



# The Litq.io Assessment & Review Report

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## Work Performance and you

Effective work performance results from the right combination of knowledge and skills, cognitive abilities, emotional intelligence, work place behavioural style (rooted in personality), alignment to work culture and key work competencies. Knowing these personal success drivers will equip you with the understanding of what makes you unique, what your strengths are and what areas of development will help you in launching a successful and rewarding career.

## The litq.io smart assessment

The litq.io smart assessment is a scientifically designed immersive game that takes roughly 30 minutes to complete. Designed by experts with over 50 years of experience in assessing and aligning human potential, the Litq assessment stitches together a series of game-based work simulations with situational judgment scenarios and cognitive games to provide useful insights into work potential.

## How to read, interpret and get the best out of this report

The litq.io smart assessment report has 5 sections:

1. Your behavioural work style preference
2. Your learnability quotient (cognitive abilities)
3. Your emotional quotient
4. Your culture preferences
5. Your work competencies

Each section provides you a brief note on what the parameter means for work success. The section also reports your strengths in that area.



## Your Work Behavioural Style

Sheds light on how you are likely to behave on the job, interact and work with others, overcome challenges and handle/ resolve issues.



You support others and enjoy organizing information and resources and helping them succeed. Your focus on small details that makes all the difference. You care about how people are feeling in different situations and take that into consideration in your actions.



You are the social butterfly of the group. You are communicative and friendly, great at establishing alliances with others, persuading them to cooperate and work together to accomplish the desired results and outcomes.



Your gentle, calm, and unwavering attitude has a very reassuring quality. Even in challenging circumstances, you tend to remain patient and listen to the perspectives of others.



You look for perfect solutions and don't settle for workable solutions. You are wary of risks and insist on ensuring quality, standards and accuracy in all aspects of your work. You always abide by the rules and regulations that are set.

## Your Learnability Quotient (Cognitive Abilities)

Helps you decipher the quality of the tasks and activities that you will thrive on and the kind of roles that will get the best out of you.



You have the ability to evaluate and process complex information and are more likely to thrive in an intellectually stimulating environment. You get accustomed quickly to novel situations and are well suited to roles that require independent thinking, problem solving and interpreting complex information.



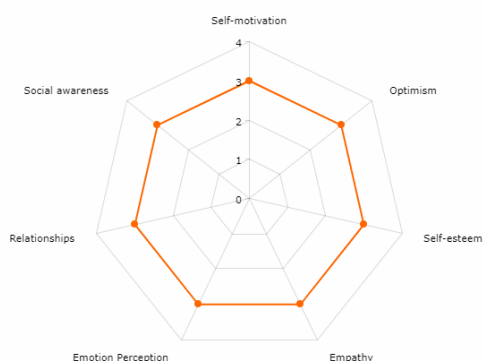
Suited for roles that:

- Have tasks that are not repetitive/ monotonous.
- That have a wide set of problems and challenges that are incremental in nature and need to be solved quickly.
- Keep you constantly challenging yourself with the need to learn and develop faster and quicker to ensure success in all outcomes.



## Your Emotional Quotient

Provides information that helps you recognize, understand, and manage both one's own emotions and that of others.



You have a positive outlook on life and yet aware of the setbacks/ challenges that can occur/ arise. You are aware of your abilities, achievements and are open to self-improvement/ feedback and growth. You are able to recognise the reason behind other people's feelings and emotions and at the same time, are also able to maintain a boundary and take care of your own emotional needs. You are able to accurately identify and label your own emotions, as well as understand and empathize with the emotions of others. You forge relationships but need to focus on forming close and meaningful bonds. You are fairly perceptive of social cues and dynamics and can adjust in a variety of social situations/ settings if needed. You are intrinsically driven to a certain extent, you will need additional incentives to get going.



## Your Culture Preferences

We found out the perfect working environment that draws out and nurtures your passion while at work:

Your passion at work is driven by a supportive and collaborative environment. Commitment, open communication and self-development keeps you driven. Leaders who are facilitators, mentors and team builders will inspire you.

Gain a better understanding of the environment that the role operates in. The environment you would thrive in would put emphasis on teamwork, collaboration, talent management, empowerment, and interpersonal relationships. Enquire about the environment and see if the recruiter says something on the lines of, 'we are like a family'.



## Your Work Competencies

These are what will determine your success and growth in an organization.

Keep honing your strengths while ensuring that the areas of improvement are also simultaneously worked on.

### Results



### Execution



### Teams



### Self



Strength



Development Area



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