

CLIENT LOGO



Skills Gauge Report

Activity Summary



Time available: 5Hr : 50Min

Time taken: 0Hr : 0Min

Skills Gauge Activities



16PF Trait Assessment

Time available: 1Hr : 39Min

Time taken: 0Hr : 0Min



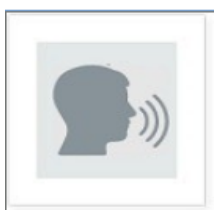
Critical Conversations (AI)

Time available: 1Hr : 39Min

Time taken: 0Hr : 0Min

Personality Fit (Voice)

16 PF Trait Assessment



Total Questions - 2 **Time available** - 1Hr : 39Min
Attempted Questions - 2 **Time taken** - 0Hr : 41Min

	Score	2	4	6	8	10	
A: Cool <i>reserved, impersonal, detached formal, aloof</i>	4						A: Warm <i>Outgoing, Kindly, Easy going, Participating, Likes people</i>
B: Concrete <i>thinking, less intelligent</i>	6						B: Abstract <i>thinking, more intelligent and bright</i>
C: Affected by feelings <i>emotionally less stable, easily annoyed</i>	7						C: Emotionally stable <i>mature, calm, realistic</i>
E: Submissive <i>humble, accommodating, mild, easily led</i>	5						E: Dominant <i>assertive, aggressive, competitive, self-assured, authoritative and stubborn</i>
F: Sober <i>Restrained, prudent, taciturn, serious, introspective and pessimistic</i>	6						F: Enthusiastic <i>spontaneous, expressive, cheerful, talkative, carefree</i>

◆ Target Score ■ User Score

Personality Fit (Voice)

Low Score	High Score
A: Cool, reserved, impersonal, detached formal, aloof	A: Warm, outgoing, kindly, easygoing, participating and likes people
B: Concrete thinking, less intelligent	B: Abstract thinking, more intelligent and bright
C: Affected by feelings; emotionally less stable, easily annoyed	C: Emotionally stable, mature, calm, realistic
E: Submissive, humble, accommodating, mild, easily led	E: Dominant, assertive, aggressive, competitive, self-assured, authoritative and stubborn
F: Sober, Restrained, prudent, taciturn, serious, introspective and pessimistic	F: Enthusiastic, spontaneous, expressive, cheerful, talkative, carefree
G: Expedient, disregards rules; self-indulgent, casual, unsteady	G: Conscientious, conforming, moralistic, responsible; dominated by duty, staid, rule-bound
H: Shy, timid, hesitant, intimidated, threat sensitive	H: Bold, venturesome, uninhibited; emotionally expressive; handles stress well
I: Tough-minded, self-reliant, realistic, no-nonsense, rough	I: Tender-minded, sensitive, intuitive, refined
L: Trusting, accepting conditions, easy to get on with	L: Suspicious, hard to fool, distrustful, skeptical
M: Practical, concerned with down-to-earth, steady	M: Imaginative, absent minded, absorbed in thought and impractical
N: Forthright, open, genuine, unpretentious, artless	N: Shrewd, polished, socially aware, diplomatic, and calculating
O: Self-assured, secure, feels free guilt, untroubled, self-satisfied	O: Apprehensive, self-blaming, insecure, guilt-prone, worrying
Q1: Conservative, respecting traditional ideas	Q1: Liberal, critical, open to change; experimental
Q2: Group-oriented, follower, listens to others	Q2: Self-sufficient, resourceful, prefers independent decisions
Q3: Undisciplined self-conflict, lax, careless of social rules	Q3: Following self image, socially precise, compulsive
Q4: Relaxed, tranquil, composed, low drive, unfrustrated	Q4: Tense, frustrated, overwrought, has high drive

Competency Score by Cluster

Overall <Leadership>: 75%

CRITICAL CONVERSATIONS



Total Conversations - 2 **Time available** - 1Hr : 39Min
Attempted Conversations - 2 **Time taken** - 0Hr : 41Min

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
Adaptability (Intermediate) (Basic) <i>Stays open minded even in conflict or flux; can change approach and plan to achieve goals based on new requirements, previous results and stakeholders views</i>	50%					
Analytical skills (Basic) (Basic) <i>Logically breaks down a situation or problem (both quantitative and qualitative information) to arrive at an outcome</i>	133 %					
Communication (Basic) <i>Communicating effectively with stakeholders</i>	70%					
Problem Solving (Basic) <i>Solving complex problems systematically</i>	60%					

◆ Target Score ■ User Score



Feedback (Basic)

3/3

Competency Score by Activity

CRITICAL CONVERSATIONS



Total Conversations - 1 **Time available** - 1Hr : 30Min
Attempted Conversations - 1 **Time taken** - 0Hr : 0Min

