Career-9

ENSURING CAREER SUCCESS

NAVIGATOR 360 PSYCHOMETRIC REPORT

Government Co-Ed, Senior Secondary School, Delhi

Dr. Mira Desai
www.Career-9.com

To,

Mrs. Vijaya

Principal,

Government Co-Ed, Senior Secondary School,

Delhi

Respected Ma'am,

We sincerely appreciate the opportunity provided by your esteemed institution to introduce NAVIGATOR-360 and conduct this psychometric assessment. The data collected has given us invaluable insights into students' inherent strengths, learning styles, and career inclinations.

In an era where artificial intelligence is transforming industries and redefining careers, preparing students for the AI age is essential. This report provides insights how school contributes in shaping future generation and career guidance by mapping students' core strengths, intelligence profiles, and personality traits to future workforce demands. By aligning natural inclinations with emerging career opportunities, it empowers students to make strategic, fulfilling choices. Additionally, it outlines practical strategies for integrating AI proficiency, ensuring they thrive in an evolving professional landscape.

To ensure continuous career growth and adaptability, Career-9 is committed to providing long term hand-holding through:

✓ **A robust LMS platform** offering AI-driven career insights and resources.

✓ **Yearly assessments** to track evolving interests and skill sets.

✓**GenAI and Human skills** training programs that equip students with future-ready capabilities.

We look forward to collaborating with you in guiding students toward their most suitable career paths and ensuring they are well-prepared for an AI-driven future. Together, we can shape a generation of informed, adaptable, and future-ready learners.

Warm Regards,

Team Career- 9

Mapping the journey

Assessment Summary

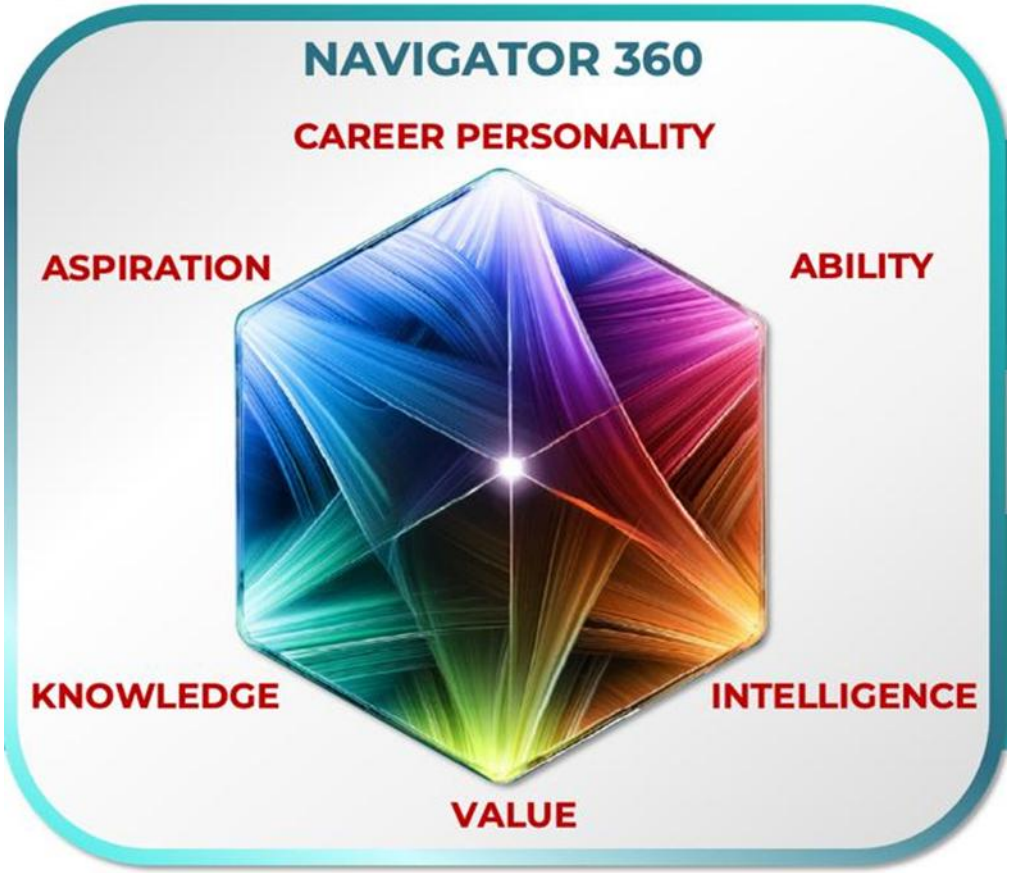
Navigator Type	Grade	Number of Students
Insight Navigator	6th to 8th	**158** (328)
Subject	9th & 10th	**278**
Career Navigator	11th & 12th	**160**

Total Students: 766

Total Valid data: 596

Average Time take for Assessment: 50 mins.

Mode of Assessment: Offline. Paper-Pencil test

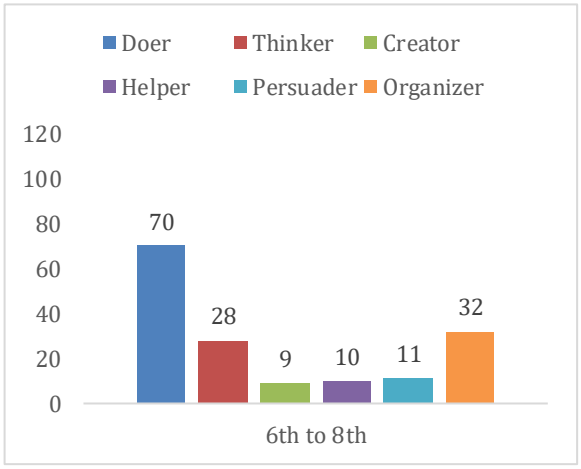


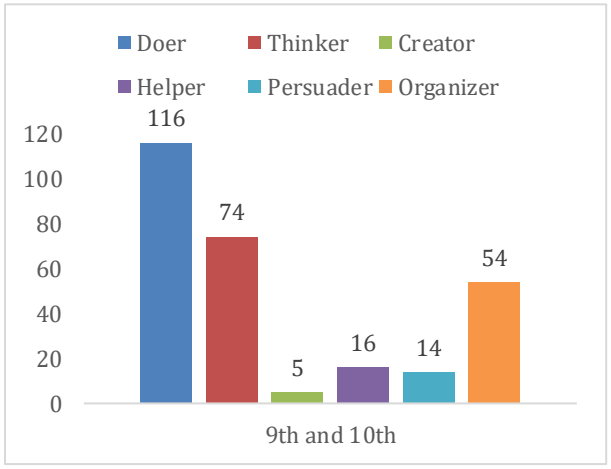
This report consolidates insights from all three levels, avoiding repetition of overlapping findings.

