



Dheya Career Report & Personal Descriptor

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Education Stage:-Graduate

Career Stream :-commerce

Age: 28 Years

Education Board :-CBSE

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Remember, you are a mine of strengths; you hold unlimited potential. It's time you explore your strengths and put them to use. You deserve a great career and an extraordinary life.

Contents

1 Introduction

2 Your Personality Profile

3 Your Significant Traits

4 Your Mental Abilities

5 Your Competencies

6 Your Career Interests

7 Your Strengths Summary

8 Suggested Careers



our work is dedicated to building extraordinary lives

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Dheya was founded in 2005, launched in July 2008, and ever since has been serving leading schools and institutes in India. Today, Dheya boasts of an unmatched research on psychometric assessment tools, career streams, education streams, educational information and career decision tools. Dheya has developed processes that are proven and impact-full.

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Unleashing personal potential by helping
you understand yourself.

Your Personality Profile

Profile Analysis

Communication is the key factor in you. You can communicate easily and fluently with others. You are often referred to as 'Communicator' profiles – you are confident, outgoing and gregarious individual who value contact with other people and the development of positive relations.

How Do You Relate To Others ?

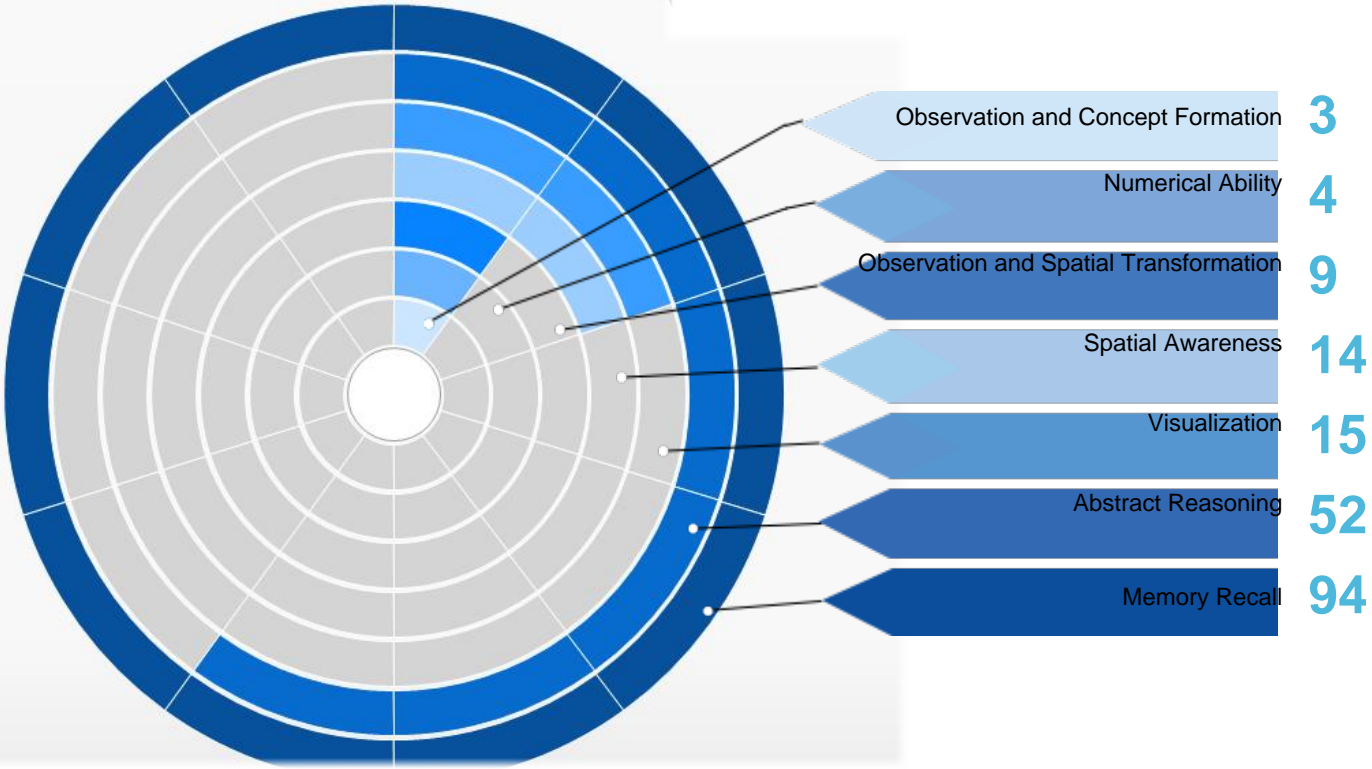
You are best in Connecting to People. You are open to others and confident in your own social abilities, and interact positively in almost any situation. Your strong and evident confidence, coupled with your genuine interest in the ideas and especially feelings of other people, are often found charming by those round you. Your actions will often be designed to improve and extend relations, even to the extent of alienating people who are not part of your circle. ■

Your General Areas of Strengths

You distinct abilities lie in the area of communication and relationship building. You are not only a strong communicator, possessing the assertiveness to drive home a point of view, but also have the intuitive qualities to understand others' perspectives and adapt others to meet new situations. ■

What Motivates You ?

