

#### **Client Details**

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#### **CounsellorDetails**

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Disclaimer: The results of this report are purely based on the responses provided by the clientfor the constituent assessments. The analysis and recommendations provided are based onongoing scientific research and are meant to provide a reference for the client. The decision tofollow any recommendations or suggestions solely lies with the client and client shall be solely responsible for the consequences of the same. Please note that the report can be best interpreted along with certified analyst.



## Career excellence model



# **Career Exploration Process**





## **Career decision making situation**

This represents your current state of your beliefs, self-awareness and information relevant to make career decisions.

**Beliefs** 

These are self-limiting beliefs about your own capability to make sound career decisions. These prevent you to undertake career decisions freely and with confidence.

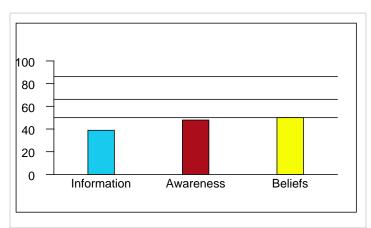
Self-awareness

This is an indication of your own awareness that is relevant in making healthy career decisions.

Information

This is an indication of presence or absence of relevant information required to make healthy career decisions.

### Your career decision making situation





<50%

Low

50-75%

Moderate

>75%

High

## **Observations & suggestions**

Beliefs

You have moderate confidence about your career decision making abilities.

Some of your beliefs need to be relooked to be more helpful

**Awareness** 

Your need more awareness of your career relevant characteristics and the preferred occupations. You should utilize this systematic assessment process as a way to become self-aware.

Information

You need to get information about various careers and opportunities to make informed choices that shall suit you.



## **Work Interests**

#### REALISTIC (R)

Being "Hands-on" - Working with machines, tools and things.

#### INVESTIGATIVE (I)

Preference to understand, analyze and predict.

#### ARTISTIC (A)

Preference for literature, music or other artistic and creative activities.

#### SOCIAL (S)

Preference to help, facilitate or guide.

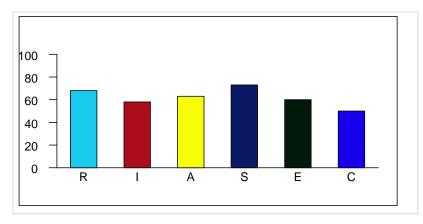
#### ENTERPRISING (E)

Preference to influence - to sell or to persuade.

#### CONVENTIONAL (C)

Preference to create and maintain orderliness.

## **Your Work Interests**



# DOMAIN CODE : S(Social) R(Realistic) A(Artistic)



## **Work Values**

An individual's work personality is determined by his or her needs and abilities. Similarly, ability requirement and possible reinforcement are important characteristics of a work environment. Job satisfaction of an individual depends on alignment of her needs to the reinforcement offered by the work environment. We identify 21 needs, grouped into 6 work values.



Using your best abilities, feeling a sense of accomplishment.

#### **WORKING CONDITIONS:**

Pay, job security, physical working condition, work that suits temperament.

#### **RECOGNITION:**

Advancement, recognition, respect.

#### **RELATIONSHIP:**

Service to others, getting along with others, having a clean conscience.

#### SUPPORT:

Competent & considerate management.

#### **INDEPENDENCE:**

Creativity, Responsibility, Autonomy

#### **Your Top Needs**

- 1. Creativity I could try out my own ideas
- 2. Compensation My pay would be at par with other workers
- 3. Working conditions The job would have good work-conditions
- 4. Activity I could be busy all the time
- 5. Autonomy I could plan my work without much supervision



## **Type Indicators**

MB type indicators are used to identify one of the sixteen personality types that an individual belongs to. The type influences identification of careers where the person is expected to contribute most as well as where she can find fulfilment. None of the types is superior or inferior to any other type. Below are the components of the 16 personality types.