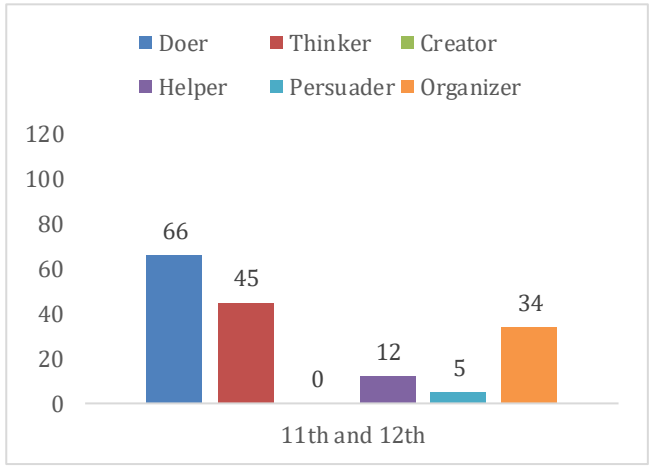
Alignment between Personality and Career choices

Students display a rich spectrum of personality traits that not only shape their career alignment but also emerge clearly in classroom behaviours. Understanding these patterns helps educators nurture strengths and guide students toward fulfilling career pathways.

Personality Trait	Classroom behaviour of students	Career Impact
Practical	Likely to volunteer for physical tasks, construction-based projects, and problem-solving that involves tangible outputs.	~1 in 3 STEM-suited students lose aspiration with age.
Analytical	May engage deeply in science/math but could disengage if content is purely rote or memory-based. However, stress on exam based performance	Curiosity grows (28 → 74) then drops (45). Students avoid research/innovation careers.
Creative	Produces imaginative work in projects or writing but avoids risk-taking; creative expression often hidden.	Personality drops to 0 in 11–12th, but aspiration for creative/social careers surges (16% → 38%).
Social	Participates in teamwork, may mediate disputes, but rarely takes leadership in social/people-oriented activities.	Stagnant low (10–16 → 12). Careers needing empathy (Teaching, Counselling, Social Work) remain under-chosen (<10%).
Risk-takers	Moderate confidence in communication; can speak up in debates or group discussions. Initiative exists but is inconsistent and reduces with age.	Declines from 14 → 5. Commerce aspiration 22–27% vs suitability ~10–12% (misalignment).
Detail-oriented	Maintains neat work, follows rules, good at structured tasks like note-taking and record-keeping, but less adaptable in open-ended tasks.	Structure peaks in 9–10th (54), drops in 11–12th (34). Weakens persistence for Law, Civil Services, Accounting.



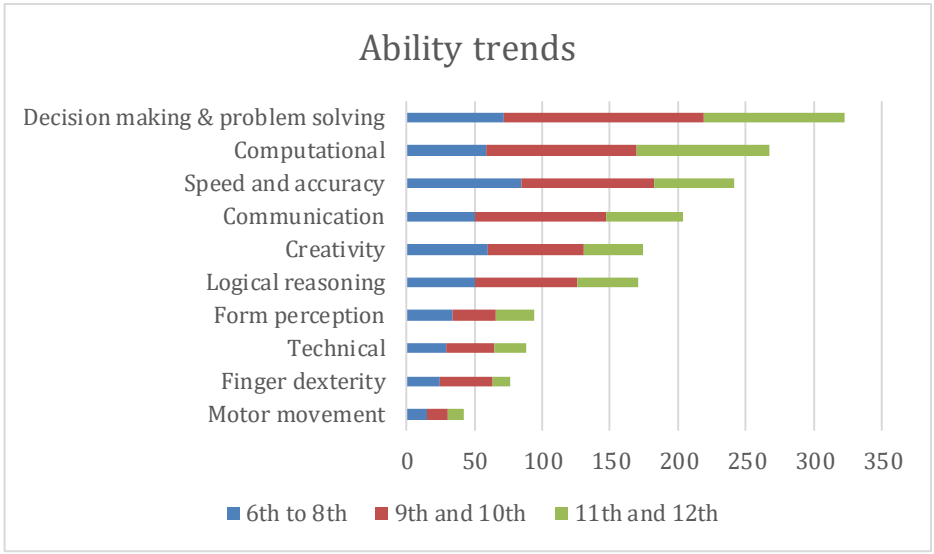




From Aptitude to Achievements

Students possess a diverse set of abilities that shape how perform, and apply knowledge in real situations. Recognizing these strengths and gaps enables schools to design targeted learning experiences that build confidence, enhance academic performance, and prepare students for future career.