You have a natural talent to connect to people. You have no inhibitions in getting connected to different type of people. This also stems from the fact that you have an inner confidence to build a long term relation. Specifically, you need to feel accepted by those around you, and react badly if you perceive yourselves to be rejected or disliked. Praise and approval make a strong impression on you, and you will sometimes go to great lengths to achieve this kind of reaction from other people. Especially important to you are the opinions and reactions of your particularly close circle. You believe in creating a positive environment that enhances the well being of people around you. ■



A person's abilities, define his professional skills. Professional skills may vary depending on a person's abilities to handle numbers, words, objects, people, situations, emotions, etc. The ability strength graph maps different abilities such as numerical, observational, analytical, spatial, etc., depending on a personal's individual personality. This plays an important part in deciding which career or field your abilities point to.

SUMMARY OF YOUR ABILITY STRENGTHS In the assessments completed, some scores may be relatively high and others relatively low, which means that your strengths lie in characteristics that define your intelligence. For example if you have a relatively high score on "Numerical ability", which in this context of the assessment is high would mean you are more skilled in using numbers while performing a task.

Ability	Rating	Percentile	Rating
Memory & Recall	<div><div></div><div></div><div></div><div></div><div></div></div>	94	Very High
Abstract Reasoning	<div><div></div><div></div><div></div><div></div><div></div></div>	52	Moderate
Visualization	<div><div></div><div></div><div></div><div></div><div></div></div>	15	Low
Spatial Awareness	<div><div></div><div></div><div></div><div></div><div></div></div>	14	Low
Observation	<div><div></div><div></div><div></div><div></div><div></div></div>	9	Moderate
Numerical	<div><div></div><div></div><div></div><div></div><div></div></div>	4	Low
Conceptual Formation	<div><div></div><div></div><div></div><div></div><div></div></div>	3	Low

YOUR ABILITIES & APTITUDES

Your Abilities are intellectual and mental abilities measured on different characteristics which are supposed to be more or less independent of each other. These abilities more or less define your aptitude and intelligence that would get utilized by you while performing a job/task/activity.

Numerical Ability comprises of numerical computation, numerical estimation, numerical reasoning and data interpretation. A high score on the aptitude factor of Numerical Ability would mean that you have greater understanding of numerical relationships and capacity in handling numerical concepts. This exhibits your ability to use numbers in a logical and rational way. Apart from having the ability to add, subtract, multiply and divide quickly and accurately, you are both quick and confident in your approach. It also demonstrates your ease with numbers.■

Abstract Reasoning assesses your ability to understand complex concepts and assimilate new information beyond previous experience. A high score on abstract reasoning would mean that you hold greater ability to analyze information and solve problems on a complex, thought-based level. Your abilities to apply knowledge in problem-solving using theory, metaphor, or complex analogy and understanding subjects on a complex level through analysis and evaluation, along with forming theories about the nature of objects, ideas, processes, and problem solving and understanding relationships between verbal and non-verbal ideas are useful where the job or task involves a high degree of problem solving, or dealing with complex data or concepts or developing strategies and policies and performing non-routine tasks where initiative is required.■

Spatial Visualization Ability refers to the ability to mentally manipulate 2-dimensional and 3-dimensional figures or in other words it is the ability to manipulate representations of visual objects mentally. This skill requires estimation of one's position in relation to a static object. A high score on spatial visualization ability would mean you have a greater ability to visualize a three dimensional object from a pattern and also to visualize an object if rotated in the space. It also means that you have a greater skill to analyze, visualize, comprehend and express imaginative signs and shapes and have the capability to identify forms from the patterns and vice versa. ■

Concept Formation Concept Formation involves the recognition that some objects or events belong together while others do not. It is ability to develop



Low



Moderate



Low

abstract rules or mental constructs based on sensory experience. It entails an understanding of a phenomenon's characteristics and how they are logically linked. It is a learning process by which items are categorized and related to each other. A high score in concept formation would mean your ability to find commonalities among different concepts and to manipulate ideas on an abstract level. It shows you hold a greater ability of noting a fact or occurrence for a special purpose and also respond to common features of categories of objects or events. You also possess a greater ability to form a concept on the basis of generalization or grouping by developing mental categories for an objects, events or ideas that have a common set of features.■

Observation and Spatial Transformation It is the ability to visualize spatial patterns and mentally manipulate them over a time-ordered sequence of spatial transformations. This ability is important for generating and conceptualizing solutions to multi-step problems that arise in areas such as architecture, engineering, science, mathematics, art, games, and everyday life. A high score in observation and spatial transformation would mean you hold a greater ability to assimilate information by viewing and observing an event or occurrence and responding to find out the hidden. You also possess a greater ability to identify a problem by observing and viewing.■

