



NEUROLYMPICS

# PERSONAL BRAIN PROFILE

Personal report of      Eshaan Gandhi



## Game information

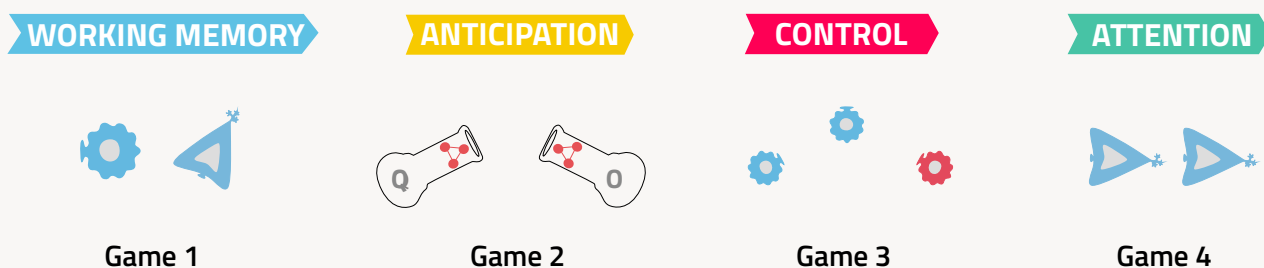
Game date: 2020-10-02  
Candidate ID: 72421

## Disclaimer

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# Personal Brain Profile: how to read?

Your cognitive abilities have been measured with the NeurOlympics Brain-based Assessment Games. Cognitive abilities form the building blocks of our ability to reason and think and are therefore crucial for performance at work. With the use of these 4 games, essential cognitive abilities for work performance have been measured:



The NeurOlympics produce a lot of cognitive data. Our algorithms have analysed your data and compared your scores with thousands of other candidates. In this way, we can objectively determine your top abilities and the cognitive abilities that are less prominently present. In this Personal Brain Profile, you will find a complete overview of all your cognitive scores.

## The scores

All your scores have been normed by comparing you to a carefully chosen norm group. For example, a data scientist vacancy might call for a norm group consisting of people with a graduate degree in Exact Science. We at BrainsFirst always makes sure that you are compared to a relevant norm group. The reported scores range from 0-100, where 100 is the maximal score within the norm group. The scores have been divided into Low - Medium - High as you can see in the example below:



## Spider & Top Skills

On page 4, we provide a complete overview of your Personal Brain Profile. The spider-graph on top displays all your cognitive abilities in one glance. You will immediately see that you score high on a few cognitive abilities. To provide you with insight into your strongest cognitive abilities, your three cognitive top skills are extensively described at the bottom of page 4.

## 16 specific building blocks of job performance

In total, we measured 16 different cognitive abilities. Your scores on all these 16 abilities are displayed on page 5 to 12. Each individual excels at certain cognitive abilities, while scoring low(er) on other aspects. Based on this complete overview, you will be able to evaluate all your relative strengths and weaknesses.