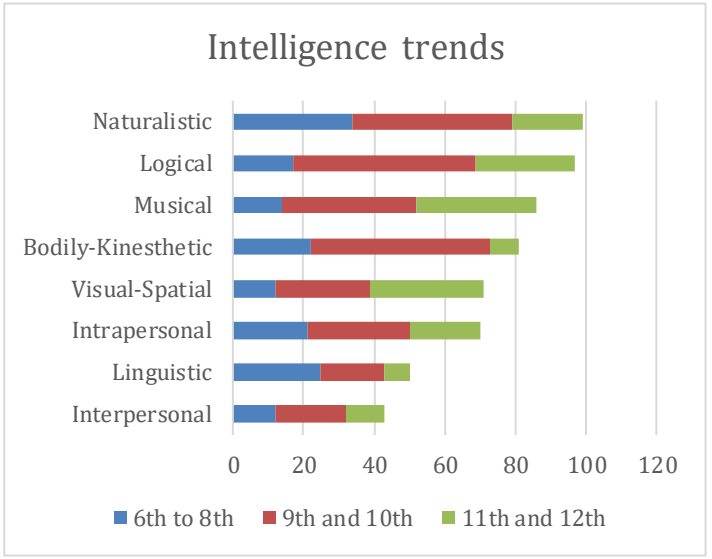
Ability Area	Classroom reflection	Impact on Career Preferences
Decision Making & Problem Solving	Good at evaluating choices and solutions.	Drives **STEM dominance**, but gets channelled into exam-solving instead of innovation.
Speed & Accuracy	Work efficiently under time pressure.	Linked to **typing/writing speed** → fuels exam-oriented careers (Engineering, Medicine, Civil Services).
Computational vs Logical	Confident in math, structured problem-solving, and logical tasks.	Explains **STEM/Commerce aspirations**, but poor reasoning weakens research, innovation, and entrepreneurship.
Creativity	Present but not strong; limits innovation and persuasion.	Explains why **Arts/Media/Design** careers are aspirational but rarely chosen.
Communication	Not expressive and avoid socialising	Weakens pursuit of **people-oriented careers** (Teaching, Counseling, Management).
Finger Dexterity & Motor Skills	Less inclined toward sports-related tasks. ButNeat, precise in writing and lab work.	Limits uptake of **vocational, design, robotics, and paramedical fields**.
Form Perception & Technical	Average interest in applied/visual learning.	Restricts growth in **design, architecture, and visual-tech careers**.



Unlocking Intelligence for Career Readiness

Students demonstrate multiple forms of intelligence that influence how they process information and approach learning. By identifying these patterns, schools can adapt teaching methods to match diverse learning styles and ensure every student's potential is nurtured..

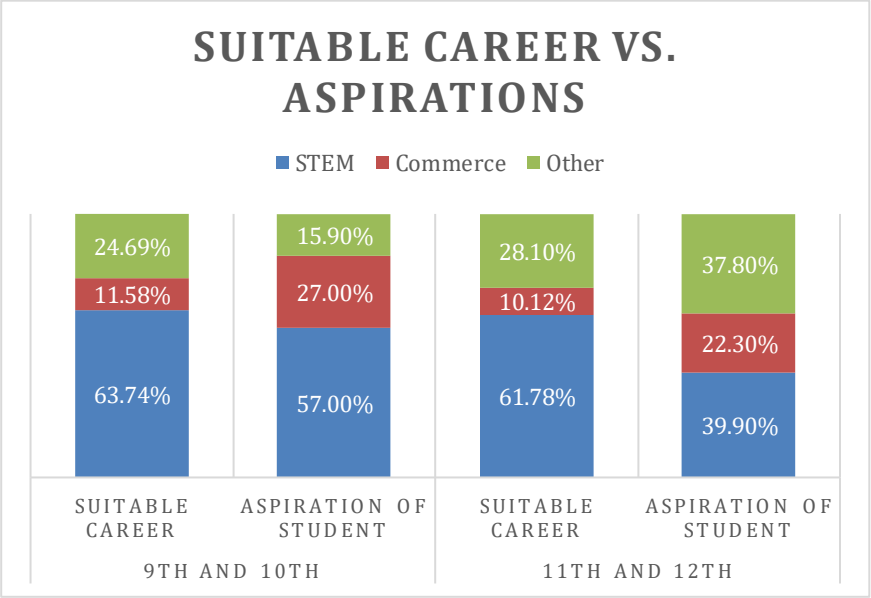
Intelligence Type	Learning style in daily life	Career Impact
Naturalistic	Learns by connecting concepts to nature and real-world environments.	Indicates strong interest in **STEM + sustainability** fields (environment, agriculture, green jobs).
Logical	Benefits from inquiry-based learning and problem scenarios.	Earlier ability data shows exam-driven rote culture limits innovation.
Musical	Enjoys musical connections but may not actively pursue them.	Creative potential exists, but not reflected in personality/career choices → **Music/Arts aspirations fade in reality**.
Bodily-Kinesthetic	learns best by doing and moving.	Earlier ability reflects poor gross motor movement; Hence **sports careers** are abandoned later.
Visual-Spatial	Benefits from mind maps, charts, diagrams, and visual organizers.	Potential for **architecture, design, tech**, but low Artistic personality prevents career uptake.
Intrapersonal	Self-awareness exists but not deepened.	students struggle to align aspiration with suitability in senior years.
Linguistic	May not be highly expressive without support. Poor reading	Undercuts careers in **law, teaching, management, social sciences**.
Interpersonal	Poor empathy & teamwork	limits **leadership, counselling, social service, people-oriented roles**.



Mis-match in career trends and students aspirations

Students begin their academic journey with curiosity, creativity, and diverse strengths. ***However, by the time they reach higher secondary grades, systemic pressures — examinations, parental expectations, and societal norms*** — gradually narrow their imagination and confidence. This shift creates a growing misalignment between students' inner potential, their career aspirations, and the real demands of Industry 5.0.

Impact of Pressure on 9th to 12th std. students		
Aspirations (What They Want)	**Mismatch**	**Career-9's Navigator Fit**
STEM aspirations 57% → 40% by senior years.	Many capable STEM students **lose aspiration** due to exam fear, narrow perception (doctor/engineer only), and lack of confidence.	Navigator restores alignment, including sustainability/green careers.
Commerce aspirations 22–27%.	Students get attracted by glamour of Finance/Management but may not have real aptitude.	Navigator identifies alternative analytical pathways.
Creative/Social aspirations rise 16% → 38%.	Students **aspire late** for Arts, Humanities, Media, Sports, Social Sciences — but most drop these due to lack of exposure, parental pressure, or employability fears.	Navigator highlights structured creative/social career paths.