Topic - Roleplays: 75%

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
Adaptability (Intermediate) (Basic) <i>Stays open minded even in conflict or flux; can change approach and plan to achieve goals based on new requirements, previous results and stakeholders views</i>	50%					
Analytical skills (Basic) (Basic) <i>Logically breaks down a situation or problem (both quantitative and qualitative information) to arrive at an outcome</i>	133 %					
Communication (Basic) <i>Communicating effectively with stakeholders</i>	70%					
Problem Solving (Basic) <i>Solving complex problems systematically</i>	60%					



Feedback (Basic)

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Competency Descriptors

Descriptors: 16 Personality factors (PF)

Trait	Low score	High
Factor A	<u>Cool</u> Cool, reserved, impersonal, detached, aloof; prefers things over people; avoids compromise; rigid; critical.	<u>Warm</u> Warm, outgoing, kindly, emotionally expressive; enjoys group settings; cooperative; remembers people's names; adaptable.
Factor B	<u>Concrete Thinking</u> Concrete, less intelligent; takes time to learn; literal in interpretation.	<u>Abstract Thinking</u> Abstract thinker, bright, quick to grasp ideas and concepts; imaginative.
Factor C	<u>Affected by Feelings</u> Affected by feelings; emotionally unstable; easily annoyed and frustrated; prone to neurotic symptoms.	<u>Emotionally Stable</u> Emotionally stable, mature, calm; realistic and unruffled under pressure.
Factor E	<u>Submissive</u> Submissive, humble, accommodating; dependent and conforming.	<u>Dominant</u> Dominant, assertive, aggressive, competitive, self-assured, authoritative.
Factor F	<u>Sober</u> Restrained, prudent, taciturn, serious; introspective and pessimistic.	<u>Enthusiastic</u> Enthusiastic, spontaneous, expressive, cheerful, talkative, carefree.
Factor G	<u>Expedient</u> Expedient, disregards rules; self-indulgent, casual, unsteady; may be effective when free from group norms, but also antisocial.	<u>Conscientious</u> Conscientious, conforming, moralistic, responsible; dominated by duty; prefers hard work over wit.
Factor H	<u>Shy</u> Shy, timid, hesitant, intimidated; avoids personal contact and large groups.	<u>Bold</u> Bold, venturesome, uninhibited; emotionally expressive; handles stress well, sociable and outspoken.
Factor I	<u>Tough Minded</u> Tough-minded, self-reliant, realistic, rough, down-to-earth; skeptical of emotional content; pragmatic.	<u>Tender Minded</u> Tender-minded, sensitive, intuitive, artistic, day-dreaming, dependent, expressive.

Competency Descriptors

Descriptors: 16 Personality factors (PF)

Trait	Low score	High
Factor L	<u>Trusting</u> <i>Trusting, accepting, adaptable, team-oriented, tolerant.</i>	<u>Suspicious</u> <i>Suspicious, skeptical, self-opinionated, egocentric, slow to trust others.</i>
Factor M	<u>Practical</u> <i>Practical, down-to-earth, detail-focused, steady; good in emergencies; conventional.</i>	<u>Imaginative</u> <i>Imaginative, abstracted, inner-directed, creative, unconventional; sometimes impractical.</i>
Factor N	<u>Forthright</u> <i>Forthright, open, genuine, unpretentious, artless.</i>	<u>Shrewd</u> <i>Shrewd, polished, socially aware, diplomatic, perceptive, sometimes cynical.</i>
Factor O	<u>Self-assured</u> <i>Self-assured, secure, untroubled, confident; may be insensitive to feedback.</i>	<u>Apprehensive</u> <i>Apprehensive, self-blaming, insecure, guilt-prone, anxious, socially hesitant.</i>
Factor Q1	<u>Conservative</u> <i>Traditional, conservative, moralistic, cautious; accepts the "tried and tested," avoids change.</i>	<u>Experimenting</u> <i>Liberal, critical, open to change; experimental, skeptical, interested in new ideas and intellectual matters.</i>
Factor Q2	<u>Group oriented</u> <i>Group-oriented, follower; seeks approval, prefers group decisions, dependent on others.</i>	<u>Self-sufficient</u> <i>Self-sufficient, resourceful, prefers independent decisions; doesn't seek social validation; temperamentally independent.</i>
Factor Q3	<u>Undisciplined</u> <i>Undisciplined, lax, careless of social rules, impulsive, not detail-oriented.</i>	<u>Following self-image</u> <i>Compulsive, socially precise, perfectionist; emotionally controlled; aware of social image and reputation.</i>
Factor Q4	<u>Relaxed</u> <i>Relaxed, tranquil, composed, low drive, satisfied; may lack motivation.</i>	<u>Tense</u> <i>Tense, frustrated, impatient, restless, hard-driving; highly stimulated but unable to discharge tension; may suffer from stress-related performance disruption.</i>

Competency Descriptors

Competency Descriptors

Adaptability (Intermediate)

Stays open minded even in conflict or flux; can change approach and plan to achieve goals based on new requirements, previous results and stakeholders views

Analytical skills (Basic)

Logically breaks down a situation or problem (both quantitative and qualitative information) to arrive at an outcome

Communication

Communicating effectively with stakeholders

Problem Solving

Solving complex problems systematically