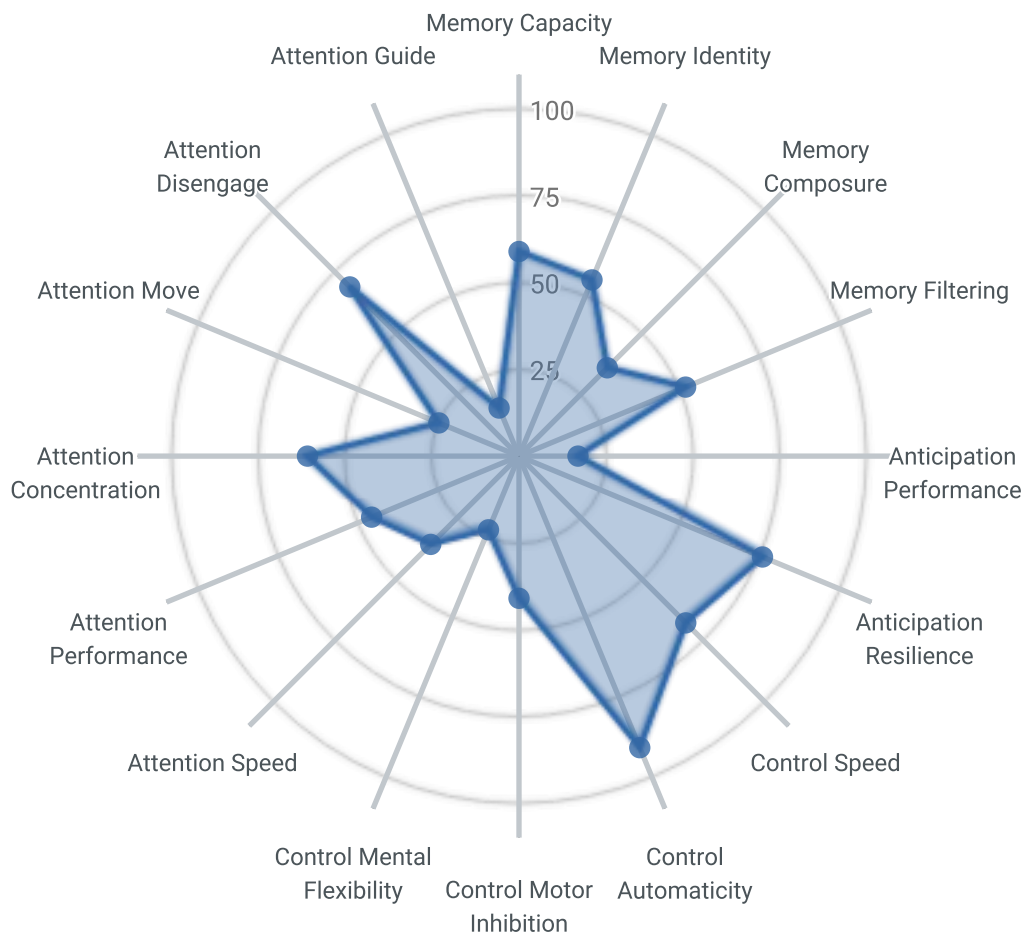
Each cognitive ability forms a building block for specific (professional) displays of behavior. For example, a person with high working memory capacity will usually have better creative insight and will likely be more proactive at work. Below the header "TOPS" you can read how a high score on a specific cognitive ability usually translates to everyday behavior. Below the header "TIPS" specific advice is provided that you can use to compensate for low cognitive scores. We typically see that people perform better at work and experience more job satisfaction when their tasks match well with the cognitive abilities that come natural to them. Therefore, it is important to find a job that matches well with your cognitive abilities.

BrainsFirst has her roots in international top sports, most prominently in soccer. To educate and entertain, we provide an example in light grey to sketch how (a good score on) each cognitive skill translates into field performance.

# Spider & Top Skills

The spider-graph below displays your full Personal Brain Profile in one glance. As you can see, you are scoring high on some cognitive abilities and lower on other cognitive abilities. Your three best cognitive abilities are extensively described at the bottom of the page.

## Your spider



## Your brain naturally excels at these 3 cognitive abilities



**CONTROL: AUTOMATIC.** The accuracy you can maintain when doing repetitive work. A high score on this ability contributes to high work precision and being able to act flawlessly. In daily practice, you are likely to make only few mistakes when the work you are doing is simple and you deliver constant quality in general.



**ANTICIPATION: STRESS RESILIENCE.** The extent to which you can keep up your performance under increasing amounts of pressure. A high score on this ability contributes to stress resilience, grit and perseverance. In daily practice, you are likely to keep your cool in stressful situations and you keep performing well when things get complicated or when there is a lot of time pressure.



**ATTENTION: DISENGAGE.** The ease of putting aside things you have just experienced. A high score on this ability contributes to mental resiliency, composure and efficacy. In daily practice, you are likely to simply let go of an undesirable problem, remark or situation and you do not easily get frustrated, when things do not work out as planned.