Career-9: Turning Student Gaps into Future-Ready Strengths

Students today often excel in **speed, computation, and decision-making**, but remain weaker in **applied logic, creativity, and communication**. This creates exam-smart achievers, but not necessarily future-ready innovators. **Career-9 bridges this gap by aligning natural strengths with future industry need**

Challenges Observed (Grades 6–12)	**Career-9 Solutions**	**Outcomes for Students & Schools**
Narrowing Aspirations: Students begin with curiosity but drift into "safe" careers (STEM underutilized, Commerce overcrowded, Creative/Social abandoned).	**Progressive Counselling:** Multi-stage Navigator tools (Insight, Stream, Career) track growth and guide choices from middle school onwards.	Students explore diverse pathways early, maintain confidence in STEM, and pursue creative/social fields with structured support.
Exam-Centric Abilities: Strong in computation & speed, but weak in logic, creativity, communication, and dexterity.	**Compass LMS:** Project-based learning, robotics/maker labs, and habit-forming tools.	Decision-making is channelled into innovation; students build real-world problem-solving, creativity, and dexterity.
Personality Decline: Risk-taking, empathy, and creativity drop sharply in senior years.	**Human Skills Development:** Modules on communication, empathy, leadership, and resilience.	Balanced personality growth; students become confident, empathetic, and adaptable leaders.
Intelligence Imbalance: Naturalistic & logical intelligence strong, but linguistic, interpersonal, and creative intelligences underdeveloped.	**Targeted Activities:** Debates, teamwork, arts, design, and community work.	Students strengthen weaker intelligences, improving expression, teamwork, and creativity while leveraging STEM strengths.
Parental & Teacher Bias: Pressure toward "safe" careers restricts exploration.	**Parent-Teacher Engagement:** Orientations, counselling, and CPD training for teachers.	Parents support diverse careers; teachers guide beyond exams; schools build a reputation for holistic, future-ready education.

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INSIGHT NAVIGATOR PSYCHOMETRIC REPORT

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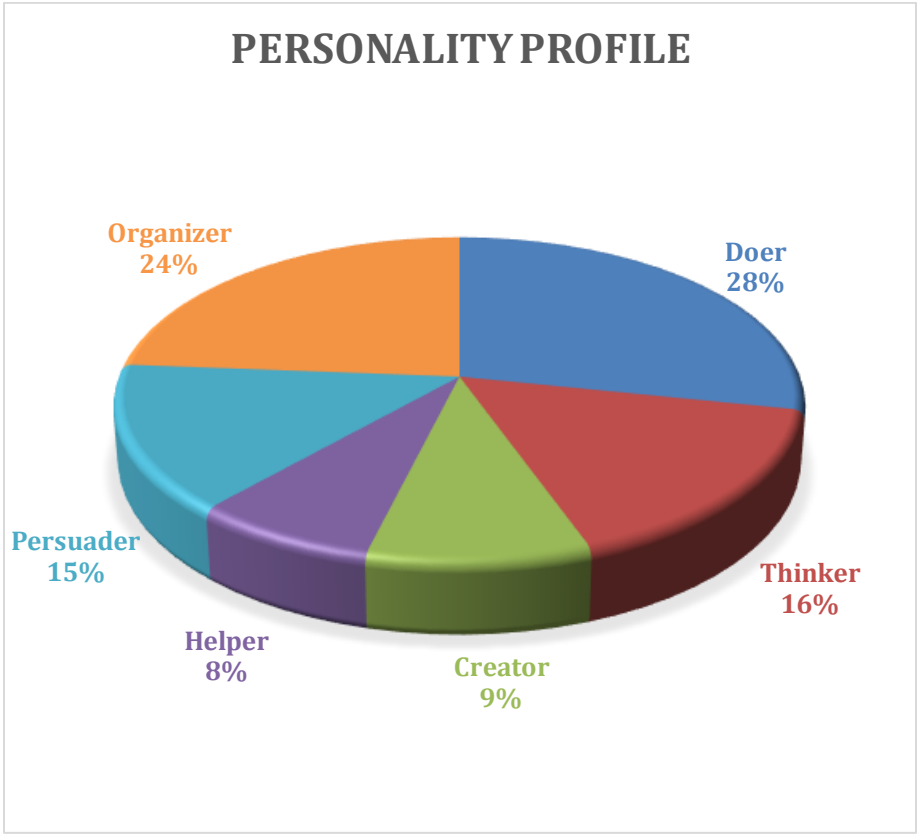
Insight Navigator: Shaping temperaments

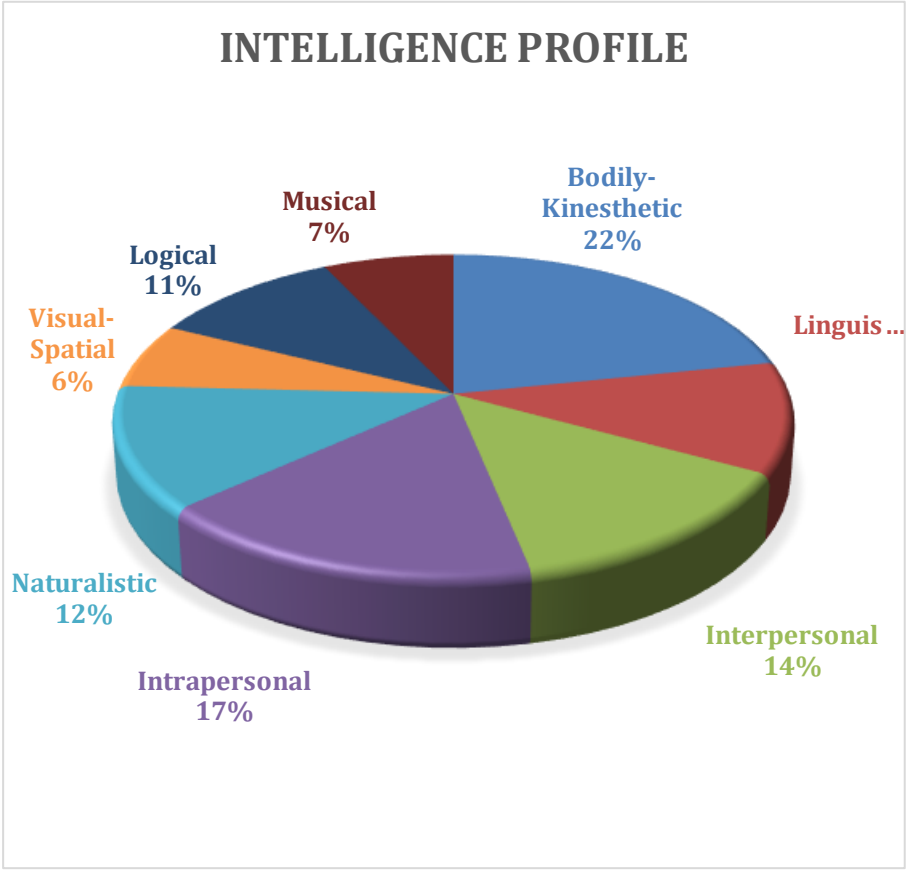
In the age group of 11-14, students learn best through real-life, hands-on, and visual formats at this stage. Career choices are shaped more by external exposure than self-reflection. This is the ideal time for structured exposure and early guidance.

