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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.

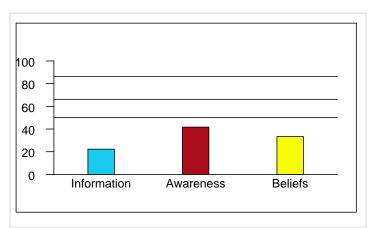
Self-awareness

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 need to relook your beliefs as they do not display enough confidence.

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.

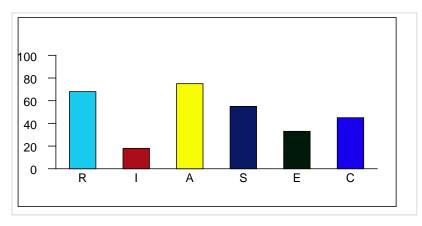
ENTERPRISING (E)

Preference to influence - to sell or to persuade.

CONVENTIONAL (C)

Preference to create and maintain orderliness.

Your Work Interests







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. Autonomy I could plan my work without much supervision
- 2. Achievement the work could give me a feeling of accomplishment
- 3. Activity I could be busy all the time
- 4. Advancement the job would provide an opportunity for advancement
- 5. Authority I could give directions to others



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

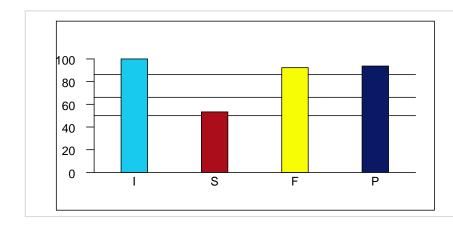
Feeling

Based on empathy

Perceiving

Flexibility, spontaneity and openness to experience

Your type indicator - ISFP



- I Introversion
- S Sensing
- F Feeling
- 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 Feeling, You are Supportive, Compassionate, Friendly, Harmonious, Warmth & sympathy towards people

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 l ity	Ability to understand and work with quantitative concepts	Medium
Verbal reasoning	Ability to understand concepts framed in words	Low
Spatial ability	Ability of 3D visualization from 2D representation	Low
Computations	Facility with numbers	High
Clerical Perception	Quickly recognizing information presented in letters & words	Medium
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	Medium
Organizing and	Task structuring, Planning, Being	
closing	methodical, Doing repetitive	1
	activities, Working with deadlines,	Low
	Punctuality, Closure	

Stream Mapping

Stream	Good Choices	Optional Choices
Any Stream	0	0
Commerce	0	0
Humanities	0	0
PCM	0	0
PCB	0	0
РСМВ	0	0

Remarks

Career Cluster Mapping

Stream	Good Choices	Optional Choices
Agriculture, Food & Natural Resources	0	0
Architecture & Construction	0	0
Arts, Audio/Video Technology & Communications	0	0
Business Management & Administration	0	0
Education & Training	0	0
Finance	0	0
Government & Public Administration	0	0
Health Science	0	0
Hospitality & Tourism	0	0
Human Services	0	0
Information Technology	0	0
Law, Public Safety, Corrections & Security	0	0
Manufacturing	0	0
Marketing	0	0
Science, Technology, Engineering & Mathematics	0	0
Transportation, Distribution & Logistics	0	0



Career Suggestions