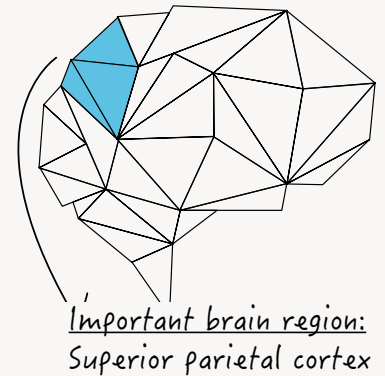
## Capacity **WORKING MEMORY**

**Definition:** The amount of information you can simultaneously keep in mind, retrieve, apply and combine.



If you score high, you will... be able to process the speed of the ball, the choice you need to make (shoot, pass), and the distance between players, all at the same time.

- ▶ 'Working memory: capacity' is an important building block for behavioral expressions like:
  - Creativity
  - Problem solving ability
  - Pro-activity



59



### TIPS

- Take notes and work in a structured manner when you need to deal with a lot of information at the same time
- Subdivide the information you need to process in manageable pieces
- Use checklists and protocols to structure your work



### TOPS

- You can take a lot of information into account when thinking
- You easily draw connections between pieces of information
- You are good at discovering patterns

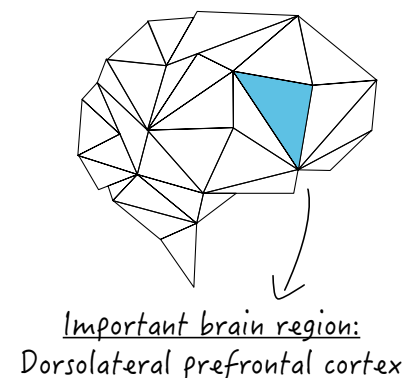
## Identity **WORKING MEMORY**

**Definition:** The amount of detailed information you can process and consider at the same time.



If you score high, you will... generally be good at remembering the exact position of team members, opponents, and the ball, including their speed and direction of movement.

- ▶ 'Working memory: identity' is an important building block for behavioral expressions like:
  - Zooming in at details
  - Discerning small differences
  - Precision



55



### TIPS

- Double check work that requires lots of precision or ask a colleague to check your work
- Reserve enough time for work that requires perfection
- Use checklists and protocols to structure your work



### TOPS

- You have exceptional eye for detail, think about graphical displays or spatial environments
- You are able to take difficult and rational decisions
- You are likely to be a great help in providing quality controls for your colleagues

# Composure

## WORKING MEMORY

**Definition:** The extent to which you are able to block out external distractions during work

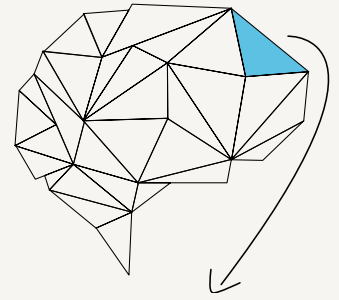


If you score high, you will... likely be able to ignore distracting information. This will ensure that you will not easily forget what you were doing when additional instructions are provided by the coach



'Working memory: composure' is an important building block for behavioral expressions like:

- Imperturbable
- Not being easily distracted



Important brain region:  
Superior prefrontal cortex



36



### TIPS

- Work in a quiet environment; wear (noise-cancellation) headphones
- Turn off notifications on your phone and computer. Silence your phone when you need to get work done



### TOPS

- You are able to work productively in virtually all environments, such as an open office or a cafe
- After a brief break you still know exactly what you were doing before and you easily pick up the pace again

# Filtering

## WORKING MEMORY

**Definition:** The extent to which you are able to immediately distinguish between major and minor issues.

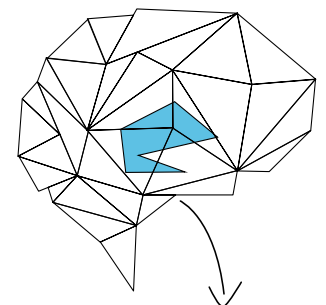


If you score high, you will... more likely focus on team players in promising positions, even if other team players attract more attention.



