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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.

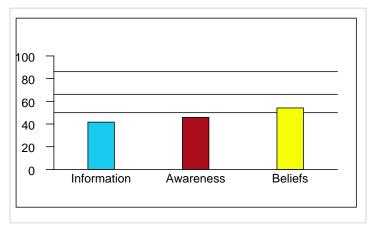
Self-awareness

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.

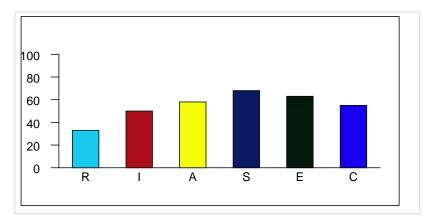
ENTERPRISING (E)

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) 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.



Your Top Needs

- 1. Advancement the job would provide an opportunity for advancement
- 2. Moral Values I would never be pressured to do things that go against my sense of right and wrong
- 3. Recognition I could receive recognition for my work
- 4. Working conditions The job would have good work-conditions
- 5. Social status I would be considered worthy by others in my company and my community



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

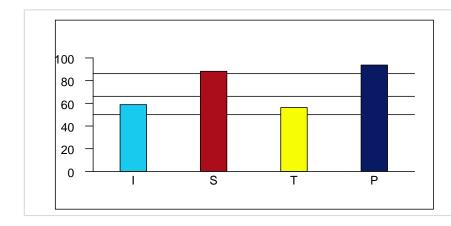
Feeling

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



% 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)

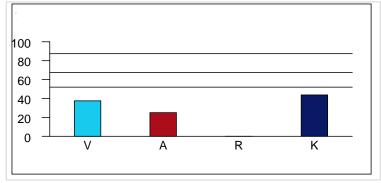


- Preference for information displayed in words
- · Emphasis on text-based inputs
- Manuals, reports, essays, books, assignments, text dominant internet research
- Preference for concrete personal experiences
- · Learning by grasping, holding, feeling, doing
- · Learning through demonstrations, simulations, 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 abi l ity	Ability to understand and work with quantitative concepts	Very High
Verbal reasoning	Ability to understand concepts framed in words	Low
Spatial ability	Ability of 3D visualization from 2D representation	Low
Computations	Facility with numbers	Medium
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	
	activities, Working with deadlines,	Very High
	Punctuality, Closure	

Stream Mapping

Stream	Good Choices	Optional Choices
Any Stream	0	33
Commerce	0	8
Humanities	3	32
PCM	9	80
РСВ	17	75
РСМВ	1	4

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	2	9	
Architecture & Construction	0	5	
Arts, Audio/Video Technology & Communications	1	8	
Business Management & Administration	0	17	
Education & Training	2	27	
Finance	0	3	
Government & Public Administration	0	7	
Health Science	4	43	
Hospitality & Tourism	0	1	
Human Services	0	6	
Information Technology	0	15	
Law, Public Safety, Corrections &Security	0	9	
Manufacturing	0	1	
Marketing	0	4	
Science, Technology, Engineering &Mathematics	20	41	
Transportation, Distribution & Logistics	0	5	

Career Suggestions

Profession Name	Cluster	11Th / 12Th	Higher Education	Career Compatibility
Remote Sensing	Science,	РСМ	PCM + BSC (Science/ Maths)/ BE +	100
Scientists and	Technology,		PGDiploma (Remote Sensing & GIS)/MSC	
Technologists	Engineering &		(Geoinformatics) + PhD (Remore	
	Mathematics		sensing)	
Animal Scientists	Agriculture, Food	РСВ	PCB+BSC, M.Sc. (Biology/Animal	100
	& Natural		Science/Zoology) + Ph.D	
	Resources			
Geoscientists,	Science,	PCM	PCM+BSc,MSc(geology)+M.Phil(geology)	100
Except	Technology,		+PhD(geology).	
Hydrologists and	Engineering &			
Geographers	Mathematics			
Fuel Cell	Science,	PCM	PCM + BE (Electrical/	100
Engineers	Technology,		Mechanical/Chemical) + Professional	
	Engineering &		Engineer Certification	
	Mathematics			
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)	
Biologists	Science,	РСВ	PCB+B.Sc., M.Sc., PhD (Biology)	100
	Technology,			
	Engineering &			
	Mathematics			
Electronics	Science,	PCM	PCM + B.Tech (Electronics Engineering)	100
Engineers, Except	Technology,		+ M.Tech (Electronics Engineering)	
Computer	Engineering &			
	Mathematics			

