

CLIENT LOGO



# Skills Gauge Report

## Activity Summary



**Time available: 5Hr : 50Min**

**Time taken: 0Hr : 04Min**

## Skills Gauge Activities



### 16PF Trait Assessment

**Time available: 1Hr : 39Min**

**Time taken: 0Hr : 0Min**



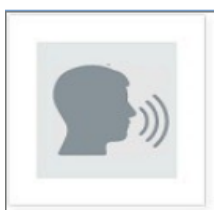
### Critical Conversations (AI)

**Time available: 1Hr : 39Min**

**Time taken: 0Hr : 04Min**

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

◆ Target Score    ■ User Score

# Personality Fit (Voice)

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

## Competency Score by Cluster

Overall <4/1/26>: 10.0%

### CRITICAL CONVERSATIONS



**Total Conversations**

- 7

**Time available**

- 1Hr : 39Min

**Attempted**

- 7

**Time taken**

- 0Hr : 04Min

**Conversations**

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
<b>Empathy Level 2 (Basic)</b> <i>Socially aware of changing moods, tones, feeling and perceptions in a group. Able to sense the dynamics between people and acknowledge and understand why they feel that way.</i>	100 %					
<b>Motivating Level 2 (Basic)</b> <i>Sets high standards for quality and quantity of work; drives others' commitment to these by conveying confidence in their capability, appealing to their unique personal needs and aspirations, celebrating their success and praising a job well done.</i>	40%					
<b>Persuasion- Win/Win mindset Level 2 (Basic)</b> <i>Skilled at the targeted use of facts, arguments, logic in convincing others to a viewpoint/course of action. Uses several strategies and psychological techniques like 'foot in the door' reciprocity, common good, personal appeal to win negotiations.</i>	25%					

◆ Target Score

■ User Score



Feedback (Basic)

1/3

## Competency Score by Activity

### CRITICAL CONVERSATIONS



**Total Conversations** - 7      **Time available** - 1Hr : 39Min  
**Attempted Conversations** - 7      **Time taken** - 0Hr : 04Min

### Topic - Roleplays: 10.0%

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
<b>Empathy Level 2 (Basic)</b> <i>Socially aware of changing moods, tones, feeling and perceptions in a group. Able to sense the dynamics between people and acknowledge and understand why they feel that way.</i>	100 %					
<b>Motivating Level 2 (Basic)</b> <i>Sets high standards for quality and quantity of work; drives others' commitment to these by conveying confidence in their capability, appealing to their unique personal needs and aspirations, celebrating their success and praising a job well done.</i>	40%					
<b>Persuasion- Win/Win mindset Level 2 (Basic)</b> <i>Skilled at the targeted use of facts, arguments, logic in convincing others to a viewpoint/course of action. Uses several strategies and psychological techniques like 'foot in the door' reciprocity, common good, personal appeal to win negotiations.</i>	25%					



Feedback (Basic)

1/3



## Competency Descriptors

### Descriptors: 16 Personality factors (PF)

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

## Competency Descriptors

### Descriptors: 16 Personality factors (PF)

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

#### **Empathy Level 2**

*Socially aware of changing moods, tones, feeling and perceptions in a group. Able to sense the dynamics between people and acknowledge and understand why they feel that way.*

#### **Motivating Level 2**

*Sets high standards for quality and quantity of work; drives others' commitment to these by conveying confidence in their capability, appealing to their unique personal needs and aspirations, celebrating their success and praising a job well done.*

#### **Persuasion- Win/Win mindset Level 2**

*Skilled at the targeted use of facts, arguments, logic in convincing others to a viewpoint/course of action. Uses several strategies and psychological techniques like 'foot in the door' reciprocity, common good, personal appeal to win negotiations.*