Personality Type & Traits	Insights & Influences
Doer	Students show a strong preference for physical, task-based learning. Schools that emphasize **discipline and activity-based tasks tend to reinforce this personality early on.**
Organizer	Indicates **comfort with routine and clarity**. The structure of classroom teaching and emphasis on rules fosters this personality.
Thinker	Logical thinking and **curiosity are emerging.** With encouragement, this can lead to stronger engagement with science, research, and inquiry-based learning.
Persuader	Reflects confidence and leadership potential. However, **platforms to nurture it in school remain limited.**
Creator	Indicates latent creativity, often **underutilized** due to rigid curriculum and limited exposure to the arts.
Helper	A **developing trait** in this age group. Lacks nurturing through emotional intelligence activities or service-based learning.



Insight Navigator: Enhancing Learning styles

Intelligence Type	Insights & Influences
Bodily-Kinesthetic – Learns through movement	High physical energy makes this a dominant style. Yet, traditional **teaching methods don't fully utilize this strength.**
Intrapersonal – Self-aware, reflective	Early signs of **self-reflection emerge**. Needs nurturing through personal journaling, emotional expression, and decision-making tasks.
Interpersonal – Socially intelligent	**Peer interaction supports social learning**, though team-based learning opportunities could be expanded.
Naturalistic – Connected to environment	**Reflects contextual awareness**. Students may show interest in animals, farming, or nature but often lack structured exposure.
Linguistic – Verbal expression, language	Reasonably present but underdeveloped due to **textbook-heavy instruction** and lack of storytelling or debate formats.
Logical Reasoning and problem-solving	Shows potential, though **not yet dominant**. Can be enhanced through puzzles, experiments, and logic games.
Musical – Sensitive to rhythm, patterns	Often under-identified due to lack of formal music training or integration in academics.
Visual-Spatial – Thinks in images and patterns	**Least tapped intelligence**. Creative visualization or design-based thinking is not given structured space in the classroom.



Insight Navigator: Unpacking Potential

Career-9 understands that, students in grades 6 to 8 are curious, routine-loving, and physically active, with emerging emotional awareness—making this the ideal stage to spark self-discovery through structured, engaging exposure.

Observation	**Insight**	**Career-9 Solution**
Bodily-Kinesthetic: 21% Organizer: 24% Doer: 28%	**Students thrive in structured, active learning settings**. Their behavior reflects a preference for clarity, physical engagement, and routine.	**LMS**: Design gamified, hands-on learning experiences aligned with their natural tendencies.
Intrapersonal: 17% Interpersonal: 14% Helper: 8%	Emotional and social development is in early stages. Empathy may be under expressed due to lack of role models or platforms.	**Human Skills Training**: Use story-based modules to build empathy, listening, and teamwork.
Creator: 9% Visual-Spatial: 6% Musical: 7%	Creativity exists but is undernourished in the formal school system, making students overlook artistic potential.	**Career Library**: Introduce creative and design-oriented career stories in kid-friendly formats.
Engineering & Tech: 10% Law: 7% Defense: 7%	**Career choices are shaped more by external exposure than true alignment with strengths.**	**Progressive Counseling**: Guide students through reflection activities to connect personal traits with suitable fields.
Bodily-Kinesthetic: 21% Sports interest: 5%	Students may not view physical abilities as career-worthy due to limited exposure.	**Career Library**: Highlight real examples of movement-based careers (e.g., sports science, fitness coaching).

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SUBJECT NAVIGATOR PSYCHOMETRIC REPORT

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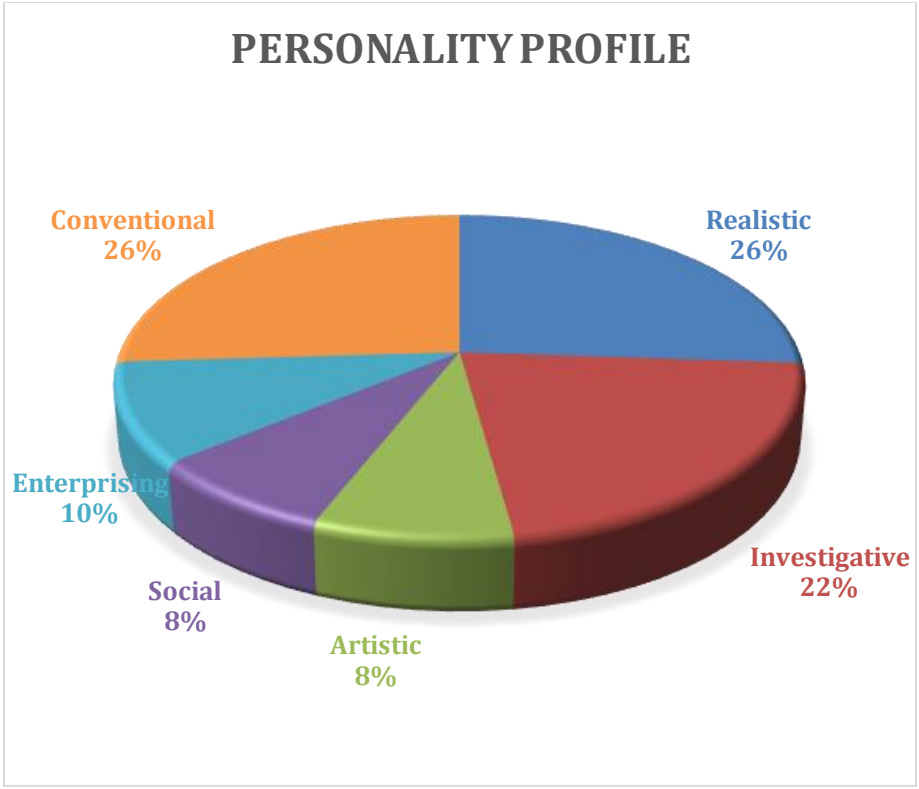
Subject Navigator :Building Foundations of Personality

