



# Skills Gauge Report



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

**Time taken: 0Hr : 03Min**

## Skills Gauge Activities



### 16PF Trait Assessment

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

**Time taken:** 0Hr : 03Min



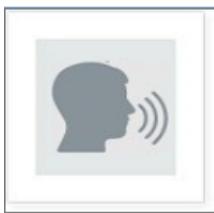
### Critical Conversations (AI)

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

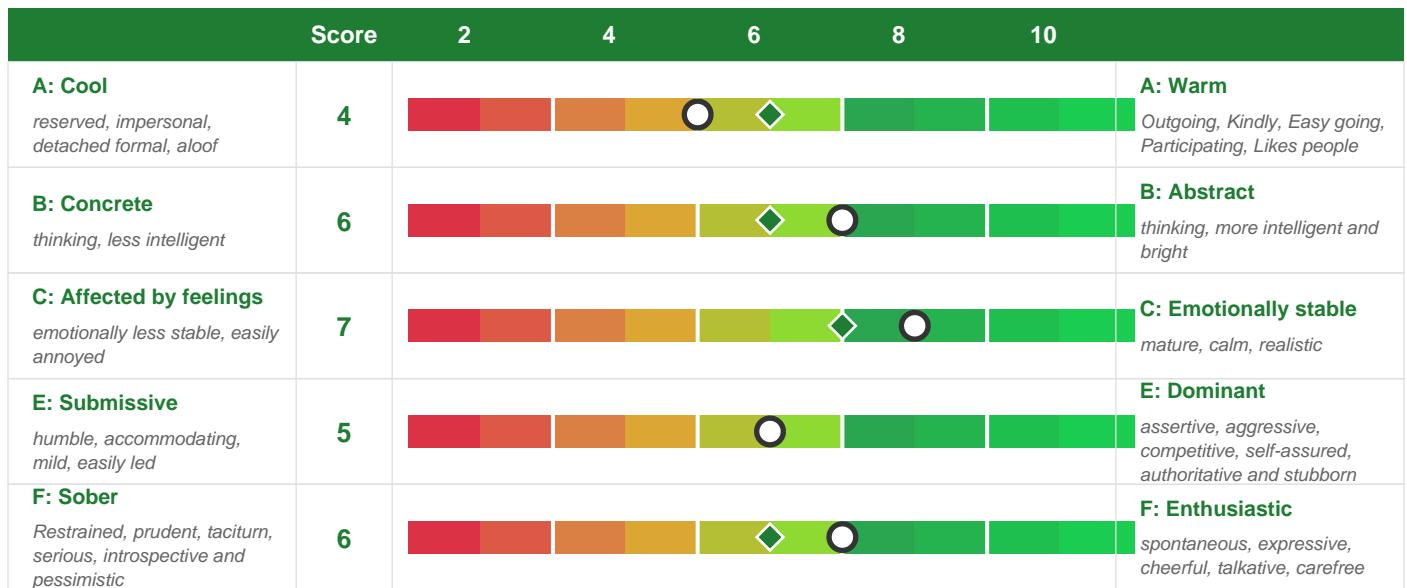
**Time taken:** 0Hr : 03Min

## Personality Fit (Voice)

### 16 PF Trait Assessment



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



◆ 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

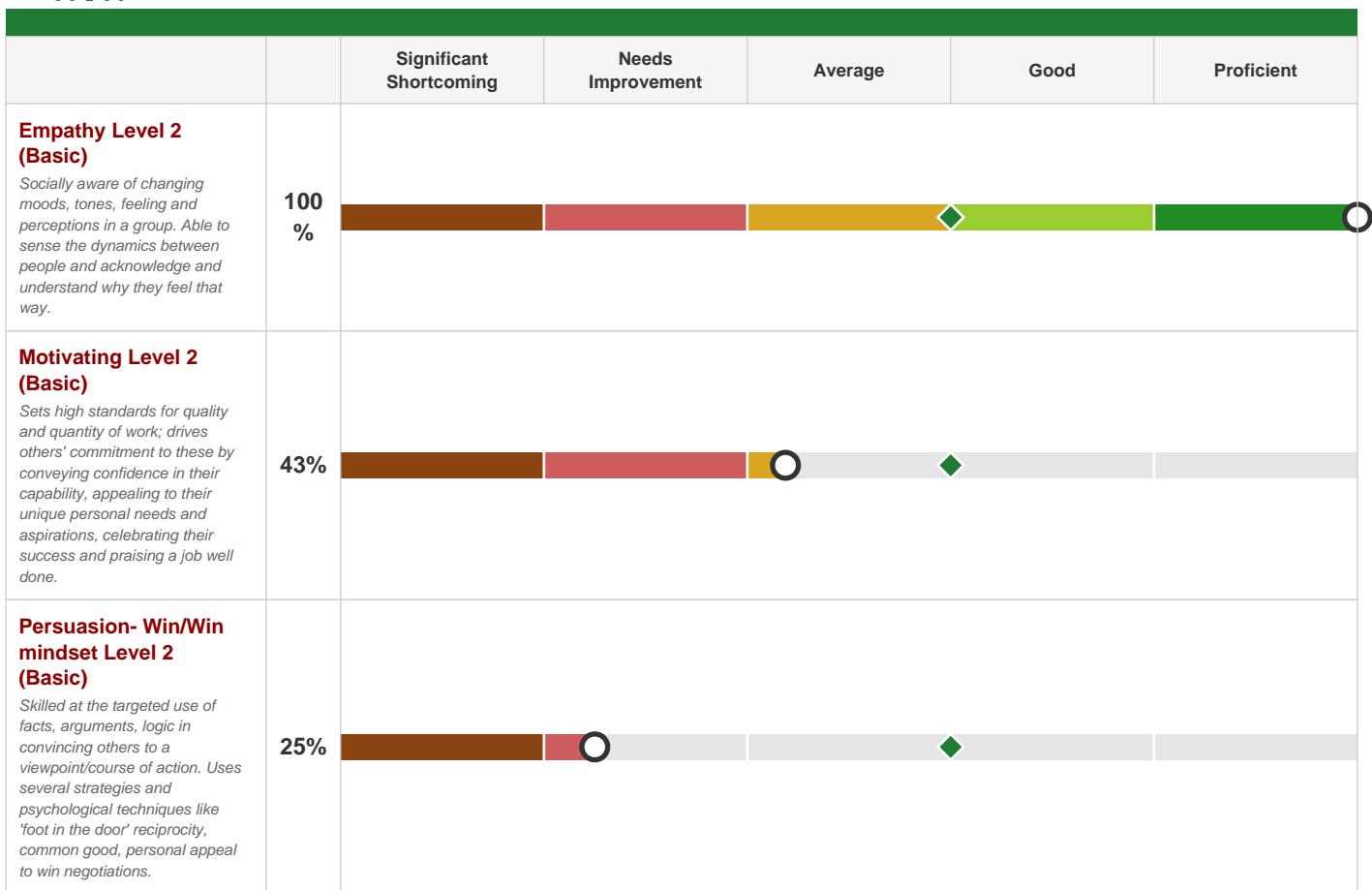
## Competency Score by Cluster

Overall <8/1>: 13.0%

### CRITICAL CONVERSATIONS



<b>Total Conversations</b>	- 7	<b>Time available</b>	- 1Hr : 39Min
<b>Attempted Conversations</b>	- 7	<b>Time taken</b>	- 0Hr : 03Min



● User Score

## Competency Score by Activity

### CRITICAL CONVERSATIONS



<b>Total Conversations</b>	- 7	<b>Time available</b>	- 1Hr : 39Min
<b>Attempted Conversations</b>	- 7	<b>Time taken</b>	- 0Hr : 03Min

### Topic - Roleplays: 13.0%



## Personality Fit (Voice)



### 16 PF Trait Assessment - Details

#### Descriptors: 16 Personality Factors (PF)

Trait	Score	Rationale for score
Factor A: Cool - warm		
Factor B: Concrete - Abstract thinking		
Factor C: Affected by Feeling - Emotionally Stable		
Factor E: Submissive - Dominant		
Factor F: Sober - Enthusiastic		
Factor G: Expedient - Conscientious		
Factor H: Shy - Bold		
Factor I: Tough minded - Tender minded		

## Personality Fit (Voice)



### 16 PF Trait Assessment - Details

#### Descriptors: 16 Personality Factors (PF)

Trait	Score	Rationale for score
Factor L: Trusting - Suspicious		
Factor M: Practical - Imaginative		
Factor N: Forthright - Shrewd		
Factor O: Self assured - Apprehensive		
Factor Q1: Conservative - Experimenting		
Factor Q2: Group oriented - Self-sufficient		
Factor Q3: Undisciplined - Following self-image		
Factor Q4: Relaxed - Tense		

## Competency Descriptors

### Descriptors: 16 Personality factors (PF)

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

## Competency Descriptors

### Descriptors: 16 Personality factors (PF)

Trait	Low score	High
Factor L	<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>
Factor M	<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>
Factor N	<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>
Factor O	<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>
Factor Q1	<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>
Factor Q2	<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>
Factor Q3	<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>
Factor Q4	<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.*