



Skills Gauge Report

Activity Summary



Time available: 5Hr : 50Min

Time taken: 1Hr : 33Min

Skills Gauge Activities



16 PF 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



Please layout rest of the table using the details as shown in the next page

Note text is left aligned and vertically center aligned in the box

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: Summary



CRITICAL CONVERSATIONS

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

Overall Score - 33%

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
<cluster 1 name> 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	5%					
<cluster 2 Name> Aligns team towards task, provides clarity on why and how, creates energy by motivating them to go beyond the call of duty	21%					
<Cluster 3 Name> Logically breaks down a situation or problem (both quantitative and qualitative information) to arrive at an outcome	35%					

Cluster names to be alpha sorted and then on subsequent pages same sequence of clusters to be followed as used here

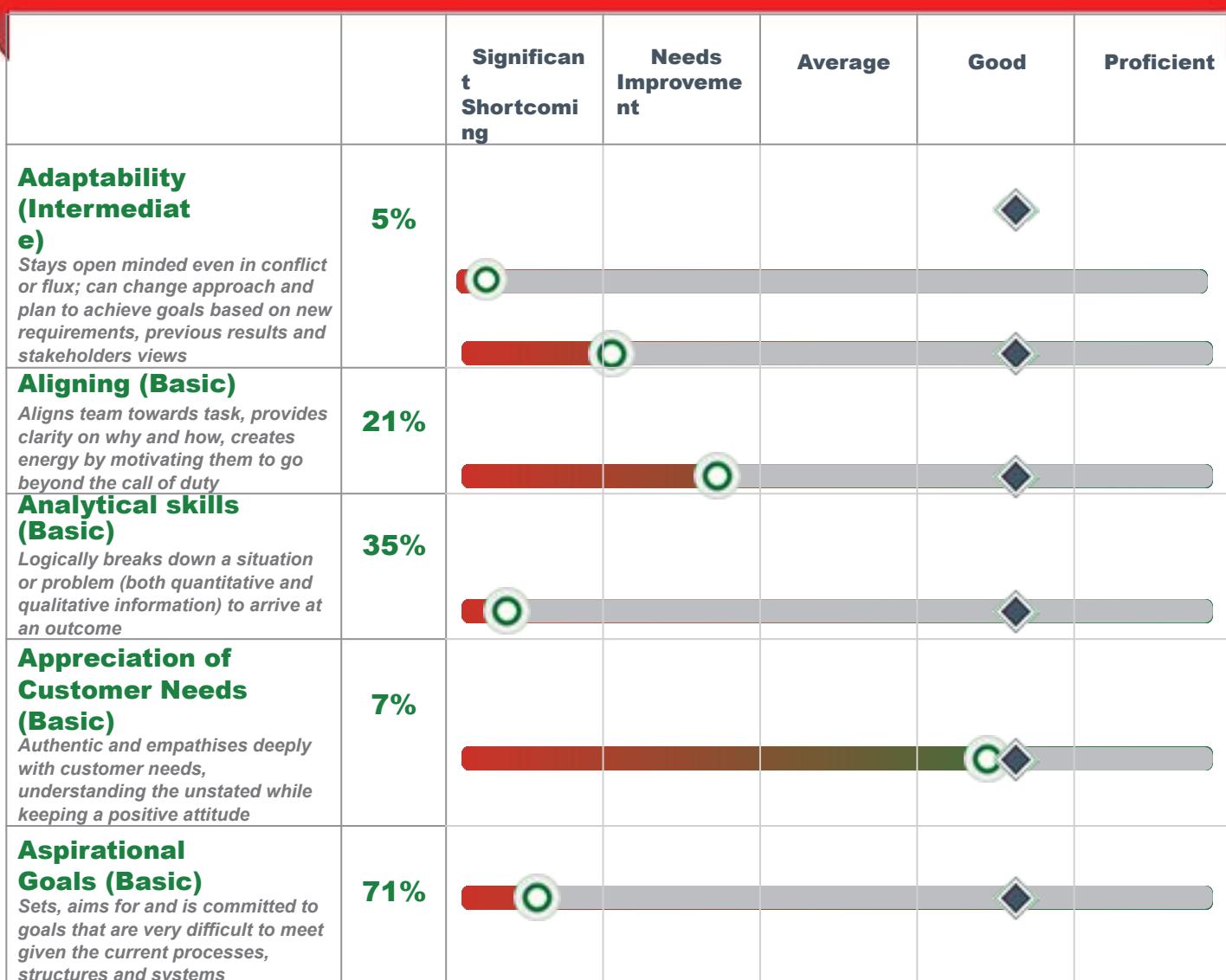
as there are no competency clusters being made in VIBE, Rolevo, this page can be ignored and its ok to just put all competencies one below the other - alpha sorted



