



Skills Gauge Report



Time available: 5Hr : 50Min

Time taken: 0Hr : 0Min

Skills Gauge Activities



16PF Trait Assessment

Time available: 1Hr : 39Min

Time taken: 0Hr : 0Min



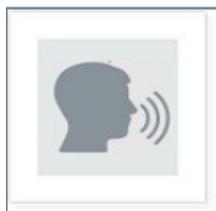
Critical Conversations (AI)

Time available: 1Hr : 39Min

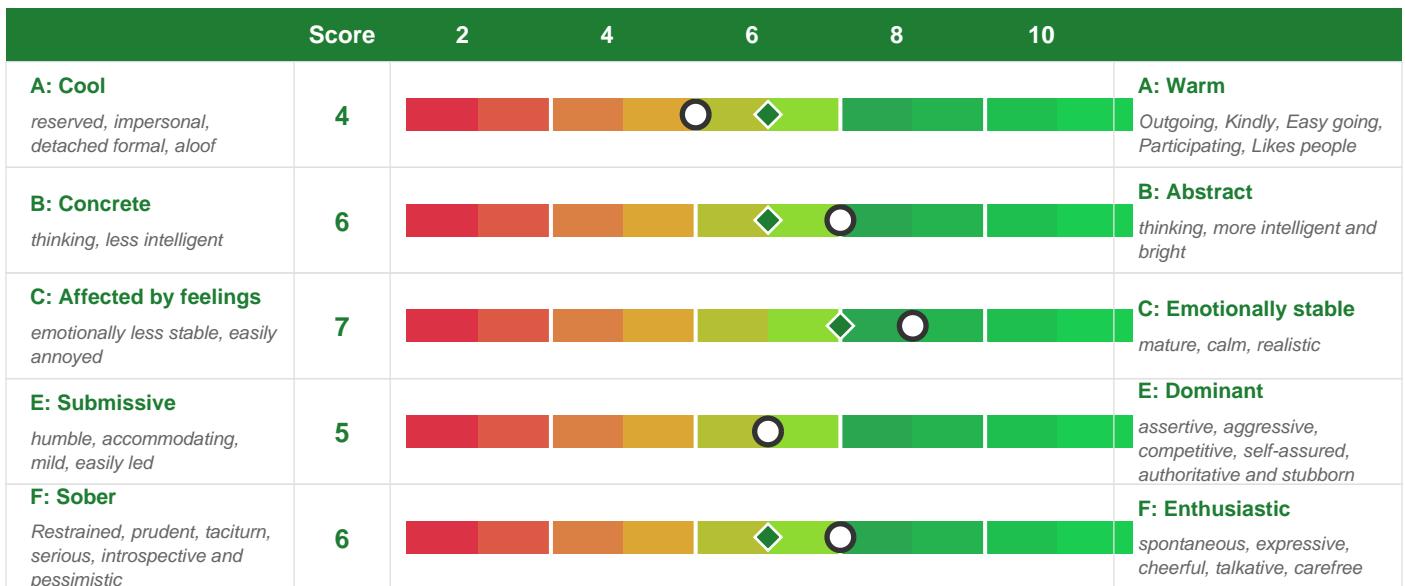
Time taken: 0Hr : 0Min

Personality Fit (Voice)

16 PF Trait Assessment



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



◆ 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 |



◆ Target Score ■ User Score



Competencies likely to be overused

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%





Competencies likely to be overused

Feedback (Basic)

3/3

Competency Descriptors

Descriptors: 16 Personality factors (PF)

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