

### **Client Details**

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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.

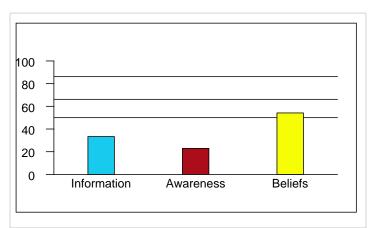
Self-awareness

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.

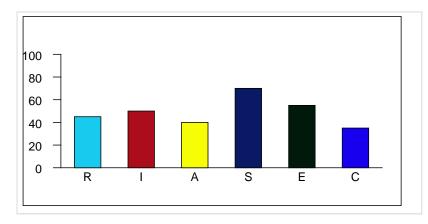
### ENTERPRISING (E)

Preference to influence - to sell or to persuade.

### CONVENTIONAL (C)

Preference to create and maintain orderliness.

# **Your Work Interests**



# DOMAIN CODE:

S(Social)

**E(Enterprising)** 

I(Investigative)



## **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. Working conditions The job would have good work-conditions
- 2. Compensation My pay would be at par with other workers
- 3. Activity I could be busy all the time
- 4. Advancement the job would provide an opportunity for advancement
- 5. Recognition I could receive recognition for my work



## **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

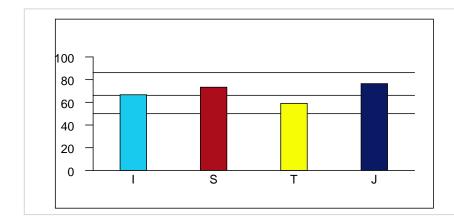
#### Feeling

Based on empathy

#### **Perceiving**

Flexibility, spontaneity and openness to experience

# Your type indicator - ISTJ



- I Introversion
- S Sensing
- T Thinking
- J Judging

# 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 Sensing, You are Practical, Matter of fact, Observant, Realistic, Preference for actualities over possibilities

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

J-P Dimension - Your natural preference is Judging, You are Dutiful,Methodical,Organized,Determined,Preference on coming to conclusions and complete tasks at hand

# 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



2/ow

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)

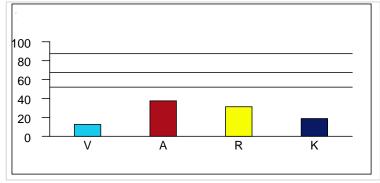


- Preference for information displayed in words
- · Emphasis on text-based inputs
- Manuals, reports, essays, books, assignments, text dominant internet research
- Preference for concrete personal experiences
- · Learning by grasping, holding, feeling, doing
- · Learning through demonstrations, simulations, 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 abi <b>l</b> ity	Ability to understand and work with quantitative concepts	Low
Verba <b>l</b> 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 Perception	Quickly recognizing information presented in letters & words	Low
Form Perception	Quick recognition of visual information	Low



# **Critical workplace abilities**

Ability	Description	Your self-assessment score
Leading &	Leading, Coordinating, Negotiating,	
Influencing	Influencing, Social management,	High
	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,	Very High
	Punctuality, Closure	



Your Top Career Clusters

**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

**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

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.

Your Top Streams

Any stream

**PCB** 



# **Career Suggestions**

<b>Profession Name</b>	Cluster	11Th / 12Th	Higher Education	Recommendation
Supply Chain	Business	Any stream	Any Stream+B.Com in Supply Chain	Explore
Managers	Management &		Management/Any Stream+BBA	
	Administration		inLogistics &Supply Chain	
			Management/Any Stream+BBA in	
			Business Analytics	
Supply Chain	Business	Any stream	Any Stream+B.Com in Supply Chain	Explore
Managers	Management &		Management/Any Stream+BBA	
	Administration		inLogistics &Supply Chain	
			Management/Any Stream+BBA in	
			Business Analytics	
General and	Business	Any stream	Science with Physics Maths+Diploma in	Explore
Operations	Management &		Web Designing+B.Sc in Computer	
Managers	Administration		Science+M.Sc in Computer	
			Science/Science Physics	
			&Maths+BCA+MCA+Certification Course	
			in Web Development/Science with	
			Physics &Maths+Diploma in Web	
			Development+B.Tech in Computer	
			Science	
Supply Chain	Business	Any stream	Any Stream+Bachelor's degree in Supply	Explore
Managers	Management &		Chain Management+Post Graduate	
	Administration		Diploma in Supply Chain	
			Management/Any Stream+Diploma in	
			Supply Chain Management+BBA in	
			General Management+MBA in General	
			Management	
Supply Chain	Business	Any stream	Any Stream+Bachelor's degree in Supply	Explore
Managers	Management &		Chain Management+Post Graduate	
	Administration		Diploma in Supply Chain	
			Management/Any Stream+Diploma in	
			Supply Chain Management+BBA in	
			General Management+MBA in General	
			Management	



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	
Compensation	Business	Any stream	Any Stream+BBA+Post Graduate	Explore
and Benefits	Management &		Diploma in Human Resource/Any	
Managers	Administration		Stream+BBA+MBA in Human Resource	
Computer and	Business	РСМ	Science+B.Sc. Computer Science+M.Sc	Explore
Information	Management &		in Computer Science/Science+B.Tech	
Systems	Administration		Computer Science+M.Tech In Computer	
Managers			Science/Science+Bachelor Of Computer	
			Application+Master In Computer	
			Application	
Architecture	Education &	РСМ	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 &	РСМ	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)	



Profession Name	Cluster	11Th / 12Th	Higher Education	Recommendation
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)	
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)	



Profession Name	Cluster	11Th / 12Th	Higher Education	Recommendation
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)	
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)	
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	
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	
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	

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	