Testid1 Score

Competency Score by Cluster

Overall <Cluster 1 name>: 33%

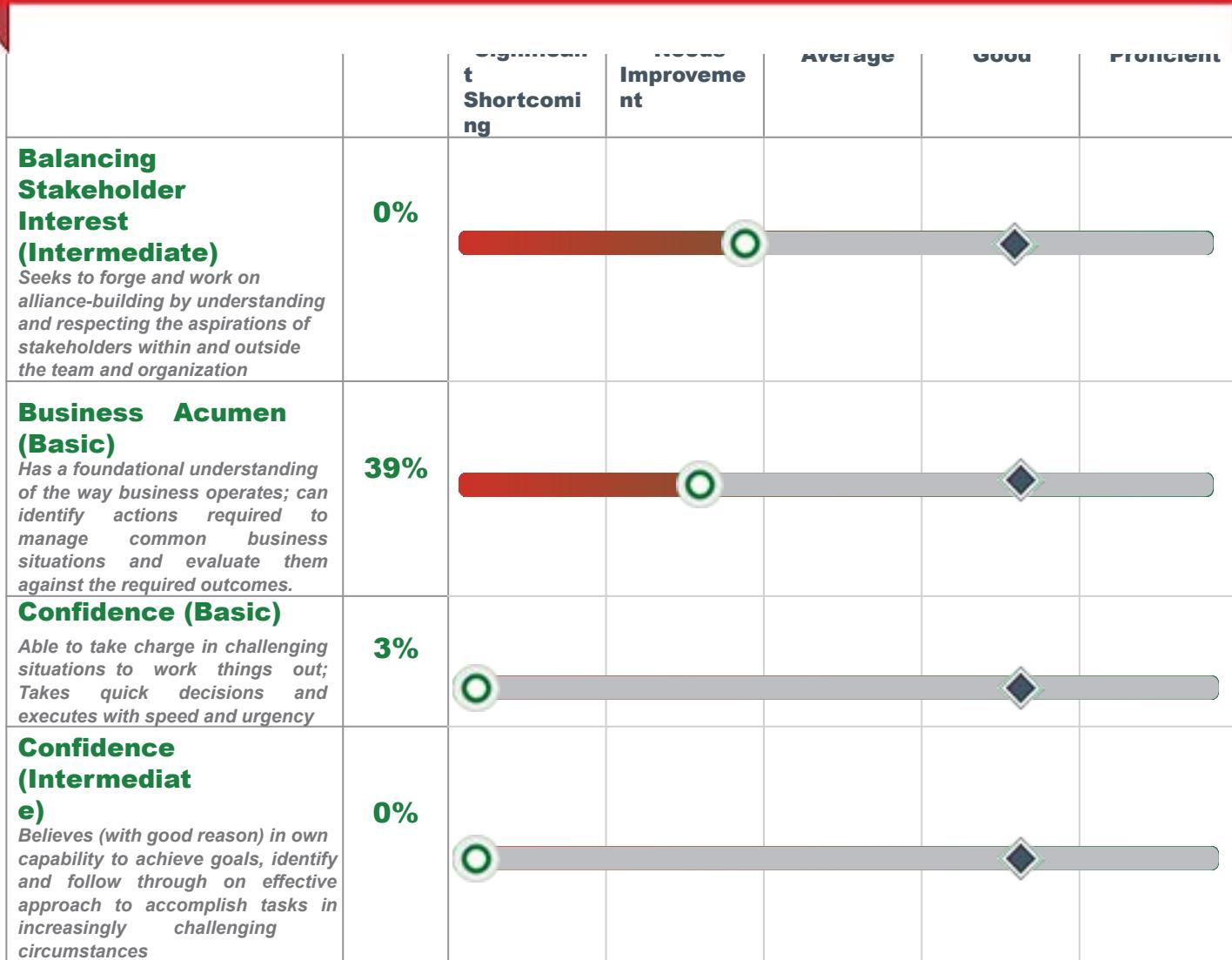


Competencies must be alpha sorted



Competency Score by Cluster

Overall <Cluster 2 Name>: 33%



Competencies must be alpha sorted



Target Score

Testid1 Score

Competency Score by Cluster

Overall Cluster 3 Name>: 33%

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
Strategic Thinking (Basic) <i>Looks at larger picture to put together building blocks to achieve the common organisation goals. Anticipates and prepares to deal with different outcomes that may occur as actions are taken</i>	15%					

Competencies likely to be overused



Feedback (Basic)

5/3

Competency Score by Activity



CRITICAL CONVERSATIONS

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

Topic - Roleplays: 46%

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
Analytical skills (Basic) <i>Logically breaks down a situation or problem (both quantitative and qualitative information) to arrive at an outcome</i>	62%					

Competencies likely to be overused



Feedback (Basic)

5/3



Target Score

Testid1 Score

Competency Descriptors

Descriptors: 16 Personality factors (PF)

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

Please keep same table format across entire report e.g. colour of line etc

Competency Descriptors

Descriptors: 16 Personality factors (PF)

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

Please keep same table format across entire report e.g. colour of line etc

Competency Descriptors

<Cluster 1 Name>

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

Please keep same table format across entire report e.g. colour of line etc; add all competency descriptors as input in system - left aligned and vertically center aligned

similarly add for all competency clusters

as there are no competency clusters being made in VIBE, Rolevo, its ok to just put all competencies one below the other - alpha sorted