



TCS iON NQT - Psychometric

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About NQT Psychometric report

NQT Psychometric comprises of two sections, Personality trait test and Motivation test. The personality trait test is created based on Big 5 model theory which is widely used in the pre-hire assessment to identify job fitment of aspiring candidates. NQT Motivation test is developed based on motivation need theory. This test helps candidates to understand the professional needs and motivates them to work optimally and generate consistent outcomes at the workplace.

How to read this report

The report starts with an executive summary table of 5 personality traits and 3 motivation traits of a candidate with their respective score. The legend tables above help a candidate to understand the score. Based on the legend table and candidates' personality and motivation trait scores, the report gives an interpretation of the score. As the candidate reads the report, he/she may develop insights & suggestive action points that he/she may wish to consider for the best outcomes.

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Legend for score

Level	High	Moderate	Low
Percentage Score	100 - 70 >	70 - 30 >	30 - 1
Raw Score Range	72 - 48 >	48 - 24 >	24 - 1

Personality Traits	Your Score in %	Interpretation for score
Open-mindedness	68.06	<p>Most times you are able to observe the beauty in things and seek a slightly different approach while engaging with a task.</p> <p>Solving problems that are uncommon comes to you after you put much effort into the same.</p> <p>You sometimes look for instance to know about things that are new & engaging.</p> <p>You may deal with situations that have some relevance from your past experiences.</p>
Thoroughness	79.17	<p>You are able to hold your thoughts together even at the most challenging and testing times.</p> <p>You produce consistent results over a period of time.</p> <p>Handling last-minute fixes at any given point in time come easy for you.</p> <p>You always ensure to put things back into their respective place.</p> <p>Others are able to readily rely on you for things and be assured of completion in time.</p>
Sociableness	76.39	<p>You engage actively with your surroundings to pursue satisfying rewards, mainly in a social gathering.</p> <p>You get thrilled going after rewards and attention from others. You sustain high enthusiasm in every activity and you do not mind involving with the same on a regular basis.</p> <p>Responding to people boldly when required is absolutely fine with you.</p> <p>Gathering various data points before drawing conclusions comes easy for you.</p>
Amiability	62.50	<p>At times you recognize the needs of people and attempt to help them with the required support.</p> <p>Most times you avoid claiming your position when you are around people, but also do not mind talking about your achievement once in a while.</p> <p>You may hold yourself tight in following rules and can be relaxed on the same when you know they're no serious consequences.</p> <p>You can see others' pain & suffering, however may find it challenging in relating to it completely.</p> <p>You may trust people who have known you for a long time but not in the case of others.</p>
Compulsiveness	44.44	<p>At times you like to depend on others for certain work and also would mind to carry out tasks that you can handle by yourself.</p> <p>You tend to get worried when you feel things getting out of your hands.</p> <p>You may have a fair understanding of the difficult situation and its consequence.</p> <p>You evaluate some of your past mistakes and try not to blame yourself for the same, however certain thoughts still may hinder your progress.</p>

Legend for score

Level	High	High-Moderate	Low-Moderate	Low
Percentage Score	100 - 75 >	75 - 50 >	50 - 25 >	25 - 1
Raw Score Range	60 - 45 >	45 - 30 >	30 - 15 >	15 - 1

Motivation Traits	Your Score in %	Interpretation for score
Accomplishment	25.00	<p>You have the reluctance to deal with tasks that have a higher risk.</p> <p>You have resistance towards taking initiative to lead a task.</p> <p>You do not feel the need for corrective feedback from others on your work.</p> <p>Solving complex problems may not energize and you may restrict involving in the same.</p> <p>You may not attempt to handle tasks which have clear road map.</p>
Authority	10.00	<p>You may not enjoy being in the role of power and influence.</p> <p>You prefer to hold back yourself in influencing others of your intentions.</p> <p>Having complete control over situations & things is not something that motivates you.</p> <p>You never get bothered by how people perceive your hard work.</p> <p>Being frank in expressing your thoughts and opinions to others does not energize you.</p>
Association	31.67	<p>You are rarely cordial with people & share limited connection with them.</p> <p>Being part of a group makes sense to you when there are fewer interactions from others.</p> <p>Receiving constant appreciation is not what you envision from your team members.</p> <p>In case difference of opinion with your team members you are fine to contend for the same.</p> <p>At times you would like to be in competition with others to accomplish things.</p>