Profession Name	Cluster	Stream	Higher Education	Score
Electrical	Science,	PCM	PCM+B.Tech in Electrical /Power+M.Tech	100
Engineers	Technology,		in Power/Electrical	
	Engineering &			
	Mathematics			
Bioengineers and	Health Science	РСМВ	PCMB + BSC (Biomedical Science)/PCMB	99
Biomedical			+ BE (Biomedical engineering)	
Engineers				
Atmospheric and	Science,	PCM	PCM + B.Sc., M.Sc., PhD	99
Space Scientists	Technology,		(Physics/Astronomy/AstroPhysics/Solar	
	Engineering &		Physics/Meteorology)/PCM + B.Tech,	
	Mathematics		M.Tech(Meteorology)	
Climatologist	Science,	PCM	PCM + B.Sc.	99
	Technology,		(Physics/Geology/Geophysics/Earth	
	Engineering &		Science) + M.Sc. (Climatology)	
	Mathematics			
Meteorologist	Science,	РСМ	PCM + BSC (Degree in	99
	Technology,		Physics/Atmospheric science/Climate	
	Engineering &		Science/Meteorology) + M.Sc.	
	Mathematics		(Metereology)	
Materials	Science,	PCM	PCM + B.Sc. Materials Science / B.Tech.	99
Scientists	Technology,		Materials Engineering / B.Tech.	
	Engineering &		Metallurgical Engineering + M.Sc.	
	Mathematics		Materials Science / M.Tech. Materials	
			Engineering / M.Tech. Metallurgical	
			Engineering.	
Zoologists and	Agriculture, Food	РСВ	PCB+B.Sc.	99
Wildlife Biologists	& Natural		(Biological/Zoology)+M.Sc.(Wildlife	
	Resources		Science/Wildlife Conservation/Forestry)	
Physicians,	Health Science	РСВ	PCB + MBBS + MD (Pathology) + MCI	99
Pathologists			Registration + Fellowship or Certification	
			from IAPM	
			from IAPM	



Profession Name	Cluster	Stream	Higher Education	Score
Human Factors	Science,	PCM	PCM + B.Tech	98
Engineers and	Technology,		(Mechanical/Industrial/Production/Manufa	
Ergonomists	Engineering &		cturing) + M.Tech. (Human Factor	
	Mathematics		Engineering & Ergonomics/Industrial	
			Engineering with specialization in Human	
			Factor engineering)	
Veterinarians	Health Science	РСВ	PCB+B.V Sc. +M.V.Sc.	98
Microbiologists	Science,	РСВ	PCB +B.Sc (Microbiology/ Biotechnology	97
	Technology,		/ Biochemistry /Life Sciences with	
	Engineering &		Microbiology specialization) + M.Sc.	
	Mathematics		(Microbiology / Medical Microbiology /	
			Applied Microbiology)	
Solar Energy	Science,	PCM	PCM+B.Tech	97
Systems	Technology,		(Electrical/Civil/Mechanical/Energy	
Engineers	Engineering &		Engineering) +M.Tech. (Renewable	
	Mathematics		Energy)	
Special Educator	Education &	РСВ	PCB + BSC (Special Education) + B.Ed.,	94
	Training		M.Ed. (Special Education)	

Counsellor / Mentor Remarks

Date:	Signature	Signature

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