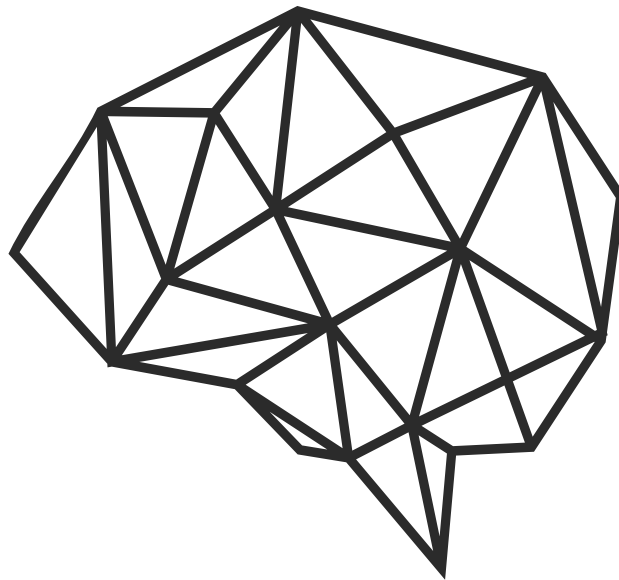




Talent Report

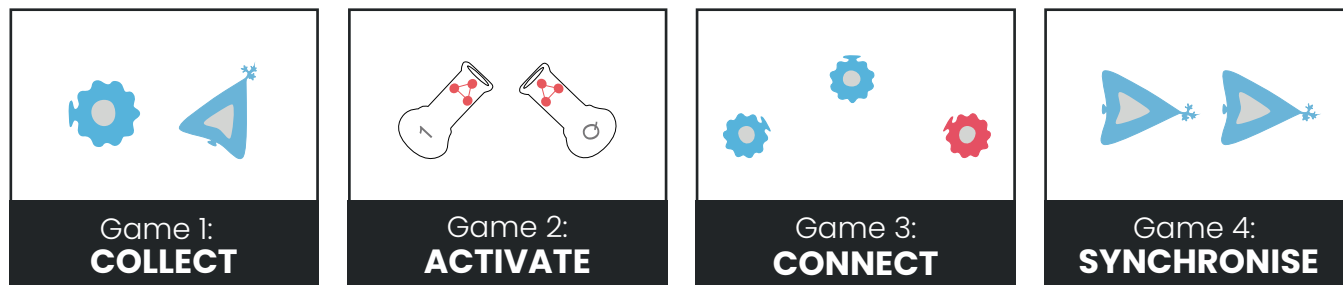
BRAIN PROFILE



Name: Prasann Iyer
Date: 2022-10-29
Talent ID: 178536

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:

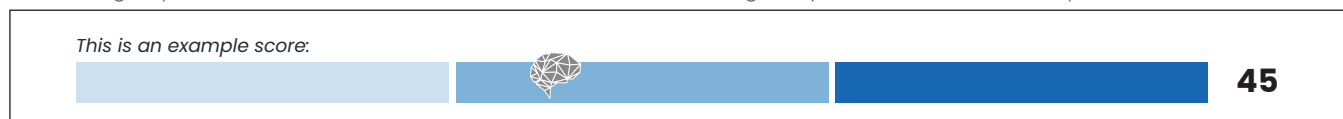


THE CALCULATION

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 make 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 AND TOP SKILLS

On page 3, we provide a complete overview of your Personal Brain Profile. The spider-graph on top displays all your cognitive abilities at a glance. You will immediately see that you score high on a few cognitive abilities. To provide you with insights into your strongest cognitive abilities, your three cognitive top skills are extensively described at the bottom of page 3.

16 SKILLS IN DAY TO DAY BEHAVIOR

In total, we measured 16 different cognitive abilities. Your scores on all these 16 abilities are displayed on page 4 to 11. 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.