Spatial Awareness is the awareness of a fully 3 dimensional space. It is the skill to analyze, visualize, comprehend and express these imaginative signs and shapes. It demonstrates your ability to manipulate shapes in two dimensions or to visualize three-dimensional objects presented as two-dimensional pictures. A high score in this ability shows your capacity to interpret and make drawings, form mental images, and visualize movement or change in those images. You have the ability to solve critical problems in the complex real world. But more importantly, a developed spatial ability helps you to get contract letter for your dream specific job. ■

Memory and Recall It is the ability to recall images, sounds, or objects in memory with extreme accuracy and detail. A high score in memory and recall would mean that you can store encoded information and later retrieve the same vividly for future usage. You also can identify whatever you have memorized in the past with greater ease. You possess the skill to retrieve prior learning or experiences by images or words.■



Low



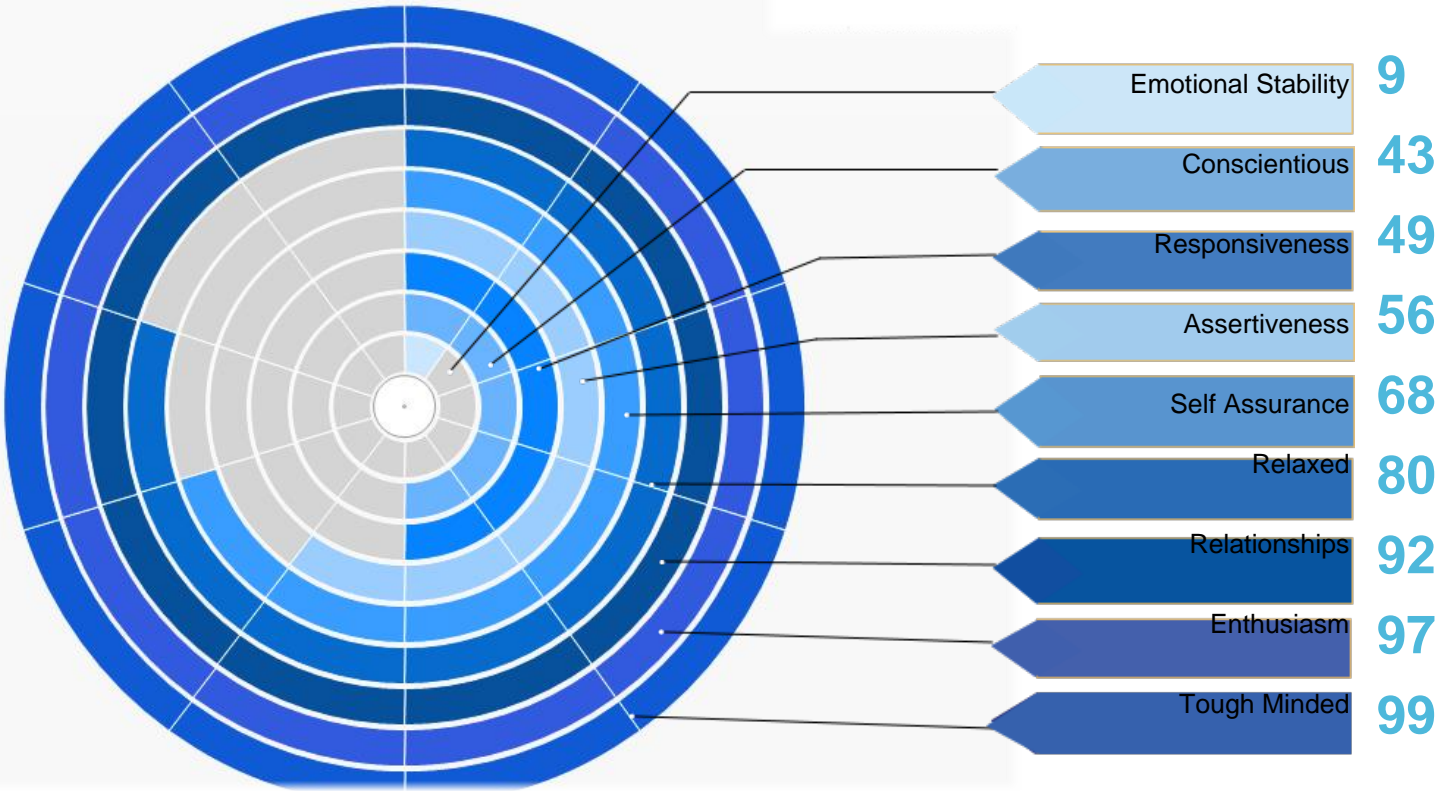
Moderate



Low



Very High



You are defined by your personality. Your values, upbringing, experiences, friends, family, all shape the person that you become. Your personal, physical, and emotional abilities coupled with your personality traits is what makes up your personality strengths. It is very crucial that your personality strengths be known, because that is how it can be determined as to which field you will enjoy working in the most.