#### Energy

Information processing

**Decision making** 

Managing external world

## Extraversion (E) Energy through people

#### Sensing

Through 5 senses (observing)

#### **Thinking**

Based on logics & facts

#### **Judging**

organizing and seeking closure

## Intraversion (I) Energy through Self-reflection

#### Intuiting

Understanding meaning & pattern

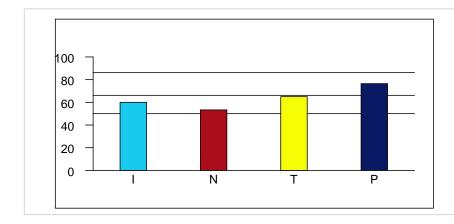
#### Feeling

Based on empathy

#### Perceiving

Flexibility, spontaneity and openness to experience

# Your type indicator - INTP



- I Introversion
- N Intuiting
- T Thinking
- P Perceiving

PCI



## Inference

E-I Dimension - Your natural preference is Introversion, You are Silent,Reserved,Introspective,Slow to open-up,Primarily focussed on their own business

S-N Dimension - Your natural preference is Intuiting, You are Innovative,Intutive,Connect the dots,Look at bigger picture,Look for possibilities

T-F Dimension - Your natural preference is Thinking, You are Logical, Objective, Impersonal decision making

J-P Dimension - Your natural preference is Perceiving, You are Adaptable, Spontaneous, Flexible, Gathering as much information as possible before deciding, preference to experience over organizat

## Inference of PCI

% High You make real-life choices in accordance to your natural preferences. This may or may not always be most appropriate to manage the current situation. However, this saves you from putting additional efforts in exercising a choice that you are not comfortable with.

You inconsistently make real-life choices in accordance to your natural preferences. At times, you make choices that are not aligned to your natural preferences. This may be when you consider doing so more appropriate to manage the situation



% Low You have not been able to clearly identify your preference or you are making a lot of make real-life choices opposite to your natural preferences. This may be possibly because your learnings about how to effectively manage a situation differ from your natural preference.



# **Learning Preferences**

MB type indicators are used to identify one of the sixteen personality types that an individual belongs to. The type influences identification of careers where the person is expected to contribute most as well as where she can find fulfilment. None of the types is superior or inferior to any other type. Below are the components of the 16 personality types.

#### Visual (V)



- Preference towards Graphical information maps, charts, graphs, flow charts, labelled diagrams and symbols representation of words.
- Use of designs, patterns and shapes to convey information.
- Does not include still pictures or photographs that do not convey information or patters.
- Preference for learning by hearing & speaking
- Lectures, group discussions, radio, telephone calls, webchats and talking things through
- Talking out loud and talking to self.

#### Auditory (A)



#### Read/ Write (R)



- Preference for information displayed in words
- · Emphasis on text-based inputs
- Manuals, reports, essays, books, assignments, text dominant internet research
- Preference for concrete personal experiences
- · Learning by grasping, holding, feeling, doing
- · Learning through demonstrations, simulations, videos

#### Kinesthetic (K)



# Your learning preference(s)



The graph shows the proportion of responses where you displayed a particular learning preference. This is an indicator of the mode you generally prefer in real life.



## **Cognitive abilities**

| Ability                       | Description  | Your assessment |
|-------------------------------|--|-----------------|
| Numerical<br>abi <b>l</b> ity | Ability to understand and work with quantitative concepts    | Low             |
| Verbal<br>reasoning           | Ability to understand concepts framed in words               | Low             |
| Spatial ability               | Ability of 3D visualization from 2D representation           | Low             |
| Computations                  | Facility with numbers  | Low             |
| Clerical<br>Perception        | Quickly recognizing information presented in letters & words | Low             |
| Form<br>Perception            | Quick recognition of visual information                      | Low             |



# **Critical workplace abilities**

| Ability        | Description                         | Your self-assessment score |
|----------------|-------------------------------------|----------------------------|
| Leading &      | Leading, Coordinating, Negotiating, |                            |
| Influencing    | Influencing, Social management,     | Medium                     |
|                | External environment management     |                            |
| Helping &      | Social perceptiveness, Active       |                            |
| facilitating   | listening                           | Very High                  |
| Organizing and | Task structuring, Planning, Being   |                            |
| closing        | methodical, Doing repetitive        |                            |
|                | activities, Working with deadlines, | High                       |
|                | Punctuality, Closure                |                            |



Your Top Career Clusters

Health Science

While working in this cluster, you shall be involved in providing support Services, therapeutic Services, biotechnology research and development

diagnostic Services as well as health informatics. It includes professions such as medical doctors, nurses and medical technicians.

