



Personal Information

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**UNLEASHING PERSONAL POTENTIAL BY HELPING
YOU UNDERSTAND YOURSELF.**

Your Personality Profile

Profile Analysis :-

You are a specialist with a strong structured mind. Once communicated with the necessary standards needed, you produce work of high quality giving close attention to accuracy and detail. You are stable, dependable and patient. You are basically an unselfish person, conscientious and cooperative, who is motivated by a strong sense of duty. You are generally anxious to do what's expected out of you. You respect authority and the rule book and normally seek direction before you start any work. You are a great team player. Your strength lies in high tolerance, patience and steady consistent pace of work, which naturally makes you an ideal candidate for handling sophisticated and complex systems and processes. You are passive by nature, precise, intellectually sound and a systematic thinker. Often seen as reticent and aloof, with your kind of approach you give an impression of coldness or disinterest (which may always not be so). Much of your impassive style stems from your controlled nature; however, that makes you a reluctant communicator too. You speak only if necessary and only when it forms a part of your core interest of expertise. In fact, you are surprisingly ambitious and have lofty goals. You tend to use existing structures and rules to accomplish your aims.■

How do you relate to others :-

You have much strength, but the ability to relate easily to other people is rare. You have sound knowledge and intellect and many a times find yourself in a situation where your intellect is higher than the group. You prefer to relate to individuals on a one on one basis rather than connecting with them in a group. The combination of a passive social style with a certain innate suspiciousness makes it difficult for you to form or maintain close relationships, and this is especially true in a business sense. Your friendships or close acquaintances will normally be based on mutual interests or common aims, rather than emotional considerations.■

Your general areas of strengths :-

Your strengths can be summarized as diligent, perfectionist and self-reliant. You are dependable and loyal; this combines with an emotional literacy to make you particularly an effective listener and a counsellor. You are persistent in approach, having the patience and restraint to work steadily at a task until it is achieved. You are very self-reliant, with your structured way of thinking and you often show your strength when it comes to organizing facts or working with precise detail or sophisticated systems.■

What motivates you :-

Self-reliant and perfectionism is the root source of motivation in you. You are basically a detailed oriented person, and you normally plan with extreme details; however, you believe that the goal is met if the process is adhered to. At times, due to the need to be precise and detail oriented, you would be seen as slow paced, however your thoughtful nature and diligence improves the quality of decisions you make. You brief others with extreme care, and resolve queries and gains expertise in your area of work. You are also respected for your expertise and specialization.■

Basic descriptors :-

Persistence, Thoughtfulness and Accuracy.■

Your leadership style :-

You are extremely thoughtful and thorough. You would brief others with extreme care and in greater depth. You generally focus on great details and also resolve queries with similar depth and details. You are respected for the expertise you hold in a given field. At

times you move at slow pace in order to keep the team together, which might frustrate others. Sometimes you are too cool and distant. Many a times your over emphasis on perfection, written communication or over documentation, and concern about "things" than people, might irritate others.■

Your goal setting behaviour :-

You set and plan goals realistically and with great details. Your focus is on surety of achievement and thus has a detailed step-by step approach in achieving the goal that will not fail. You tend to write down lofty goals for yourself. At times, you would over supervise or over monitor the achievement of goals and likely to not to take risks.■

Your preferred work environment :-

You prefer a structured environment with minimum or no risk.■

Your area of creativity :-

You accept ideas of others before putting your own ideas. You make sure that ideas are well thought and thorough. You lean towards maintaining status quo and depend on history and less of creativity of an original risky idea. You are wedded to procedures and at times too limited by rules and regulations. You always need a perfect solution and have a tendency to resist change, which might slow down creation. You normally value routine and seek standard solution.■