'Working memory: filtering' is an important building block for behavioral expressions like:

- Maintaining overview
- Prioritising



Important brain region:  
Basal ganglia



52



### TIPS

- Ask a colleague to check whether you are working on main issues and whether your current activities have priority.
- Prior to starting your work, actively draft your main focus points for the day and minimise spending time on other things



### TOPS

- You are relatively fast at getting to the essence of a problem
- You can maintain the common thread
- You are able to work in a goal-directed way

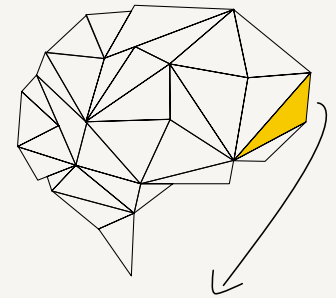
## Performance **ANTICIPATION**

**Definition:** The extent to which you can oversee the consequences of your actions and act proactively according to these.



If you score high, you will... likely be able to time your actions and accelerations adequately. You are likely to be in an optimal position to receive the ball.

- ▶ 'Anticipation: performance' is an important building block for behavioral expressions like:
  - Working in planned and systematic ways
  - Thinking ahead
  - Goal-oriented acting



Important brain region:  
Frontopolar cortex



17



### TIPS

- Create transparent and manageable subtasks to be able to estimate how much work needs to be done and in which order
- Draft if-then scenarios to speed up your decisions



### TOPS

- You are likely to think two steps ahead
- You can quickly assess how to act in many different situations

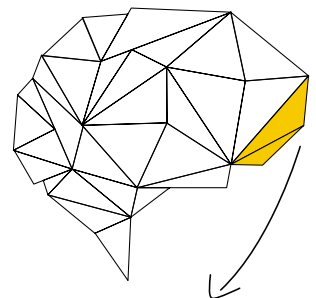
## Stress resilience **ANTICIPATION**

**Definition:** The extent to which you can keep up performance under increasing amounts of pressure.



If you score high, you will... be able to keep your head cool and focus on winning the match, even if there is a lot of time pressure.

- ▶ 'Anticipation: stress resilience' is an important building block for behavioral expressions like:
  - Stress resistance
  - Grit
  - Perseverance



Important brain region:  
Ventromedial prefrontal cortex



### TIPS

- Plan ahead to prevent too much time pressure
- Ask for help before the pressure becomes too high for you to deal with



### TOPS

- You keep your head cool in stressful situations
- You keep performing well when things get complicated or when there is a lot of time pressure



76

## Speed

### CONTROL

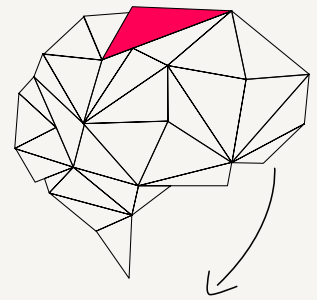
**Definition:** The speed of your simple and routine actions.



If you score high, you will... likely make lightning fast decisions without consciously thinking about it. You immediately react when a ball changes direction.

► 'Control: speed' is an important building block for behavioral expressions like:

- Acting and deciding quickly
- Having a fast work pace



Important brain region:  
Motor cortex



68



### TIPS

- Focus on one thing at a time if work pace is essential
- Create routines and automatize them to increase your work pace
- Protocolize work you need to do often



### TOPS

- You can act fast on autopilot
- You can make simple decisions relatively fast

## Automatic

### CONTROL

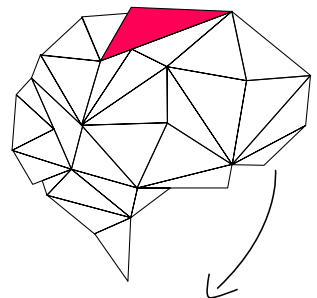
**Definition:** The accuracy you can maintain when performing repetitive actions and behavior.



If you score high, you will... probably have little problems giving the same pass over and over again without making mistakes. Your autopilot works perfectly.

► 'Control: automatic' is an important building block for behavioral expressions like:

- Flawless acting
- Accuracy



Important brain region:  
Motor cortex



91



### TIPS

- Take a bit more time when doing simple work to reduce the number of mistakes
- Focus on one thing at a time to reduce making mistakes
- Automate important operations



### TOPS

- You generally make few mistakes
- You are able to deliver constant quality



## Inhibition **CONTROL**

**Definition:** The level of control over your own actions.



If you score high, you will... not easily be fooled by feints of your opponents. You are good at adjusting your own actions on the fly, for example to prevent offside.