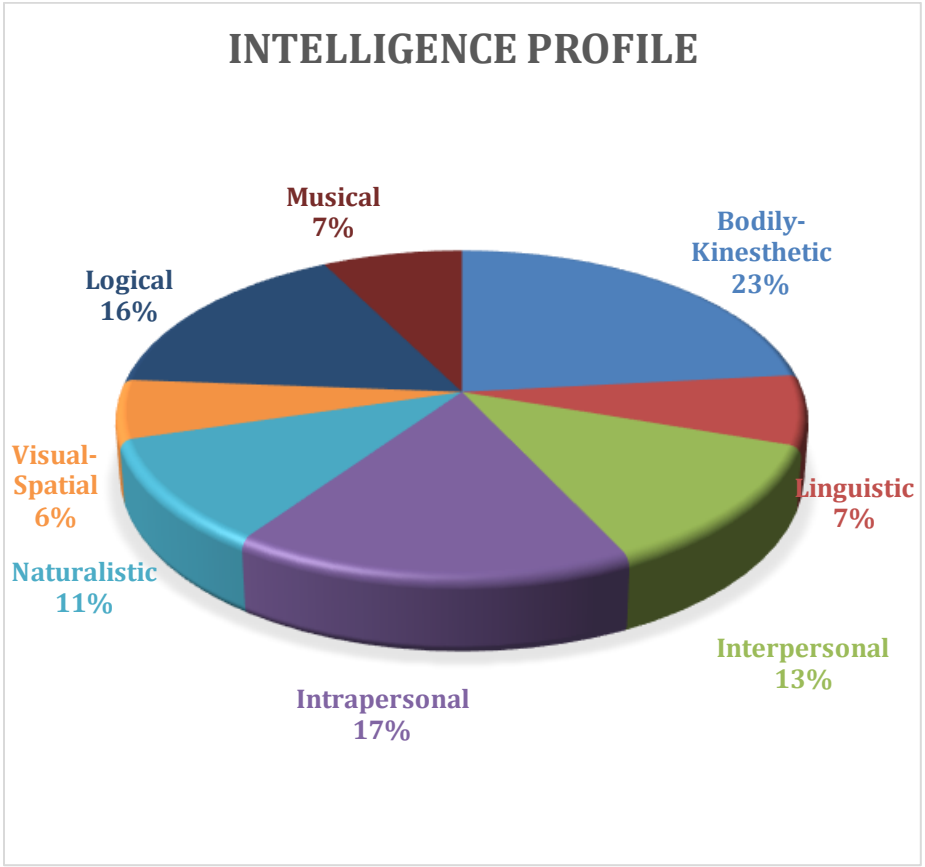
Ages 14–16 is a period marked by the emergence of abstract thinking, deeper reasoning, and the ability to plan for the future. In this age, teenagers begin exploring their sense of self and start shaping their personal and professional identities but still rely heavily on external influences (parents, school rules, media) for validation.

Personality Type & Traits	Cultural, Societal & Developmental influence
Doer (Practical, hands-on, action-oriented)	Encouraged by task-based learning, school discipline, and societal respect for physical or technical jobs. At this age, **students prefer action over theory.**
Organizer (Structured, rule-following, detail-focused)	Schools promote routines and obedience. Society values **stable jobs.** Teenagers find **comfort in structure** during identity development.
Thinker (Curious, analytical, problem-solver)	Supported by academic focus on science and math. Society pushes for STEM roles. Logical thinking develops strongly at this age.
Persuader (Ambitious, persuasive, leadership-driven)	Less promoted in school, but **media-driven exposure to leaders inspires some**. Teens start exploring influence and social identity.
Creator (Imaginative, expressive)	Creativity is under-prioritized in school and seen as risky in society. Teens may **suppress** it due to peer or parental pressure.
Helper (Caring, people-oriented)	Helping roles lack visibility in both school and society. Emotional skills are **emerging but often go unrecognized.**



Subject Navigator: Executing Potential

Intelligence Type	Cultural, Societal & Developmental Influence
Bodily-Kinesthetic	At this age, energy levels are high and hands-on tasks feel engaging. Often underutilized in academics.
Logical	Boosted by school focus on math/science and societal pressure for engineering/medical careers. Abstract thinking develops at this stage.
Intrapersonal	Developing during adolescence. Some students become **introspective as they start exploring identity**. Culturally, reflection is not often encouraged openly.
Interpersonal	Moderately nurtured through peer interaction but limited structured exposure. Group activities are rare in traditional schooling. Teens are still learning social navigation.
Naturalistic	Often shaped by rural exposure or personal interest. Urban school setups offer minimal engagement with nature. **Not widely seen as a career asset culturally**.
Musical	Not actively promoted in most government schools. Culturally appreciated but not career-focused. Adolescents enjoy music recreationally, but skill often goes untrained.
Linguistic	**Low due to emphasis on rote learning** over expressive language use. Creative writing and debate platforms are limited. Language development can lag if undervalued.
Visual-Spatial	Undernourished in academic settings. **Artistic skills are often seen as hobbies, not careers.** Teens may not get chances to explore this ability meaningfully.