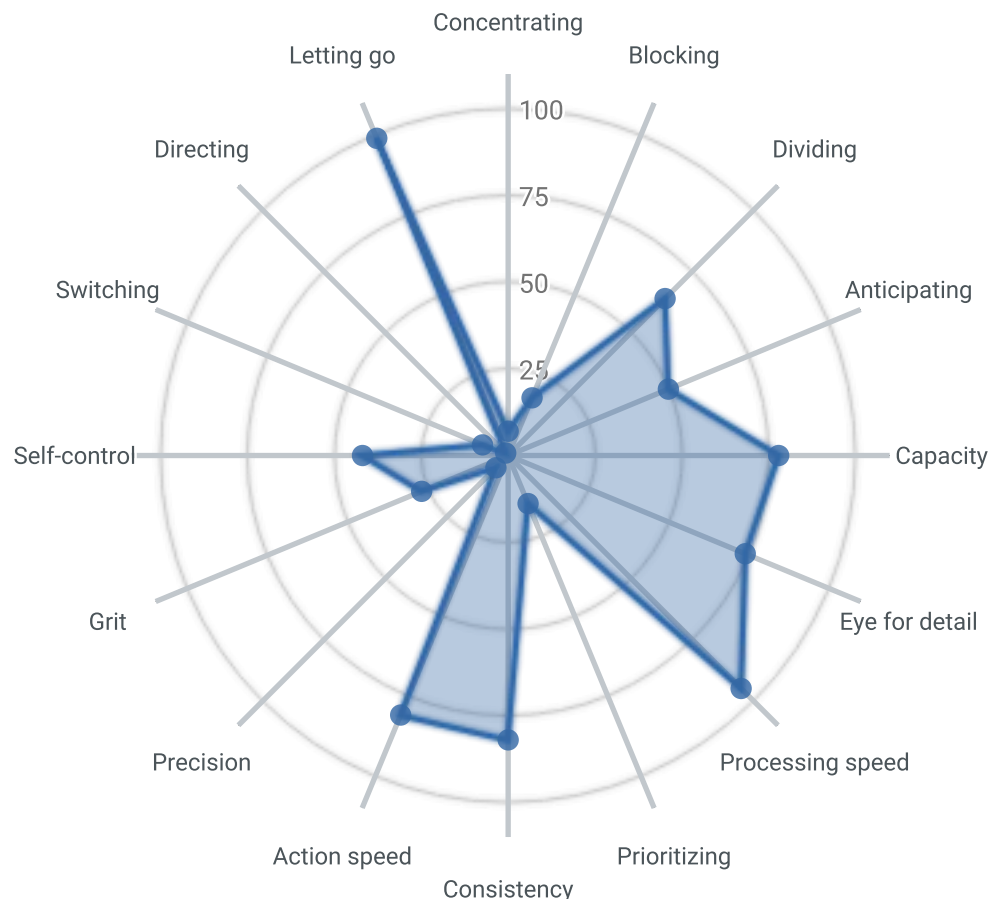
WANT TO KNOW MORE?

There are several books available to tell you more about prefrontal cortex and the executive functions made possible by the prefrontal cortex. We recommend that you read the book "Your Brain at Work" by David Rock if you want to make better use of your prefrontal cortex. If you want to learn more about executive functions, read the scientific article "Executive Functions" by Adele Diamond.

Spider and top skills

The spider-graph below displays your full Personal Brain Profile at a glance. As you can see, you score 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



TOP SKILLS



Consistency

The accuracy you can maintain when doing repetitive work. A high score on this ability contributes to act in a stable and flawless manner. 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.



Precision

The adequacy of your actions in complex situations with lots of different options for actions. A high score on this ability contributes to effectivity and meticulousness. In daily practice, you are likely to be able to coordinate and complete many tasks at the same time. Yet, your work performance remains virtually flawless, even if you are required to do multiple things at the same time.



Capacity

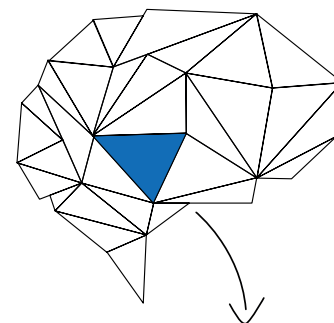
The amount of information you can simultaneously keep in mind, retrieve, apply and combine. A high score on this ability contributes to creativity, proactivity and problem-solving skills. In daily practice, you are probably better than other people at using much information at the same time, at drawing relations between pieces of information, and at discovering patterns.

Concentrating

Definition: Holding attention for a longer period of time.

'Concentrating' is an important building block for behavioral expressions like:

- Perseverance
- Constant performance



*Important brain region:
Superior temporal gyrus*



81

TIPS



- Force yourself to close documents and tabs you are not using right now
- Subdivide your work into smaller bits and pieces, where every single part can be finished in a brief period of time

TOPS



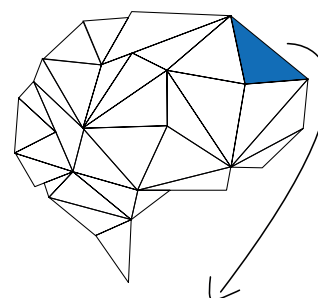
- When a deadline approaches you are able to keep going to finish your work in time
- You are able to maintain constant production levels for long periods of time
- You are able to get yourself together when your mind starts wandering off

Blocking

Definition: Blocking external stimuli.