- ▶ 'Control: Inhibition' is an important building block for behavioral expressions like:
  - Being patient
  - Acting in a controlled way
  - Selfregulation



Important brain region:  
Inferior frontal cortex



41



### TIPS

- Think about the potential consequences of your actions before acting out
- Stop and think for a few seconds in between your decisions and actions



### TOPS

- You are able to prevent yourself from making unnecessary mistakes
- You are able to stop acting out or adjust your actions at the very last moment

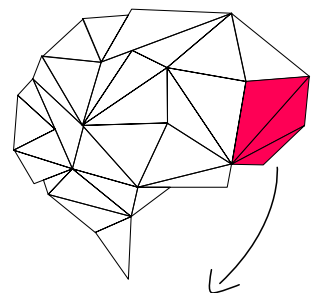
## Flexibility **CONTROL**

**Definition:** The ease in which you are able to switch between tasks.



If you score high, you will... be able to immediately switch back to defending after the ball is lost. You are agile and flexible in your actions and keep your options open.

- ▶ 'Control: flexibility' is an important building block for behavioral expressions like:
  - Agility
  - Improvisation



Important brain region:  
Ventrolateral prefrontal cortex



23



### TIPS

- Finish a task before starting something else
- Carefully plan your work in blocks of (half) an hour
- Check your email at set times to prevent that you need to switch between tasks all the time



### TOPS

- You are good at continuously switching between tasks
- The quality of your work does not suffer too much when frequently switching between tasks.
- You do not need a lot of start-up time when switching between task and when starting something new

## Speed

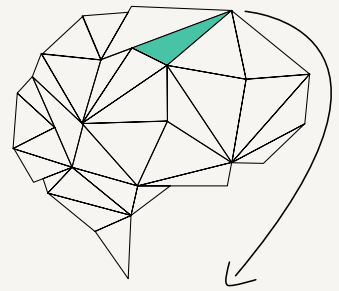
### ATTENTION

**Definition:** The speed of your decision making when there is lots of information or when there are lots of ways to act



If you score high, you will... likely be able to decide fast in difficult situations. Even when you are surrounded by opponents and space is limited you still act lightning fast.

- ▶ 'Attention: speed' is an important building block for behavioral expressions like:
  - Decisiveness
  - Operational speed
  - Focus on getting things done



Important brain region:  
Premotor cortex



36



### TIPS

- Imitate the art of deciding fast by copying actions of specific colleagues
- Chop up difficult problems into smaller easier problems
- Force yourself to act faster in situations where the stakes are not that high



### TOPS

- You can act fast in situations where a lot of information is available and the options are not crystal clear
- You are able to correctly weigh the pro's and cons of difficult problems

## Performance

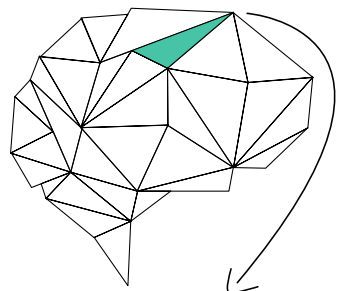
### ATTENTION

**Definition:** The adequacy of your actions in complex situations with a lot of different options



If you score high, you will... be able to keep up your performance during the entire match.

- ▶ 'Attention: performance' is an important building block for behavioral expressions like:
  - Effectivity
  - Accuracy



Important brain region:  
Premotor cortex



46



### TIPS

- Slow down your pace when making difficult decisions
- Perform task and subtasks serially instead of simultaneously to reduce the number of mistakes
- Make sure that you are working in a quiet environment. Prevent potential distractions



### TOPS

- You are able to coordinate and complete many tasks at the same time
- Your work remains virtually flawless, even if you need to do multiple things at the same time

# Concentration

## ATTENTION

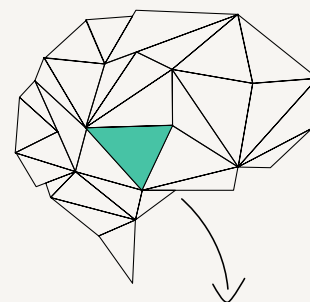
**Definition:** The extent to which you can keep your mind on the job, even if the work is repetitive or boring.