**Education & Training** 

In this cluster, you shall work in teaching or training, education administration as well as professional support services. Professions include elementary, middle or primary teachers, lecturers or professors, special education teachers, school or college administrators, librarians, interpreters or translators

Business Management & Administration

In this cluster, you shall be focussing on administrative support, business & information management, operations management, human resource management or general management. Professions include executive assistants, information systems managers, operations managers in various specialised domains such as hydroelectric systems, event managers, purchase managers, human resource managers, training & development managers and service delivery managers

Your Top Streams

**PCB** 

**PCM** 



# **Career Suggestions**

| Profession Name   | Cluster        | 11Th / 12Th | Higher Education                           | Recommendation |
|-------------------|----------------|-------------|--|----------------|
| Training and      | Business       | Any stream  | Any stream+BBA in Human Resource           | Explore        |
| Development       | Management &   |             | Management+MBA in Human Resource           |                |
| Specialists       | Administration |             | Management/Any Stream+Graduation In        |                |
|                   |                |             | Any Stream+Post Graduate Diploma in        |                |
|                   |                |             | Human Resource Management                  |                |
| Anthropology and  | Education &    | РСВ         | Science+B.Sc in Archaeology/               | Explore        |
| Archeology        | Training       |             | Anthropology+M.Sc Archaeology/             |                |
| Teachers,         |                |             | Anthropology+PhD. in Archaeology/          |                |
| Postsecondary     |                |             | Anthropology+UGC NET, State Level          |                |
|                   |                |             | Eligibility Test(Appeared After Master     |                |
|                   |                |             | Level)/Any Stream+BA in Archaeology/       |                |
|                   |                |             | Anthropology+MA in Archaeology/            |                |
|                   |                |             | Anthropology+PhD.Archaeology/              |                |
|                   |                |             | Anthropology+UGC NET, State Level          |                |
|                   |                |             | Eligibility Test(Appeared After Master     |                |
|                   |                |             | Level)                                     |                |
| Economics         | Education &    | Humanities  | Science+B.Sc. Economics+M.Sc in            | Explore        |
| Teachers,         | Training       |             | Economics+PhD.in Economics+UGC             |                |
| Postsecondary     |                |             | NET, State Level Eligibility Test(Appeared |                |
|                   |                |             | After Master Level)/Any Stream+B.A in      |                |
|                   |                |             | Economics+M.A in Economics+PhD. In         |                |
|                   |                |             | Economics+UGC NET, State Level             |                |
|                   |                |             | Eligibility Test(Appeared After Master     |                |
|                   |                |             | Level)                                     |                |
| Physics Teachers, | Education &    | PCM         | Science+B.Sc in Physics+M.Sc in            | Explore        |
| Postsecondary     | Training       |             | Physics+PHd. in Physics+UGC NET,           |                |
|                   |                |             | State Level Eligibility Test(Appeared      |                |
|                   |                |             | After Master Level)                        |                |
| Environmental     | Education &    | РСВ         | Science+B.Sc in Environmental              | Explore        |
| Science Teachers, | Training       |             | Science+B.Sc in Environmental              |                |
| Postsecondary     |                |             | Science+PhD. Environmental                 |                |
|                   |                |             | Science+UGC NET, State Level Eligibility   |                |
|                   |                |             | Test(Appeared After Master Level)          |                |