How do you delegate work :-

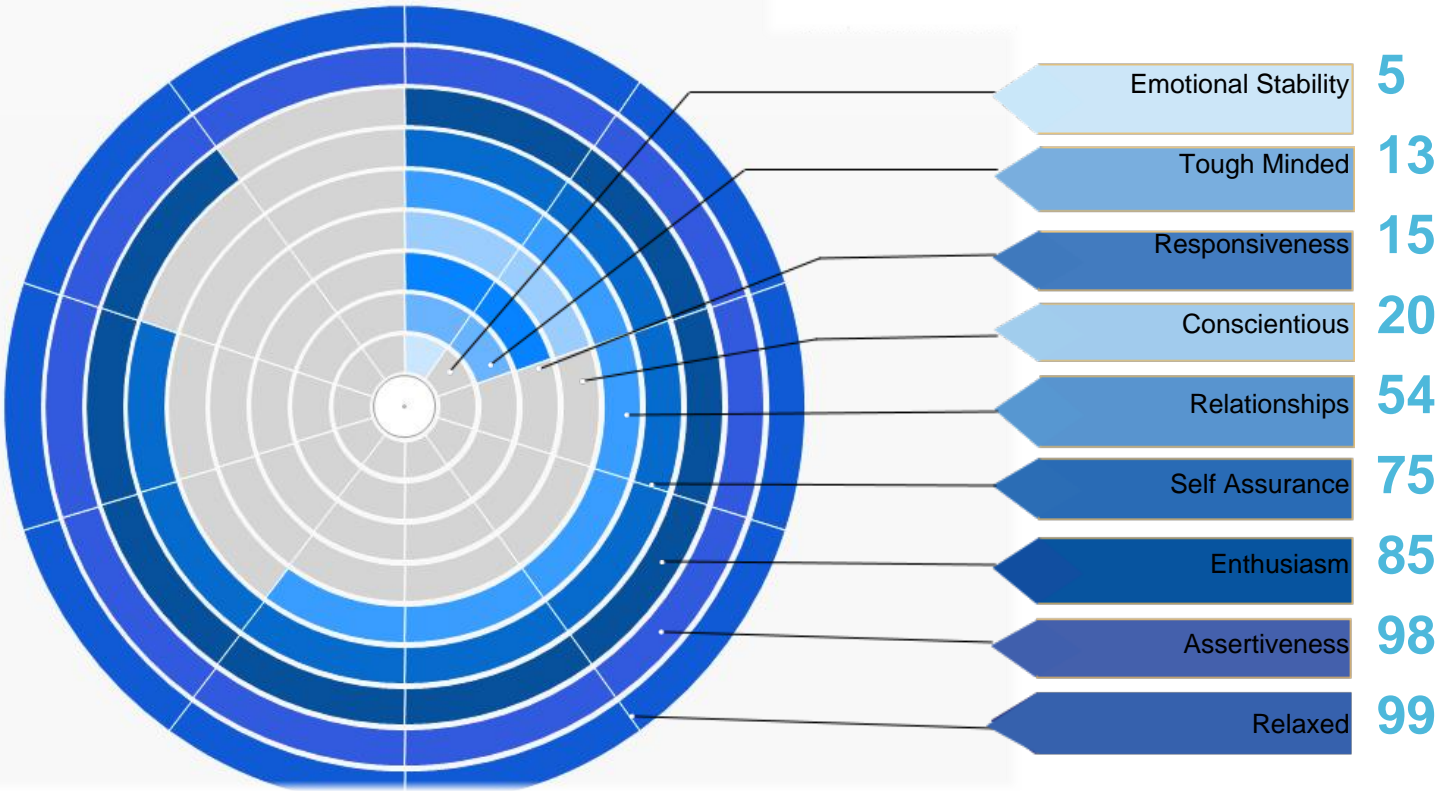
You delegate authority and keep the detailed task, work and responsibility with yourself. At times, you might run a risk of upward delegation and would get stressed by taking on too much on self than delegating it.■

Your communication style :-

You are a good listener, you wait until the speaker finishes. You listen, absorb and record and recall. You are thorough in checking, understanding, and write in comprehensive style, and ensure not to miss any point. You have clear and crispy communication without any ambiguity and padding rather a fact-packed communication. You read very carefully and speak factually. You tend to avoid dealing with emotion or feeling, and normally lack confidence to communicate outside your area of expertise.■

Your decision making style :-

You generally allow others to decide. You prefer to follow and comply with authority. At times, you could be taken for granted due to your agreeable approach.■



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
Relaxed	<div><div></div><div></div><div></div><div></div><div></div></div>	99	Very High
Assertiveness	<div><div></div><div></div><div></div><div></div><div></div></div>	98	Very High
Enthusiasm	<div><div></div><div></div><div></div><div></div><div></div></div>	85	High
Self Assurance	<div><div></div><div></div><div></div><div></div><div></div></div>	75	High
Relationships	<div><div></div><div></div><div></div><div></div><div></div></div>	54	Moderate
Conscientious	<div><div></div><div></div><div></div><div></div><div></div></div>	20	Low
Responsiveness	<div><div></div><div></div><div></div><div></div><div></div></div>	15	Low
Tough Minded	<div><div></div><div></div><div></div><div></div><div></div></div>	13	Low
Emotional Stability	<div><div></div><div></div><div></div><div></div><div></div></div>	5	Very 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. ■

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



Moderate



Very Low



Very High

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. 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



High



Low



Low



Low

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. ■





**RIGHT
SKILLS**

**RIGHT
ATTITUDE**

**RIGHT FOR THE
ROLE**

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