'Blocking' is an important building block for behavioral expressions like:

- Being imperturbable
- Not being easily distracted



*Important brain region:
Superior prefrontal cortex*



62

TIPS



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

TOPS



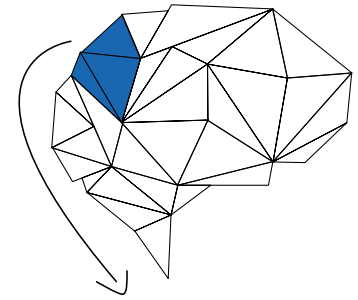
- You are able to work productively in virtually all environments, such as an open office or a cafe
- After a brief break you still exactly know what you were doing before and you can easily pick up the pace again

Dividing

Definition: Divide attention among information and tasks.

'Dividing' is an important building block for behavioral expressions like:

- Directing and switching attention
- Keeping an overview



Important brain region:
Superior parietal cortex

54

TIPS



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

TOPS



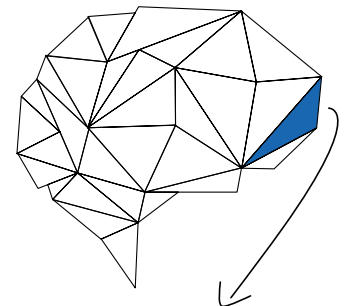
- You are able to efficiently divide your attention across multiple tasks and people
- You can easily switch between tasks
- You immediately direct attention to what is important, even if you are facing a lot of information

Anticipating

Definition: Ability to map consequences in advance.

'Anticipating' is an important building block for behavioral expressions like:

- Working in planned and systematic ways
- Goal-oriented action



Important brain region:
Frontopolar cortex

8

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



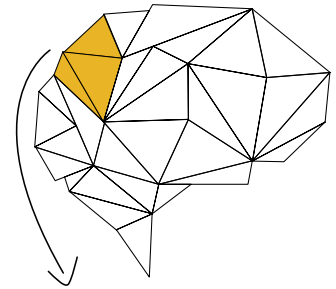
- You are likely to think two steps ahead
- You can quickly assess how to act in many different situations

Capacity

Definition: Memorizing and combining information.

'Capacity' is an important building block for behavior expressions like:

- Creativity
- Problem solving ability



Important brain region:
Superior parietal cortex

82

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



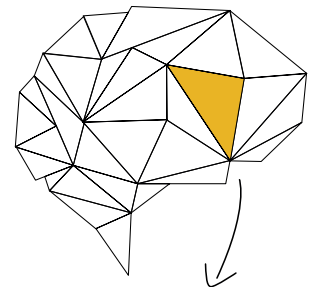
- You can take a lot of information into account when thinking
- You easily draw connections between pieces of information
- You are good at discovering patterns

Eye for detail

Definition: Processing details reliably.

'Eye for detail' is an important building block for behavioral expressions like:

- Discerning small differences
- Ability to distinguish details



Important brain region:
Dorsolateral prefrontal cortex

38

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



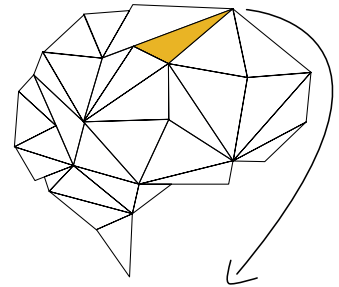
- You have exceptional eye for detail, think about graphical displays or spatial environments
- You are able to take difficult and rational decisions
- You are likely to be a great help in providing quality controls for your colleagues

Processing speed

Definition: Process a lot of information quickly.

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

- Decisiveness
- Focus on getting things done



Important brain region:
Premotor cortex



39

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



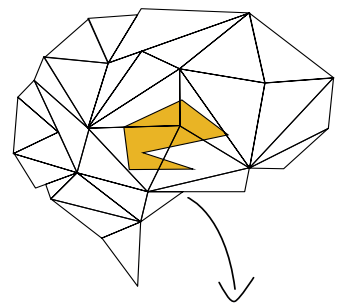
- You can act fast in situations where a lot of information is available and the options are not crystal clear
- You are able to correctly weigh the pros and cons of difficult problems

Prioritizing

Definition: Being able to distinguish main from side issues.

'Prioritizing' is an important building block for behavioral expressions like:

- Keeping an overview
- Systematic working



Important brain region:
Basal ganglia



40

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



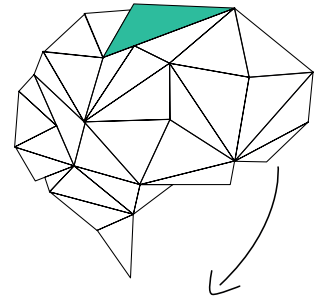
- You are relatively fast at getting to the essence of a problem
- You can maintain the common thread
- You are able to work in a goal-directed way

Consistency

Definition: Carry out repetitive tasks faultlessly.