| Profession Name   | Cluster     | 11Th / 12Th | Higher Education                           | Recommendation |
|-------------------|-------------|-------------|--|----------------|
| Engineering       | Education & | PCM         | Science+B.Tech in Any Field Of             | Explore        |
| Teachers,         | Training    |             | Engineering+M.Tech In Any Field Of         |                |
| Postsecondary     |             |             | Engineering+PhD. Field Of                  |                |
|                   |             |             | Engineering+UGC NET, State Level           |                |
|                   |             |             | Eligibility Test(Appeared After Master     |                |
|                   |             |             | Level)                                     |                |
| Architecture      | Education & | PCM         | Science+Bachelor Of                        | Explore        |
| Teachers,         | Training    |             | Architecture(B.Arch)+Masters Of            |                |
| Postsecondary     |             |             | Architecture(M.Arch)+PhD.                  |                |
|                   |             |             | Architecture+UGC NET, State Level          |                |
|                   |             |             | Eligibility Test(Appeared After Master     |                |
|                   |             |             | Level)                                     |                |
| Mathematical      | Education & | PCM         | Science+B.Sc in Mathematics/               | Explore        |
| Science Teachers, | Training    |             | Statistics+M.Sc in Mathematics/            |                |
| Postsecondary     |             |             | Statistics+PhD.Mathematics/                |                |
|                   |             |             | Statistics+UGC NET, State Level            |                |
|                   |             |             | Eligibility Test(Appeared After Master     |                |
|                   |             |             | Level)/Science+B.Sc in Actuarial           |                |
|                   |             |             | Science+M.Sc in Actuarial                  |                |
|                   |             |             | Science+PHD.Actuarial Science+UGC          |                |
|                   |             |             | NET, State Level Eligibility Test(Appeared |                |
|                   |             |             | After Master Level)                        |                |
| Foreign Language  | Education & | Any stream  | Any Stream+BA in Foreign                   | Explore        |
| and Literature    | Training    |             | Language(German/ French/ Spanish)+MA       |                |
| Teachers,         |             |             | in Foreign                                 |                |
| Postsecondary     |             |             | Language(German/French/Spanish)+PhD        |                |
|                   |             |             | in Foreign                                 |                |
|                   |             |             | Language(German/French/Spanish)+UGC        |                |
|                   |             |             | NET, State Level Eligibility Test(Appeared |                |
|                   |             |             | After Master Level)                        |                |



| Profession Name    | Cluster        | 11Th / 12Th | Higher Education                       | Recommendation |
|--------------------|----------------|-------------|--|----------------|
| Medical            | Health Science | РСВ         | Science with Biology+MBBS+Doctor Of    | Explore        |
| Scientists, Except |                |             | Medicine+PHD in Medicine/Science with  |                |
| Epidemiologists    |                |             | Biology+B.Sc in Clinical Research+M.Sc |                |
|                    |                |             | in Clinical Research+PhD. in Clinical  |                |
|                    |                |             | Research                               |                |
| Oral and           | Health Science | РСВ         | Science+Bachelor Of Dental             | Explore        |
| Maxillofacial      |                |             | Surgery(BDS)+Master in Dental          |                |
| Surgeons           |                |             | Surgery(MDS) in Oral & Maxillofacial   |                |
|                    |                |             | Surgery+PhD. in Oral & Maxillofacial   |                |
|                    |                |             | Surgery/Science+BDS (Bachelor Of       |                |
|                    |                |             | Dental Surgery)+Certificate in Oral    |                |
|                    |                |             | Surgery/Science+B.D.S+Post Graduate    |                |
|                    |                |             | Diploma in Oral And Maxillofacial      |                |
|                    |                |             | Surgery                                |                |
| Exercise           | Health Science | РСВ         | Science+Bachelor in Sports             | Explore        |
| Physiologists      |                |             | Psychology+Master degree in Sports     |                |
|                    |                |             | Psychology+Doctorate Degree in Sports  |                |
|                    |                |             | Psychology.                            |                |
| Allergists and     | Health Science | РСВ         | Science+MBBS+MD in Allergy and         | Explore        |
| Immunologists      |                |             | Immunology+PHD in                      |                |
|                    |                |             | Immunology/Science+MBBS+Post           |                |
|                    |                |             | Graduate Diploma in Allergy And        |                |
|                    |                |             | Immunology                             |                |
| Surgical           | Health Science | РСВ         | Science with Physics Chemistry         | Explore        |
| Technologists      |                |             | &Biology+B.Sc Surgical                 |                |
|                    |                |             | Technology+M.Sc in medical Lab         |                |
|                    |                |             | Technology/Science +Diploma in         |                |
|                    |                |             | Surgical Endoscopic Techniques+B.Sc in |                |
|                    |                |             | Operation Theatre Technology+M.Ch in   |                |
|                    |                |             | Surgical Gastroenterology              |                |