SUMMARY OF YOUR PERSONALITY STRENGTHS Your personality from within is your identity. What you see from outside is just your behavior. However your behavior is driven by your attitude, your thinking, your values, your up-bringing etc. In the assessments we are assessing your personality based on 9 factors that define your behavior and that would make a difference on to your performance on a long term. We call this as your behavioral assets.■

Behavior	Rating	Percentile	Rating
Tough Minded	■ ■ ■ ■ ■	99	Very High
Enthusiasm	■ ■ ■ ■ ■	97	High
Relationships	■ ■ ■ ■ ■	92	High
Relaxed	■ ■ ■ ■ ■	80	Moderate
Self Assurance	■ ■ ■ ■ ■	68	Moderate
Assertiveness	■ ■ ■ ■ ■	56	Moderate
Responsiveness	■ ■ ■ ■ ■	49	Moderate
Conscientious	■ ■ ■ ■ ■	43	Moderate
Emotional Stability	■ ■ ■ ■ ■	9	Low

YOUR PERSONALITY

Personality is made up of the characteristic pattern of thoughts, feelings and behavior which makes you a unique person. Personality normally develops at the adolescent age and remains fairly consistent throughout life.

Relationship Orientation

HIGH High scores indicate that the person has a positive outlook towards people, the team and the society. Also this person is cooperative, participative and outgoing. Extreme high scores indicate an easy-going temperament. ■

LOW Low scores indicate that this person is likely to be impersonal, aloof and not too friendly. This person prefers to remain isolated from the society/group. Also this person is cool, distant and reserved. Also a hesitant and overly formal behaviour is expected. ■

Emotionally Stable

HIGH High scores indicate that this person is in good control of personal emotions. This person has a greater tolerance to handle frustration and face reality calmly. This person doesn't get stressed or anxious under pressure. This person tries to maintain poise and maturity most of the times. This person doesn't worry and get disturbed over petty inconvenience. ■

LOW Low scores indicate that this person is likely to have problems controlling emotions. This person also is likely to over-react to situations. He or she tends to become disorganized under pressure. There exists a tendency to get frustrated too fast. This person gets irritated, tensed, restless & impatient by his/her own feelings/ emotions too often. This person finds it difficult to cope effectively with stress. ■

Assertive

HIGH High scores indicate that this person loves competition is competitive by nature. This person is likely to be freeminded and independent. This person can express feelings and thoughts with greater ease. This person knows his/her rights and tends to control others and helps them know their rights. This person has good control over his/her anger and manages to express his/her displeasure in a logical way. ■



High



Low



Moderate

LOW Low scores indicate that this person dislikes competition. This person also prefers a non demanding environment. This person has a non demanding disposition and has low decision needs. This person mostly avoids taking an independent decision or stance on issues. This person depends on others for a decision. He/she also finds it difficult to express his /her feelings, thoughts and desires. ■

Enthusiasm and Energy

HIGH High scores indicate that this person would always be ready to take up and accept new and greater responsibilities. This person would like to take new challenges & handle critical situations with great alacrity. This person also displays high energy and willingness to experience new and unknown experience or situations. Also this person would willingly deal adequately with difficult conditions. This person displays a tendency to take lead in new varied activities and love adventures (exploring uncharted territories). Also this person is known as insightful and imaginative. ■

LOW Low scores indicate avoidance of new or increased responsibilities, activities and challenges. This person also prefers to stay away from critical situations. This person also doesn't get involved in group event or team oriented activities. This person has a tendency to ignore dealing adequately with difficult conditions. This person is risk and change averse. ■

Responsibility and Conscientiousness

HIGH Person with high scores shows diligence, drive and domination by a sense of his/her duty. The person has a great regard for moral standards and ethics. You can expect honesty and sincerity towards his/her work. This person also displays strong sense of responsibility and orderliness. ■

LOW Person with low scores show low levels of persistence, drive & domination by a sense of his/her duty. Also this person may lack complete commitment towards the given task/work. ■

Social Responsiveness

HIGH The person with high scores is socially precise. This person displays greater self-discipline and respects customs, social protocol, and also would have good manners. This person has a firm code of right and wrong, good and bad. Also, the person shows a strong sense of identity, awareness of "self". This person also maintains a positive social reputation in the society. ■

LOW Person with low scores considers himself/herself free from social constraints, norms and conventions. This person may not respect customs or even question them. By nature, this person is open minded and open by attitude and follows his/her own urges. He/she doesn't persist with boring tasks. ■

Tough Minded

HIGH The person with high scores is cool, emotionally detached and controlled.



