenever we are put into a tight or risky situation, it becomes inevitable to take a decision accurately as well as immediately at the least possible time to come out of the situation safely and happily for which our BPSE is the most influencing factor.

Vikas is a "Time based Decision Maker."

He gives more importance in taking **decisions quickly**, than being accurate or perfect with those decisions. He may think it's more appropriate to take decisions/solve problems **on time**. Or maybe he is not interested in dwelling on any activity for a longer period of time.

He has a fantastic **capacity to maintain** his brain processing speeds for a **longer period** of time.

INTELLIGENCE



Intelligence is supposed to be the exhibiting capacity of every individual to do or solve things in a unique & different way which was learnt through the same knowledge taught for everyone at school

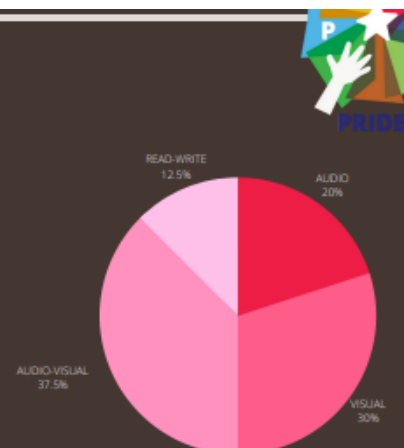
Vikas's intelligent quotient lies **greatly** in **applying** the **learnt knowledge** in a **linear** way and **lacks** performance while needed to **apply** the same from a **different perspective**. This could be because he wouldn't have been **exposed** to think from a **different** perspective or would

have been requested to do the work only on the basis of the external instruction or **lacks situational awareness** towards life settings.

Suggestion-It is imperative to **put** him into **different situations** and allow him to **try different ways** to reach the results. **Alternate possibility thinking** sessions can be adopted at least half an hour everyday to look for **alternate** results or **options** for the **same process**. Fail forward training sessions can be **inculcated** to his learning schedules for him to take new **calculated risks** in new tasks or activities even if they don't produce **successful results** every time they deal with it.

