



Personal Descriptor

Name : TEST DHEYA

Date : November 24,2018	Location : Padra	Sponsored By : Dheya
DOB : Sep 17,1990	Age : 28	Gender : Male

Your Personality Profile

Profile Analysis :-

You are a self-disciplined and conscientious person who has a high degree of skills and expertise in a “technical” field. Your drive is towards getting things right all the time. You work in the established standards, and of quality and accuracy. ■

How do you relate to others :-

You are never superficial in relating to people. Your relations are no-nonsense relations that have a serious and deep rooted sense to them. 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 friendship or close acquaintances will normally be based on mutual interests or common aims, rather than emotional considerations.■

Your general areas of strengths :-

You are generally very self-reliant although this fact is often difficult to perceive. You have structured ways of thinking, and often show particular strengths when it comes to organizing facts or working with precise detail or sophisticated systems. You are a quick-thinking individual who will often have useful input, but your natural reticence makes you rarely offer an opinion unless asked directly for your thoughts.■

What motivates you :-

You need to feel completely sure of your position, and of others expectations of you, before you are able to proceed. Because of this, you have a very strong aversion to risk, and would rarely take any action unless you can feel absolutely sure about its consequences.■

Basic descriptors :-

Cooperativeness, Accuracy and Sensitivity■

Your leadership style :-

You are a highly formal and structured person with a forceful and blunt style. You are factual, straight forward, sincere and impatient to get on with the job in hand. You are strict boss who takes responsibility seriously and would demand work done in a right way and on time. At times you would emphasis on the processes and results simultaneously while leaving the people more confused about how and what the priorities are. Sometimes you get to be more focused on things, facts, and numbers than people.■

Your goal setting behaviour :-

You would accept goals set by the authority and would take them seriously. You generally get into action with a quick and fast paced style. However, when setting goals down the line you tend to get into details and focus on meeting with accuracy and precision. You tend to get into over detailing of planning the details and accuracy of the goal. You might also have over monitoring and controlling goals and its processes while achieving them.■

Your preferred work environment :-

You prefer friendly atmosphere.■

Your area of creativity :-

You are highly structured and process oriented. You focus on creating systems, processes and policies and ideas that require careful and precise details. In fact you are wedded to procedures and too limited by rules and regulations. You always need a perfect solution.■

How do you delegate work :-

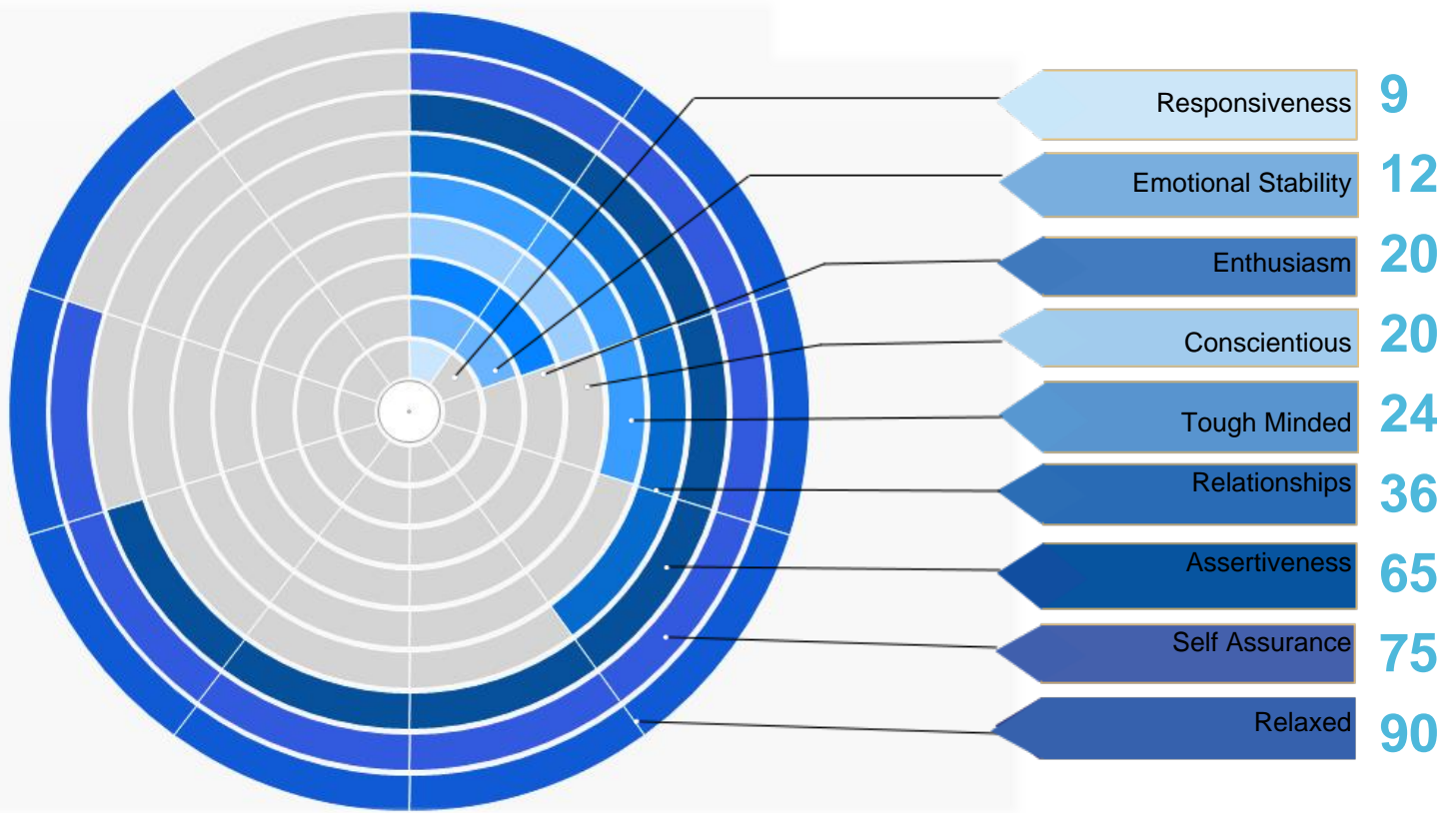
You delegate authority if needed but would tend to keep the task, details and responsibility with yourself. You prefer to write down goals for others. You rarely delegate. Rather you tend to be under a fear of losing control on the quality and accuracy of delivery. You also doubt the capabilities of others working down the line, and thereby you burden yourself.■

Your communication style :-

You focus on formal, fact based data driven communication and also on clear and crispy communication without any ambiguity and padding. You have the ability to listen, absorb, record and recall. You read very carefully. You tend to communicate only in your area of expertise. You usually avoid dealing with emotions or feelings. You avoid communicating outside your area of expertise. You have a fact packed communication and when facts are not available you tend to switch off.■

Your decision making style :-

You generally follow the authority. You normally judge the decision on accuracy of the data. While deciding down the line you often use facts, analysis and data to decide. You usually ask the authority before deciding.■



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	■■■■■	90	High
Self Assurance	■■■■■	75	High
Assertiveness	■■■■■	65	Moderate
Relationships	■■■■■	36	Moderate
Tough Minded	■■■■■	24	Low
Enthusiasm	■■■■■	20	Low
Conscientious	■■■■■	20	Low
Emotional Stability	■■■■■	12	Low
Responsiveness	■■■■■	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. ■

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



Moderate



Low



Moderate

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 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. ■



Low



Low



Low



Low

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. ■



High



High