Subject Navigator: Exploring Careers

Career-9 understands that the students here are full of potential—but often misaligned with traditional career paths due to systemic gaps. We bring a structured, science-backed system to close those gaps and unlock every student's future.

Career-9's Observation	Career-9's Insight	Career-9 Solution
60% students prefer STEM careers.	STEM seen as stable, prestigious; schools emphasize it.	Introduce hybrid STEM paths via **Career Library**, deepen understanding through **Progressive Counseling**.
40% prefer Law, Defense, Management; low creative/social interest.	**Media-driven choices; creative/social fields lack visibility.**	Use **LMS stories**, success cases, and **Progressive Counseling** to uncover hidden interests.
Choices reflect safe, structured aspirations.	Parents/schools push for job security.	Help students explore deeper career fits using **Navigator 360** and **Progressive Counseling**.
Low awareness of modern/hybrid careers.	Curriculum is outdated; exposure is narrow.	Use **LMS modules** and **Career Library** to introduce new-age options (AI, digital ethics, etc.).
Students rely on external validation at this age.	Identity is forming; influenced by parents/media.	Build internal clarity with **Navigator 360** + **Progressive Counseling** at key milestones.
Preferences may not reflect real strengths.	Self-awareness still developing.	Enable deeper reflection through **multiple counseling touchpoints** over time.
High Law/Defense interest may not match suitability.	Media glamour overshadows real job demands.	Use **LMS previews** and **counseling** to challenge myths, align with personality.
Body-smart students not choosing sports careers.	Sports seen as risky or hobby-only.	Use **Career Library** + **counseling** to link bodily intelligence to viable careers (e.g., physiotherapy, fitness).
Low emotional/future-readiness despite action orientation.	Soft skills undervalued in schools.	Deliver **Human Skill Training** via **LMS** and reinforce through **Progressive Counseling**.

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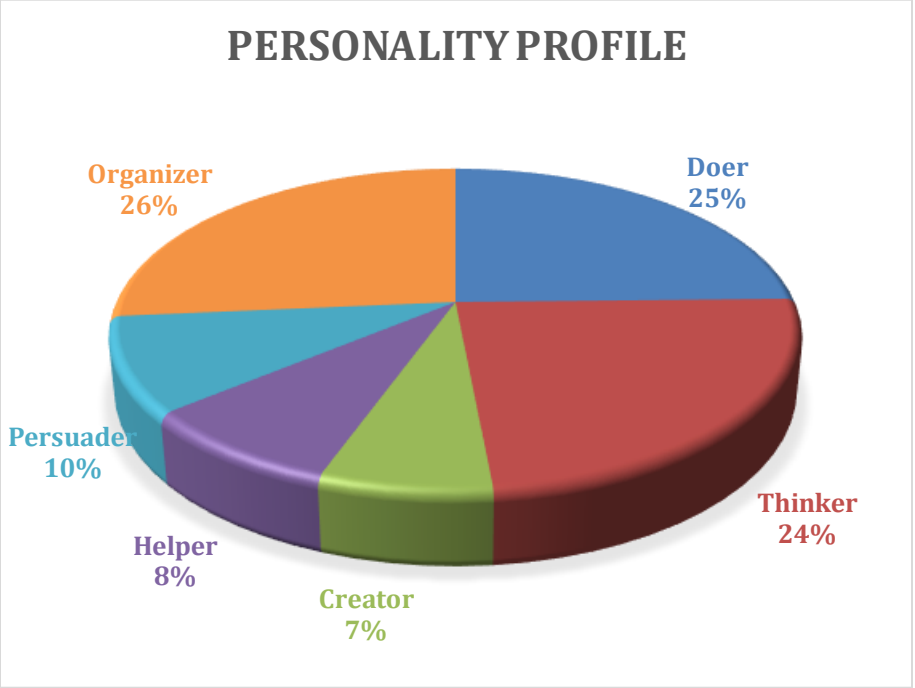
Career Navigator : Refining Personality

At the age of 16-17, students are in a critical period of identity formation and are actively seeking to define their place in the world. Their career choices are a central part of this process and are heavily influenced by the psychological needs of their age group.

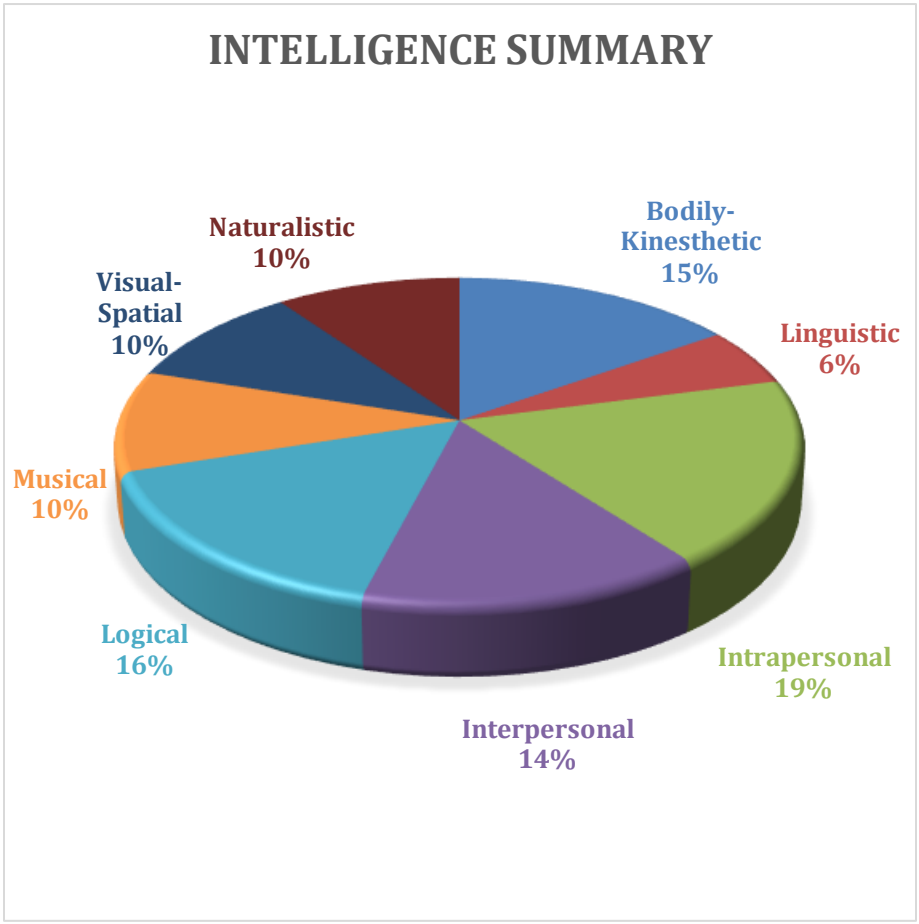
Domain	Interpretation & Career Implication
Organizer Need for stability	The education system **reinforces structured thinking** and secure paths, that are attractive and socially acceptable.
Doer Need for Independence	Students seek hands-on experiences and early financial independence. Careers in technical fields or skilled trades provide **immediate gratification and a clear livelihood path.**
Thinker Emphasis on logic	Science and math-focused education systems and **societal admiration for engineering guide their aspirations.**
Low Artistic Risk free career	Students and families, especially from low- to middle-income backgrounds, often avoid artistic careers due to **perceived instability**, despite the student's true inclination.
Low Enterprising Lack of role models	**Lack of visible success stories** in arts, social service, or business-related fields limits student imagination and restricts their aspiration to community-approved paths.