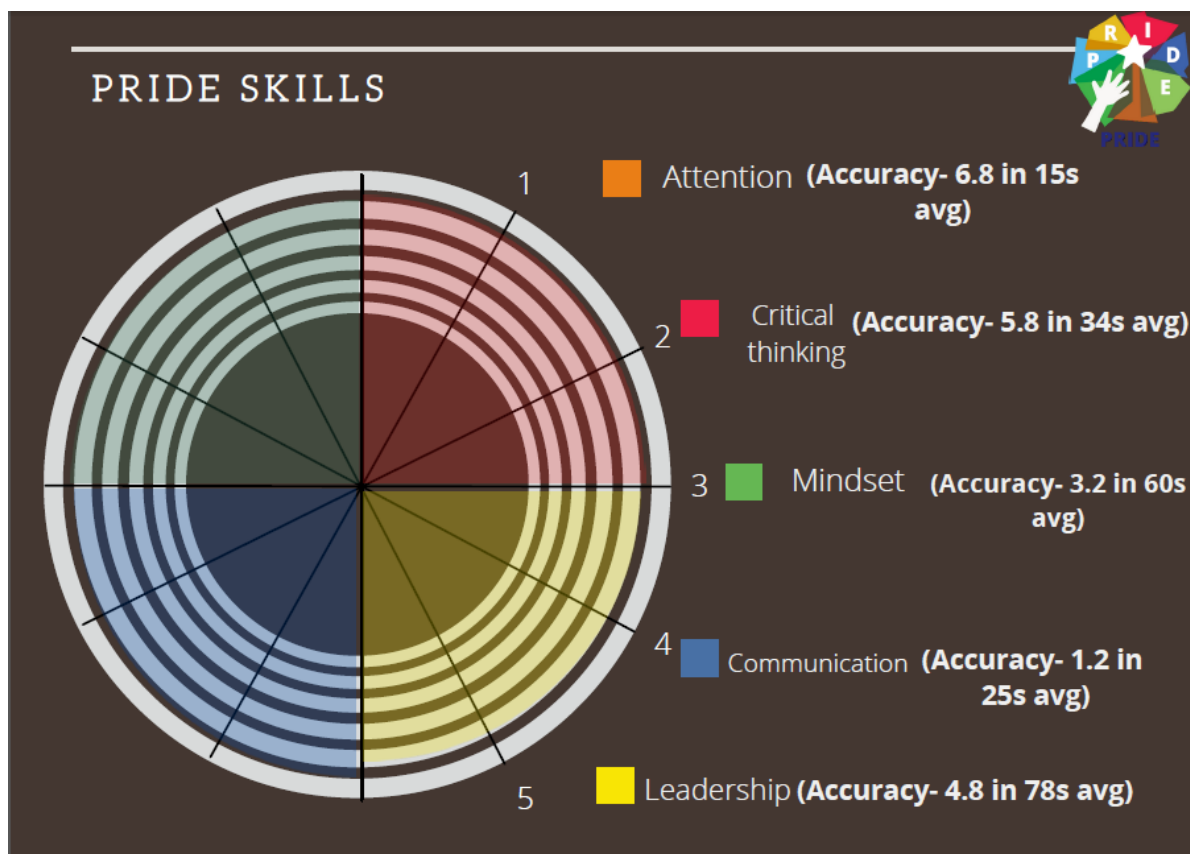
LEARNING MODE

Every Individual prefers a certain way/method to take any new information through their sensory pathways. This input method gives them the precision of the information with high efficiency. For example we come across some people who read the subtitles to understand the story better even when the audio is available while watching a movie, this is due to the convenience of authenticity of information.



Vikas shows **better** efficiency and precision while taking any new information when it is received in the form of **Audio Visuals** and exhibits a **low** accuracy while selecting his **auditory mode**. This could be a reason to have a double confirmation about the authenticity of the information received or increase the strength of the memory for future use.

Suggestion- Ensure that he is trained in **picking up** the **auditory cues** while receiving any information in the form of sounds or auditory mode. Make him **listen to podcasts** and **summarise** the information for better understanding. **Sequencing** the Sounds **training** can be provided for better auditory memory.



Causal Factors

Bottom 3 Daily Skill activity areas which need immediate assistance for better outcomes

Activity: **Internalizing the life learnings with right frame of mind**
 Grading: Weak, at Beginning Level
 Causal factor/s: **Weak Application of procedures on Prioritising, finding relevance**
 Skill responsible: **Mindset**

Detailed Description: Vikas has less understanding about the difference between feedback and Criticism. He believes every feedback given is always to prove that one's ability is poor rather than understanding something in us needs to be altered or changed to achieve results.

He has less understanding about the difference between feedback and Criticism. He believes every feedback given is always to prove that one's ability is poor rather than understanding something in us needs to be altered or changed to achieve results.

Activity: **Adapting well within a group for team synergy**
Grading: Weak, at Beginning Level
Causal factor/s: *Less clarity on the Advantage of **Adjusting in Team Setup***
Skill responsible: **Collaboration Ability**

Detailed Description: Vikas has less idea about the benefits and reasons for adjusting with others for a cause. He values his welfares more than the need to maintain team synergy for a higher cause more than self. This could deprive him from leadership opportunities in the future.

Activity: **Delegating and guiding others respectfully**
Grading: Weak, at Beginning Level
Causal factor: *Less clarity on the Advantage of using **Leadership Characteristics***
Skill responsible: **Leadership Abilities**

Detailed Description: Vikas has less idea about the usage of the Leadership characteristics to achieve the goal basis the needs, he chooses to use his known network rather than the appropriate network to achieve the goal for better outcomes.

Action Plan Way Forward

Areas to Work Upon

PRIDE: Influence Process

Start working on the process of Decision making on what to believe and how to approach life by validating every information basis their motive, triggers, holistic benefits, process hurdles and the positive growth potential.

Productivity: Accuracy

Care has to be taken to decide on the appropriate choices which would be the best fit for the issue or the situation. It is empirical to work on the quality of work to have a fruitful productivity.

Learning Styles: Read / Write

Start working on visualising the content written in books as a realistic incident or a movie you are watching, give the attributes the real life value and run it like a movie. Verify the exact intention of the words written which has multiple meanings, try to understand the emotions involved if it deals with people.

Intelligence: Fundamental Intelligence

Care has to be taken to understand the fundamental concepts, properties, working procedures, variations, of every work or idea or data. This gives clarity when things are not working as per procedure or when it deviates from the regular direction. It also gives idea about how to take advantage of any changes to be made.

Skill: Mindset

Care has to be taken to have the appropriate belief system to internalise any information. It has to be validated with the right set of yardsticks before fixing it to be the guideline for applying the learning to create new decisions.