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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.

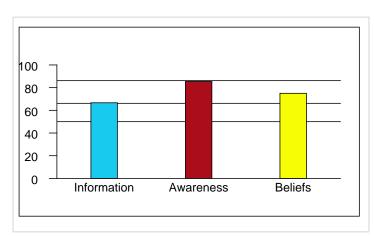
Self-awareness

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** 

You are aware of your career relevant characteristics. You also have an idea of the occupations that you want to pursue. The next step is to validate your assumptions for accuracy and work on the path forward.

Information

You have some information about careers. It would help you to become more aware of career relation information



# **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.

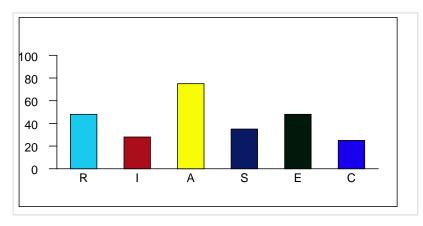
#### ENTERPRISING (E)

Preference to influence - to sell or to persuade.

#### CONVENTIONAL (C)

Preference to create and maintain orderliness.

# **Your Work Interests**



# DOMAIN CODE : A(Artistic) R(Realistic) E(Enterprising)



# **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. Ability utilization I make use of my abilities
- 2. Security the job would provide for steady employment
- 3. Social status I would be considered worthy by others in my company and my community
- 4. Co-workers my co-workers would be easy to get along with
- 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

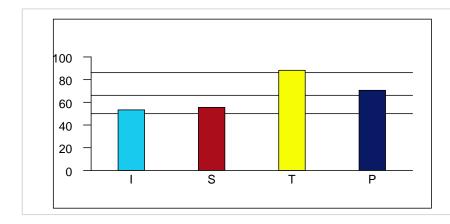
#### Feeling

Based on empathy

#### Perceiving

Flexibility, spontaneity and openness to experience

# Your type indicator - ISTP



- I Introversion
- S Sensing
- 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 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 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



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)

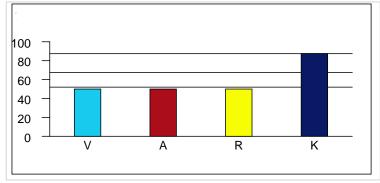


- Preference for information displayed in words
- · Emphasis on text-based inputs
- Manuals, reports, essays, books, assignments, text dominant internet research
- Preference for concrete personal experiences
- · Learning by grasping, holding, feeling, doing
- · Learning through demonstrations, simulations, 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	Very High
Verbal reasoning	Ability to understand concepts framed in words	Very High
Spatial ability	Ability of 3D visualization from 2D representation	Low
Computations	Facility with numbers	Very High
Clerical Perception	Quickly recognizing information presented in letters & words	Very High
Form Perception	Quick recognition of visual information	Medium



# **Critical workplace abilities**

Ability	Description	Your self-assessment score
Leading &	Leading, Coordinating, Negotiating,	
Influencing	Influencing, Social management,	Very High
	External environment management	
Helping &	Social perceptiveness, Active	
facilitating	listening	Very High
Organizing and	Task structuring, Planning, Being	
closing	methodical, Doing repetitive	1.0.1
	activities, Working with deadlines,	High
	Punctuality, Closure	

## Stream Mapping

Stream	Good Choices	Optional Choices
Any Stream	36	31
Commerce	8	18
Humanities	40	41
PCM	82	25
РСВ	88	19
РСМВ	5	0

### **Understanding Stream Selection**

Students can choose from a variety of options after 10th. Commerce stream is focused on business and finance for careers in accounting, marketing, and more. PCM includes physics, chemistry, and math leading to careers in science, engineering and technology. PCB students study biology, chemistry, and physics. They explore careers in medical and life sciences careers. PCMB combines these subjects for versatile science, tech, and healthcare pathways. Humanities has diverse branches - including history, polity, social sciences, arts, literature, and philosophy. Students of humanities may become psychologists, artists, lawyers and more. Every stream gives student an opportunity to explore her passion and excel in some careers.

# **Career Cluster Mapping**

Stream	Good Choices	Optional Choices
Agriculture, Food & Natural Resources	11	1
Architecture & Construction	4	1
Arts, Audio/Video Technology & Communications	13	6
Business Management & Administration	15	19
Education & Training	31	19
Finance	3	15
Government & Public Administration	7	4
Health Science	41	14
Hospitality & Tourism	1	1
Human Services	7	11
Information Technology	15	3
Law, Public Safety, Corrections &Security	11	3
Manufacturing	1	0
Marketing	4	4
Science, Technology, Engineering &Mathematics	57	12
Transportation, Distribution & Logistics	5	1