'Accuracy' is an important building block for behavioral expressions like:

- Flawless acting
- Automatic behavior



Important brain region:
Motor cortex



100

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



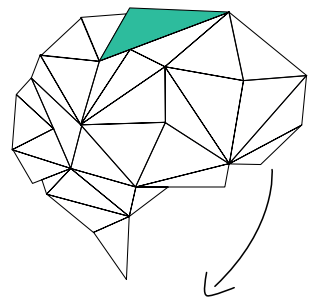
- You generally make few mistakes
- You are able to deliver constant quality

Action speed

Definition: Carry out repetitive tasks quickly.

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

- Acting and deciding quickly
- Having a high work pace



Important brain region:
Motor cortex



61

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



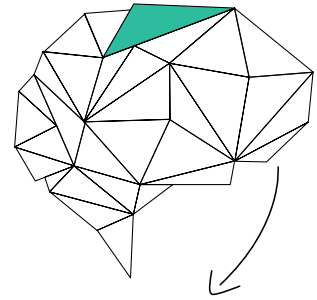
- You can act fast on autopilot
- You can make simple decisions relatively fast

Precision

Definition: Act accurately in complex situations.

'Precision' is an important building block for behavioral expressions like:

- Effectivity
- Accuracy



Important brain region:
Motor cortex



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

TOPS



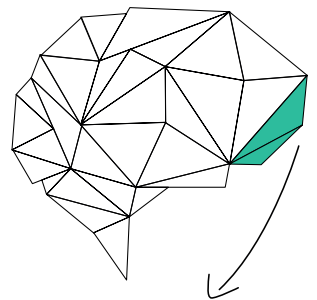
- You are able to coordinate and complete many tasks at the same time
- Your work remains virtually flawless, even if you need to do multiple things at the same time

Grit

Definition: Persevere through demanding tasks.

'Grit' is an important building block for behavioral expressions like:

- Stress resistance
- 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



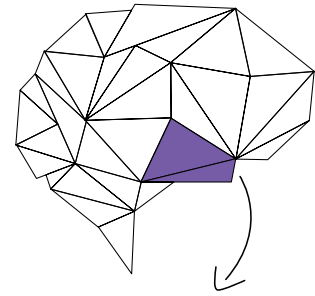
- You keep your head cool in stressful situations
- You keep performing well when things get complicated or when there is a lot of time pressure

Self-control

Definition: Keeping control over your actions.

'Self-control' is an important building block for behavioral expressions like:

- Being patient
- Emotion regulation



*Important brain region:
Inferior frontal cortex*

52

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



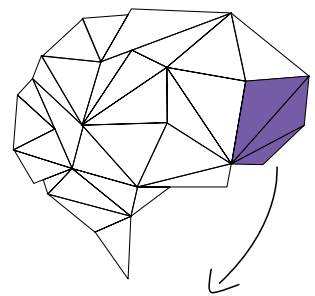
- You are able to prevent yourself from making unnecessary mistakes
- You are able to stop acting out or adjust your actions at the very last moment

Switching

Definition: Being able to switch between tasks quickly.

'Switching' is an important building block for behavioral expressions like:

- Agility
- Improvisation



*Important brain region:
Ventrolateral prefrontal cortex*

11

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



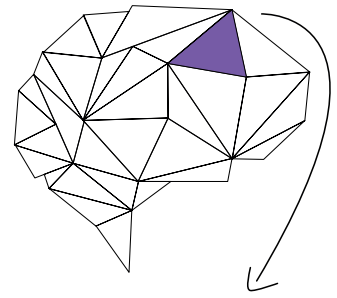
- You are good at continuously switching between tasks
- The quality of your work does not suffer too much when frequently switching between tasks
- You do not need a lot of start-up time when switching between tasks or when starting a new task

Directing

Definition: Quickly assess and adjust your approach.

'Directing' is an important building block for behavioral expressions like:

- Self-reflection
- Prioritisation



Important brain region:
Anterior cingulate cortex



53

TIPS



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

TOPS



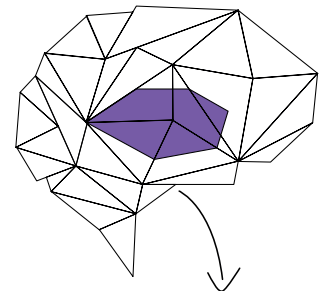
- You are able to estimate which behavior is appropriate in any given situation
- You are in control and you can easily adjust your behavior whenever necessary

Letting go

Definition: Moving on to the next thing without thinking back.

'Letting go' is an important building block for behavioral expressions like:

- Mental resiliency
- Efficacy



Important brain region:
Pulvinar



12

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.



Contact Information

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