| Profession Name   | Cluster        | 11Th / 12Th | Higher Education                         | Recommendation |
|-------------------|----------------|-------------|--|----------------|
| Anesthesiologists | Health Science | РСВ         | Science+MBBS+Doctor of Medicine (MD)     | Explore        |
|                   |                |             | in Anesthesia/Doctor of Medicine (MD) in |                |
|                   |                |             | Anesthesiology/Science+MBBS+Post         |                |
|                   |                |             | Graduate Diploma in                      |                |
|                   |                |             | Anesthesia:/Science+Diploma in           |                |
|                   |                |             | Anesthesia+B.Sc. Anaesthesia             |                |
|                   |                |             | Technology/B.Sc. Operation Theatre and   |                |
|                   |                |             | Anaesthesia Technology/B.Sc.             |                |
|                   |                |             | Anaesthesia and Operation Theatre        |                |
|                   |                |             | Techniques+Post Graduate Diploma in      |                |
|                   |                |             | Anesthesia                               |                |
| Sports Medicine   | Health Science | РСВ         | Science with Biology+MBBS+Post           | Explore        |
| Physicians        |                |             | Graduate Diploma in Sports Medicine      |                |
|                   |                |             | (PGDSM)/Science with                     |                |
|                   |                |             | Biology+MBBS+MD in Sports                |                |
|                   |                |             | Medicine/Science with                    |                |
|                   |                |             | Biology+MBBS+MD in Orthopedics           |                |
| Orthodontists     | Health Science | РСВ         | Science with Biology+Bachelor Of Dental  | Explore        |
|                   |                |             | Surgery(BDS)+Master In                   |                |
|                   |                |             | Orthodontics+PhD. In                     |                |
|                   |                |             | Orthodentistry/Science with              |                |
|                   |                |             | Biology+Bachelor Of Dental               |                |
|                   |                |             | Surgery(BDS)+Post Graduate Diploma in    |                |
|                   |                |             | Dentistry                                |                |
| Urologists        | Health Science | РСВ         | Science with Chemistry,                  | Explore        |
|                   |                |             | Biology+MBBS+MS Urology+M.Ch In          |                |
|                   |                |             | Urology for further specialization       |                |
| Marriage and      | Human Services | РСВ         | Science+BSc. in Psychology+Post          | Explore        |
| Family Therapists |                |             | Graduate Diploma in Counselling+PhD in   |                |
|                   |                |             | Family Counselling/Any Stream+BA in      |                |
|                   |                |             | Social Work+MA in Social Work+PhD in     |                |
|                   |                |             | Social Work+Licence Of                   |                |
|                   |                |             | Counsellors/Science+BSc. in Clinical     |                |
|                   |                |             | Psycology+MSc. in Clinical               |                |
|                   |                |             | Psychology+License for Counselling       |                |

| <b>Profession Name</b> | Cluster   | 11Th / 12Th | Higher Education                   | Recommendation |
|------------------------|-----------|-------------|------------------------------------|----------------|
| Public Relations       | Marketing | Any stream  | Any Stream+Diploma in Public       | Explore        |
| Specialists            |           |             | Relation+B.A in Psychology+M.A     |                |
|                        |           |             | inPsychology/Any Stream+Diploma in |                |
|                        |           |             | Public Relation+Graduation In Mass |                |
|                        |           |             | Communication/Any Stream+BBA in    |                |
|                        |           |             | Public Relation                    |                |