# **Career Suggestions**

Profession Name	Cluster	11Th / 12Th	Higher Education	Career Compatibility
Lecturer (Physical	Education &	РСВ	PCB + BSC (Physical education, Health	100
Education)	Training		Education & Sports)/BPEd (Bachelor of	
			Physical Education) + Bed (Physical	
			Education)/MPEd (Master of Physical	
			Education) + (optional) Ph.D + SET/NET	
Historians	Science,	Humanities	Humanities (with History) + B.A., M.A.	100
	Technology,		(History/Cultural History/Gender History)	
	Engineering &			
	Mathematics			
Atmospheric and	Science,	PCM	PCM + B.Sc., M.Sc., PhD	100
Space Scientists	Technology,		(Physics/Astronomy/AstroPhysics/Solar	
	Engineering &		Physics/Meteorology)/PCM + B.Tech,	
	Mathematics		M.Tech(Meteorology)	
Climatologist	Science,	PCM	PCM + B.Sc.	100
	Technology,		(Physics/Geology/Geophysics/Earth	
	Engineering &		Science) + M.Sc. (Climatology)	
	Mathematics			
Meteorologist	Science,	PCM	PCM + BSC (Degree in	100
	Technology,		Physics/Atmospheric science/Climate	
	Engineering &		Science/Meteorology) + M.Sc.	
	Mathematics		(Metereology)	
Animal Scientists	Agriculture, Food	РСВ	PCB+BSC, M.Sc. (Biology/Animal	100
	& Natural		Science/Zoology) + Ph.D	
	Resources			
Hydrologists	Science,	PCM	PCM+B.Tech. Civil Engineering+M.tech	100
	Technology,		Civil Engineering/Science+B.Sc. in	
	Engineering &		Geography+M.Sc in	
	Mathematics		Geography/Science+B.Tech.	
			Environmental Engineering+M.Tech.	
			Environmental Engineering	

	Cluster	Stream	Higher Education	Score
Geoscientists,	Science,	PCM	PCM+BSc,MSc(geology)+M.Phil(geology)	100
Except	Technology,		+PhD(geology).	
Hydrologists and	Engineering &			
Geographers	Mathematics			
Remote Sensing	Science,	PCM	PCM + BSC (Science/ Maths)/ BE +	100
Scientists and	Technology,		PGDiploma (Remote Sensing & GIS)/MSC	
Technologists	Engineering &		(Geoinformatics) + PhD (Remore	
	Mathematics		sensing)	
Special Educator	Education &	РСВ	PCB + BSC (Special Education) + B.Ed.,	100
	Training		M.Ed. (Special Education)	
Zoologists and	Agriculture, Food	РСВ	PCB+B.Sc.	100
Wildlife Biologists	& Natural		(Biological/Zoology)+M.Sc.(Wildlife	
	Resources		Science/Wildlife Conservation/Forestry)	
Physicians,	Health Science	РСВ	PCB + MBBS + MD (Pathology) + MCI	100
Pathologists			Registration + Fellowship or Certification	
			from IAPM	
Career Counsellor	Education &	Any Stream	Any Stream + Graduation	100
	Training		(Any/Psychology/Education) + Career	
			Counselling Certification	
Veterinarians	Health Science	РСВ	PCB+B.V Sc. +M.V.Sc.	100
Materials	Science,	PCM	PCM + B.Sc. Materials Science / B.Tech.	100
Scientists	Technology,		Materials Engineering / B.Tech.	
	Engineering &		Metallurgical Engineering + M.Sc.	
	Mathematics		Materials Science / M.Tech. Materials	
			Engineering / M.Tech. Metallurgical	
			Engineering.	
Biologists	Science,	РСВ	PCB+B.Sc., M.Sc., PhD (Biology)	100
	Technology,			
	Engineering &			
	Mathematics			



Profession Name	Cluster	Stream	Higher Education	Score
Aeronautical	Transportation,	PCM	PCM + Airforce entry through TES	100
engineer (Indian	Distribution &		(Technical Entry System) + Aeronautical	
Air force)	Logistics		engineering from airforce after entry/	
			PCM + B.Tech (Aeronautical Engineer) +	
			UES (University entrance scheme of	
			Airforce)/PCM + BTech + CDS (Combined	
			Defence Services - Airforce Option)	
Physicists	Science,	РСМ	PCM + B.Sc., M.Sc. (Physics/ Applied	100
	Technology,		Physics) + PhD	
	Engineering &			
	Mathematics			
Electrical	Science,	PCM	PCM+B.Tech in Electrical /Power+M.Tech	100
Engineers	Technology,		in Power/Electrical	
	Engineering &			
	Mathematics			
Energy Engineers,	Science,	РСМ	PCM +	100
Except Wind and	Technology,		B.Tech(Mechanical/Electrical/Chemical) +	
Solar	Engineering &		M.Tech (Energy Engineering)/ PCM +	
	Mathematics		BSC, MSC (Energy Engineering)	

#### **Counsellor / Mentor Remarks**

Date:	Signature	Signature

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