High



Moderate



Moderate

This person is capable of making rapid decisions when necessary. This person would be able to adjust quickly under pressure of time. Also this person by nature is alert and analytical with new information. This person is disciplined and intellectual in nature and rejects illusions. This person has a greater resilience and can take rejection or disapproval in a positive manner. ■

LOW Person with low scores is emotionally connected, involved and open. This person finds it difficult to take firm and independent decisions. This person displays an emotionally connected thinking and is driven more by emotions than practicality. ■

Self-Assured

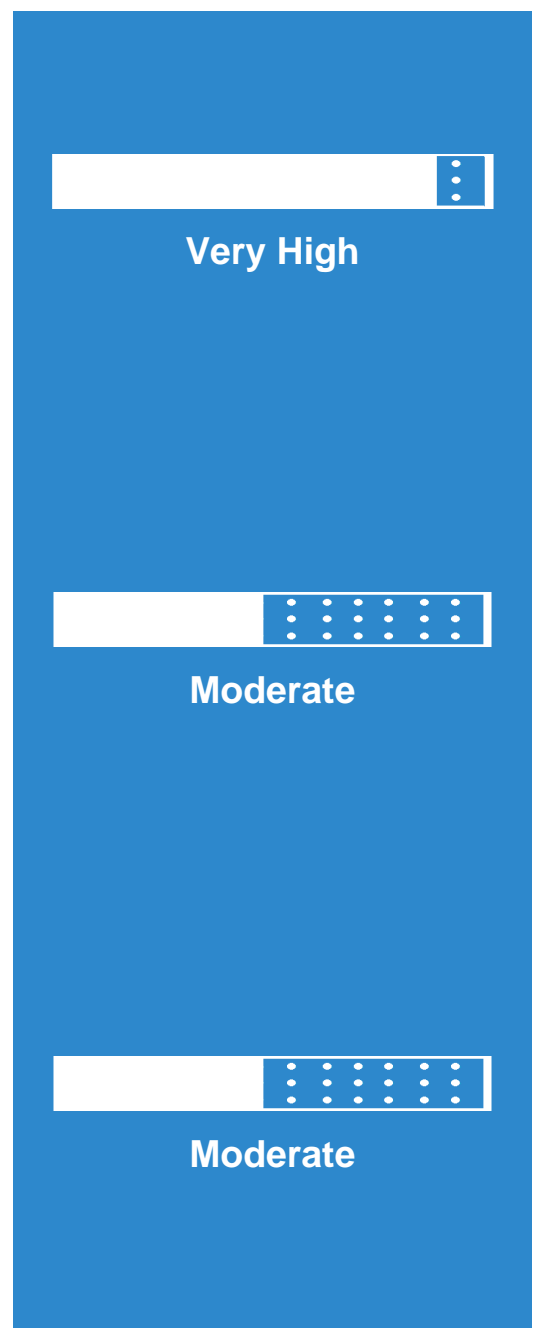
HIGH By nature the person with high scores in self assured behaviour is placid, secured, satisfied, confident and untroubled. This person is independent and can operate autonomously. This person prefers to take his/her own decisions and is capable and confident of facing any particular situation. This person has greater levels of self belief and higher confidence in his/her capabilities. ■

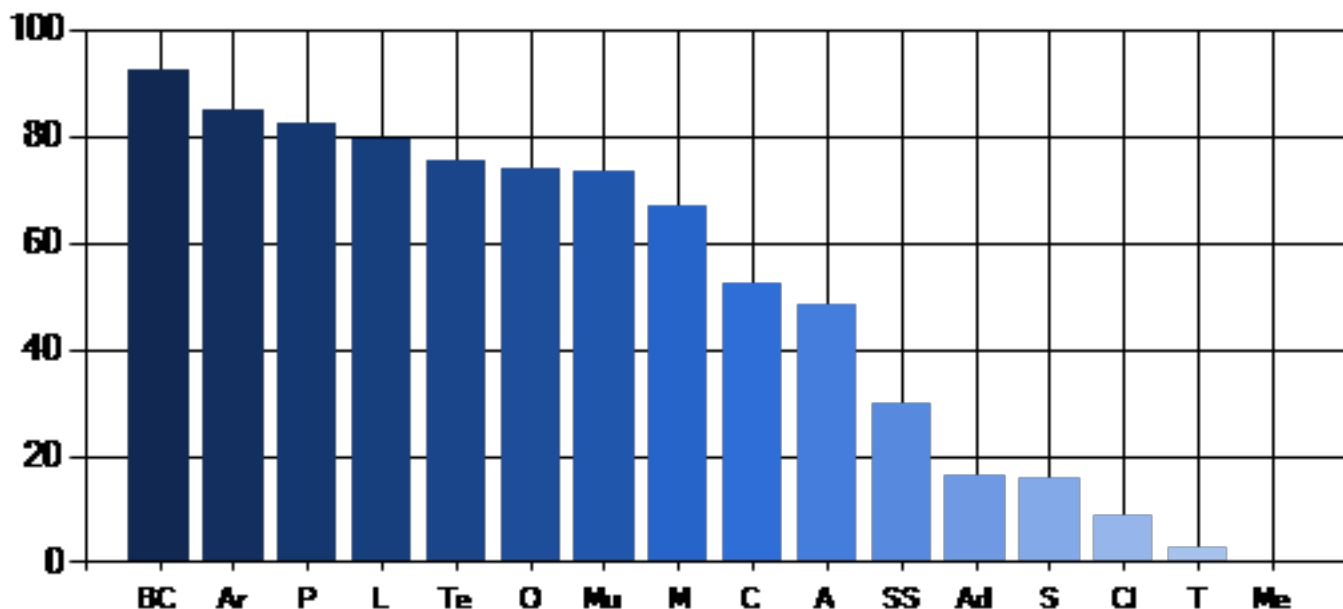
LOW By nature this person is dependent on others. This person is more group oriented and always prefers to work with a group. This person is more of a follower than a leader. This person is likely to display low levels of self-belief and confidence in matters of personal capability. ■