If you score high, you will... keep your focus for the entire match, even if you did not receive the ball for a long time.

► 'Attention: concentration' is an important building block for behavioral expressions like:

- Maintaining focus
- Perseverance
- Constant performance



*Important brain region:  
Superior temporal gyrus*



61



### TIPS

- Force yourself to close documents and tabs you are not using right now
- Subdivide your work into smaller bits and pieces, where every separate part can be finished in as short amount of time
- Focus on one task at a time and finish it before starting a new task



### TOPS

- When a deadline approaches you are able to keep going to finish your work in time
- You are able to maintain constant production levels for long periods of time
- You are able to get yourself together when your mind starts wandering off.

# Move

## ATTENTION

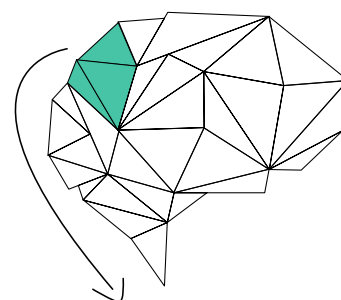
**Definition:** How easy you can direct your attention to a task or a person



If you score high, you will... be able to efficiently divide your attention between your team players and opponents. You can easily switch between different options for action.

► 'Attention: move' is an important building block for behavioral expressions like:

- Directing attention
- Dividing attention



*Important brain region:  
Superior parietal cortex*



25



### TIPS

- Try to decide in advance what you are going to focus on
- Direct your attention on one task or person at the same time



### TOPS

- You are able to efficiently divide your attention across multiple tasks and people
- You can easily switch between tasks
- You immediately direct attention to what is important, even if you are facing multiple sources of information

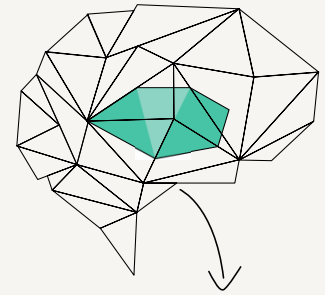
## Disengage ATTENTION

**Definition:** The ability of keeping your focus on the broader perspective during the ongoing process.



If you score high, you will... likely be able to easily let go when you made a mistake. When you lost the ball, you directly get back into the game.

- ▶ 'Attention: disengage' is an important building block for behavioral expressions like:
  - Mental resiliency
  - Composure
  - Efficacy



Important brain region:  
Pulvinar



69



### TIPS

- Keep the overall goal in mind when things are left undone.
- Consciously redirect your focus after a disappointment.



### TOPS

- You can easily let go of a problem, remark or situation
- You are not easily put down when things do not work out as planned.

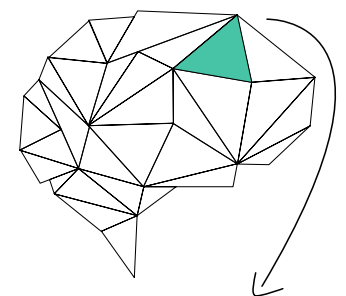
## Guide ATTENTION

**Definition:** The extent to which you are able to monitor yourself and if required adjust your behavior



If you score high, you will... focus attention on what is really important. You will likely avoid getting yourself in risky plays when the stakes are high.

- ▶ 'Attention: guide' is an important building block for behavioral expressions like:
  - Self-reflection
  - Prioritisation
  - Directing



Important brain region:  
Anterior cingulate cortex



15



### TIPS

- Ask your colleagues for feedback every now and then
- Try to find someone who can mentor or coach you to increase your self awareness



### TOPS

- You are able to estimate which behavior is appropriate in any given situation
- You are in control and you can easily adjust your behavior whenever necessary



[www.brainsfirst.com](http://www.brainsfirst.com)  
[info@brainsfirst.com](mailto:info@brainsfirst.com)

MediArena 2  
1114 BC Amsterdam