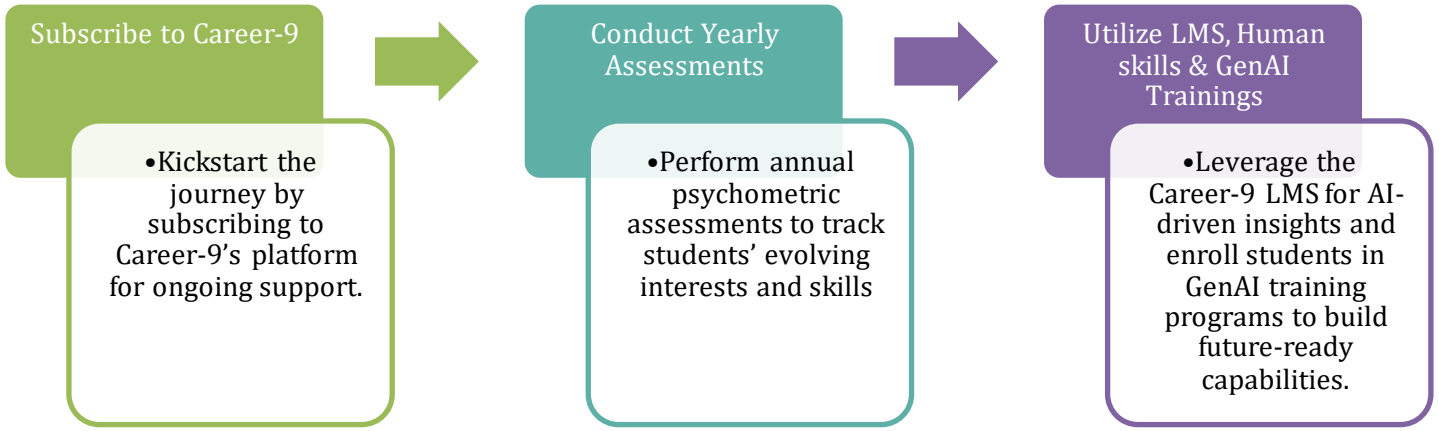
Overemphasis on science and commerce in school curriculum sidelines students whose talents lie in creativity or empathy, making them doubt the viability of their passions as careers.

Career Navigator: Unlocking Brilliance

Intelligence	Insight
Intrapersonal	Students are internally **strong and reflective**—ideal for self-paced learning, journaling, and emotional resilience programs. Tap into their silent strength.
Logical	alignment with system priorities, but risk of **mistaking exam skills for real-world reasoning.** Use open-ended problems to test depth.
Bodily-Kinesthetic	Students **crave movement and hands-on tasks.** Traditional lectures disengage them. Introduce physical models, field tasks, or roleplays.
Interpersonal	Social intelligence is **a huge asset.** Peer-to-peer learning and leadership roles can multiply engagement.
Spatial-Visual	Many have **untapped creative thinking** and visual memory. Encourage visual organizers, diagrams, and art-integrated learning.
Musical	Rhythmic and auditory intelligence is alive despite low formal exposure. Use music in memory tasks, storytelling, and cultural events.
Naturalistic	Despite **limited green exposure**, nature-oriented thinking survives. Schools can reignite this through eco clubs, nature-based assignments, and school gardens.
Linguistic	The least dominant**. Language isn't the problem—exposure is.** Reading clubs, debate circles, and storytelling in both Hindi and English can rebuild this domain.



Strategic Guidance for Future Career Planning



With careers evolving rapidly, NEP 2020 and NCERT stress early, structured career guidance, skill development, and AI readiness. Career-9 brings this to life with a holistic, tech-enabled solution tailored for government school students.

- **Career Alignment**
  - **Career Navigator tools** for informed subject choices
  - **AI-powered dashboards** to match student strengths with trending careers
  - **Counseling & Human Skill modules** to give direction to student passion
- **Skill Building & GenAI Integration**
  - NEP-aligned **LMS content** in communication, collaboration, and creativity
  - **GenAI Literacy modules** to future-proof students
  - Modular, bilingual design ensures accessibility and engagement
- **Structured Dashboards & Educator Insights**
  - Real-time insights for **teachers and principals**
  - Track learning gaps, personality profiles, and readiness levels
  - Simplifies reporting and supports school planning
- **Career Exposure & Mentoring**
  - **Virtual mentors**, industry visits, and local project tie-ups
  - Workshops in **upcycling, sustainability, and social impact**
  - Bridges classroom learning with **real-world relevance insights**.