Relaxed

HIGH The person with high scores in relaxed behaviour is cool, calm & relaxed by nature. This person doesn't get frustrated or tensed even in the critical situations. This person is calm and displays thoughtfulness. This person on extreme levels tends to resist actions and changes. This person prefers a non-changing and constant/routine environment. ■

LOW This person gets anxious very soon. This person is restless, mobile and alert. This person displays impatience to complex issues or problems. This person is high paced and a sharp thinker. This person cannot work calmly and needs action and changing environment/work as a stimulant. ■





Your likes and dislikes, tastes, preferences, for certain elements, activities, people, etc. is what defines your set of interests. This section maps out the areas which you enjoy so much, that give your heart and soul during an activity in that area. Your ability strengths and personality strengths will be aligned with your interests to narrow down to the career we think are the most suitable for you.

SUMMARY OF YOUR PERSONALITY INTERESTS Your Interests define your likes or dislikes for certain kind of activities. In the activities of your interests, this section captures the areas where you perform whole heartedly and also enjoy the most. In the interest inventory we have made an effort to keep into your interests and have linked them into a set of careers.

Interest	Rating	Percentile	Rating
Business	■■■■■	93	Very High
Artistic	■■■■■	85	Very High
Persuasive	■■■■■	83	High
Literary	■■■■■	80	Very High
Teaching	■■■■■	76	Very High
Outdoor	■■■■■	74	Very High
Musical	■■■■■	74	Very High
Management	■■■■■	67	High

Interest	Rating	Percentile	Rating
Computational	■■■■■	53	High
Adventurous	■■■■■	49	High
Social Services	■■■■■	30	High
Administrative	■■■■■	17	Moderate
Scientific	■■■■■	16	Moderate
Clerical	■■■■■	9	Moderate
Technical	■■■■■	3	Moderate
Mechanical	■■■■■	0	Very Low

YOUR INTERESTS

Your Interests define your likes or dislikes for certain kind of activities. In the activities of your interests, this section captures the areas where you perform whole heartedly and also enjoy the most. In the interest inventory we have made an effort to keep into your interests and have linked them into a set of careers.

Management Management is the process of getting activities completed and effectively with and through other people. It is the managerial process of forming a strategic vision, setting objectives, crafting a strategy and then implementing and executing the plan. You have an interest in management field means you like the activities where some management is needed. Like-managing deals, organize such events or activities, make plans for the growth, manage people & their activities etc.■

Technical Technology is associated with innovation, the transformation of ideas into new and useful products or processes. It is a specific set of skills or specific process to be followed in performing an activity in which some technology is involved. You have an interest in technical field means you like the activities where some technology is involved. Like: assembling parts, working with computers, testing equipments and its operations, operate electronic instruments etc.■

Computational Computation is the procedure of calculating; determining something by mathematical or logical methods. It is a process of calculation (usually of numbers) performed by means of an algorithm. It involves numerical & mathematical problem solving. You have an interest in computational field means you like the activities where numbers, calculations are involved. Like: working with numbers,analyzing some data, keeping accounts, study statistics & use it for research purpose etc. ■

Business and Commercial Business is an activity which, in general, is carried out in competition with the private sector. Which has a trade, occupation or other commercial activity engaged in or gain, profit for which a corporation can be organized. You have an interest in business & commercial field mean you like the activities which are related to business. Like: direct or coordinate a business, study economical reports & evaluate performance of company, study share market or take decision for the growth of company etc. ■



High



Moderate



High



Very High

Science Science is the method of principles and procedures for the systematic pursuit of knowledge involving the recognition and formulation of a problem, the collection of data through observation and experiment, and the formulation and testing of hypotheses. It works for inventions & innovations. You have an interest in scientific field means if you like such activities where some research, invention or innovation is needed, you have an interest in the field of science. For example, study about metals, alloys & elements, do researches related to physics, chemistry or biology, inspect the quality of product, experiment to increase the productivity of the product etc. ■

Mechanical Mechanical field encompasses the designing, analyzing, testing and manufacturing of product. It involves the work which is related to machinery. Like: doing experiments with mechanical instruments, design mechanical machinery, invent mechanical parts or supervise constructions, oiling & servicing etc. ■

Persuasive Persuasive means capable of convincing someone or having the power to induce action or belief. You have an interest in this field means you like activities where some convincing is involved. Like: to convince someone, canvass for social activities, bargain in sales, collecting funds or contributions etc. ■

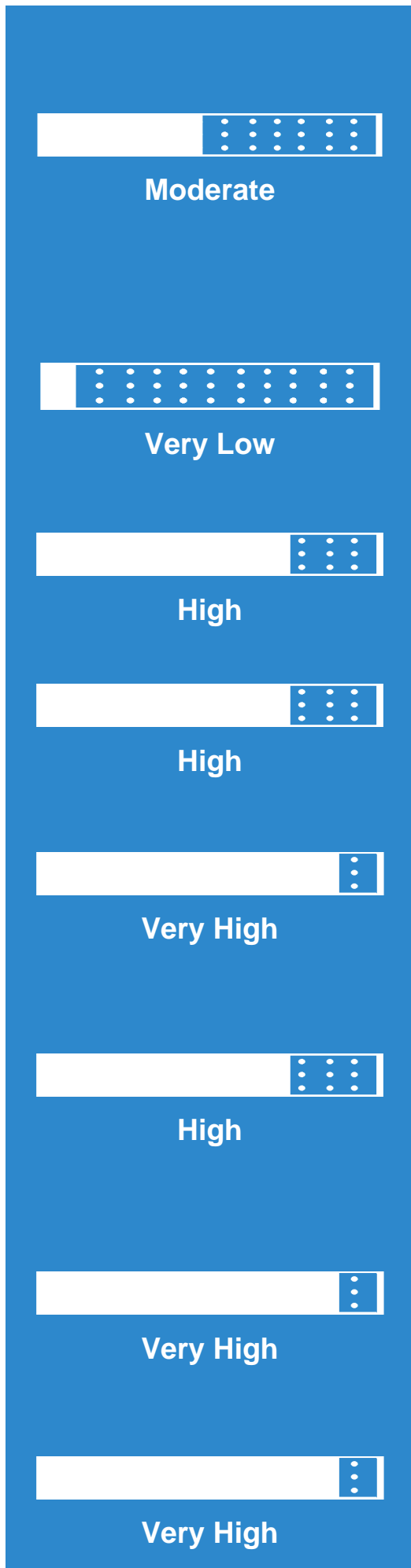
Adventurous Adventure is described as an undertaking, which involves danger. If the venture is exciting, an experience that would not likely to be forgotten quickly. You have an interest in this field means you like such activities where some risky, dangerous part comes. Like: playing thrilling games, participate in breathtaking/awe-inspiring activities like scuba diving, Para-sailing etc. ■

Outdoor Outdoor means going out in to the natural environment, learning about and respecting the environment or/and being a part of social activities. You have an interest in this area means you like the outdoor activities like: trekking, traveling, gardening, participating in social functions etc ■

Social services Social work concerned with social problems, their causes, their solutions and their human impacts. It committed to the pursuit of social justice to the enhancement of the quality of life, and to the development of the full potential of each individual, group and community in society. You have an interest in this field mean you like to work for the society. Like: social work, work for rehabilitation, provide public recreation services, work for people etc. ■

Teaching Teachers are those who help students or pupils to learn. Where teacher teaches, takes practical skill, including learning and thinking skills. You are having interest in this field means you like to teach others. Like: Teach specific work to others; teach to students, working in educational field, sharing knowledge with others etc. ■

Artistic An art is a habit of thinking, doing, or making that demonstrates systematic discipline based on principles. It is a habit done often and often unconsciously. You have an interest in this area means you like the artistic







Occupational categories that suit you the best..

People

33.00%

People skills allow a person to communicate and coordinate with people easily. Talking, convincing, and conveying form the crux.

Analysis

27.00%

Involves analyzing information and taking problem solving decisions to better productivity.

Creativity

13.00%

Conceptualizing, creating, and developing ideas – an artistic and entrepreneurial bend of mind is the core aspect.

The world of work is divided into economic sectors; further economic sectors are divided into industries. Industries are run by people who perform their role in order to earn their living. These roles have certain similarities in their demands towards abilities, education, knowledge, behavior and other performance expectation. With our research we have clubbed careers that have more or less similar demands into categories. For example a product designer, a performing artist and a cartoonist would all fall into “CREATIVE” category of careers.

Brief Description

PEOPLE People Skills (or Social skills) are most often thought of as a set of skills that allow us to communicate, relate and socialize with others. People skills include both verbal and nonverbal forms of communication. They often are the way others determine our status, consider us as potential friends or mates, and consider us for employment or promotions in the workplace. Careers that are built upon relationships require that employees are able to build and maintain a client base. Being personable, able to remember the fine details, and having the confidence to market oneself are all important aspects of the careers in this work category. Working with people may mean providing a service, working with a team, or trying persuading others. Individuals in this type of employment setting will spend a majority of their time managing people, and everything that is connected with people. Sensitivity to others, Insight into others, Openness to others, Active Listening, Speaking/presenting, Conversation, Respect, Persuasion, Team membership, Team Participation and Leadership skills are the major people oriented skills that encompass this work category. Good interpersonal skills allow one to participate effectively as a member of a team, satisfy customers and clients expectations, negotiate, make decisions, manage time efficiently, take responsibility, and work effectively with other employees, leading to a better working environment which can be less stressful. If one has got outstanding relationship-building skills, or if one has mastered the art of networking, the careers categories that one might be particularly suited to are Business Commercial and Operations, Education and Training, Management, Life Sciences, Engineering, Health & Medicine, Mass Media, Military & Paramilitary, Office & Administration Support, Personal Services, Sales & Marketing, Social Sciences, Sports, Social Services and Transportation.

Analysis It is a work category where one uses analytical abilities and problem solving skills to do a job. Further uses the ability to make decisions by gathering and analysing information. One needs to apply logical thinking to design and test the solutions to problems, and formulate plans or write a systems program with accurate results output. In this occupation category one needs to handle data which includes any type of factual information, i.e., numbers like percentages, volume, area, frequency, measurements, lengths of time, monetary value, etc. or specifications, codes, surveys, drawing interpretations or any other type of research or data based information. For instance in systems analysis, the systems analyst should focus on four sets of analytical skills: systems thinking, organizational knowledge, problem identification, and problem analysing and solving. Analytical skills are essential in the workplace to ensure necessary problem solving occurs to keep productivity and other areas of the workforce functioning smoothly. Engineering, Business and Commercial Operations, Finance, Computational, Research/Life Science and Legal are a few of the career categories that fall under this work category.

Creativity Creative careers are popular choices among those who are interested in ideas. It includes a broad set of disciplines, including the arts, publishing, film, design, architecture, advertising, computer games, TV and radio. However, creative or artistic jobs aren't the only occupations that involve working with ideas. Teachers must develop creative lesson plan ideas to keep students interested, and managers have think of new ideas that will solve problems that develop in the workplace. Focus on clients, customers, audiences and participants, Ability to communicate and Central importance of creativity for business success are the three key elements that encompass this work category. These are the skills that the creative industries need to keep strong and fresh and they are instrumental to competitiveness in the current climate. The crucial point here is that a positive attitude and an entrepreneurial outlook are key attitudes necessary to compliment these skills. These attitudes will enable one to be open to possibilities and challenges while also as being able to think innovatively. Companies of every size and type need creative individuals/thinkers, who can think out of the box, create and showcase unique and innovative products, to help their business grow. Creative thinkers are innovative and inventive and are more likely to devise new ways of doing things that add value to the work environment, making systems and procedures more efficient. They can offer new perspectives about the job and the company. Fine Arts, Computational, Engineering, Hospitality, Literary Arts, Industrial arts, Performing Arts, Mass Media and Personal Services are some of the career categories that comprise this work category.

WE HELP TO BUILD A SUCCESSFUL CAREER

Next Steps: Choosing a Career Path To Success

There are three major components for building career success. The major effort goes in understanding the three factors namely, your Individuality, the occupations and the aspirations you hold. Aligning the three is the most critical part of the career guidance and planning process. Once these factors get aligned there is a strong motivational effect and clarity of purpose for each activity you do. It is not just about choosing an education course; it is about choosing an occupation that suits you and aligning academic efforts towards that.

What is Career Planning?

Career Planning is about making career choices and decisions and planning the future considering the challenges and opportunities. It concerns the career management tasks of individuals such as decisionmaking, life-stage transitions, dealing with stress etc. It is also about taking control of one's employability. It involves guidance and counseling for setting a timeline based fail-proof career plan.



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©2012 Dheya Career mentors (india) Pvt Ltd – All rights reserved. You have chosen to attempt this career assessment program. This descriptive summary of your profile is developed using scientific algorithms. We will be using this report during the career guidance and career planning sessions. Please note that your factors of personality, behavior, abilities, interest and competence are not limited to the descriptors in this report. You are an individual with enormous capabilities, competence and unlimited potential waiting to be unleashed. Though the report has been worded in easy understandable terms, it is advisable to take the help of a Dheya trained professional (career advisor) to understand the report in a better way and make right career decisions. Our career advisors will help you systematically and scientifically build a robust career plan to SUCCEED IN LIFE.