



Skills Gauge Report



Time available: 0Hr : 30Min

Time taken: 0Hr : 17Min

Skills Gauge Activities



16PF Trait Assessment

Time available: 0Hr : 30Min

Time taken: 0Hr : 17Min



Critical Conversations (AI)

Time available: 0Hr : 30Min

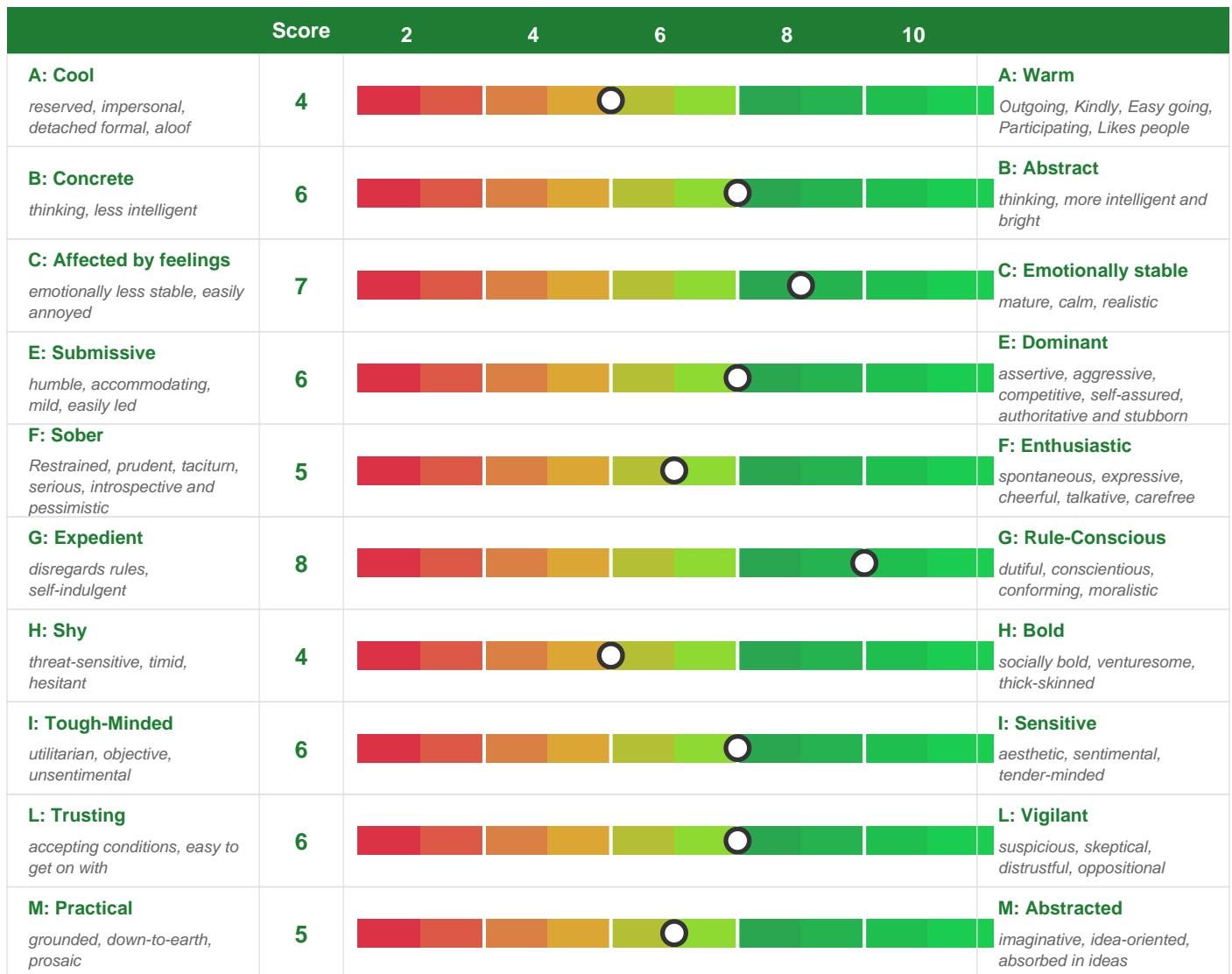
Time taken: 0Hr : 17Min

Personality Fit (Voice)

16 PF Trait Assessment



Total Interactions - 21 **Time available** - 0Hr : 30Min
Attempted Interactions - 21 **Time taken** - 0Hr : 17Min



N: Forthright genuine, artless, open, unpretentious	6		N: Private discreet, non-disclosing, shrewd, polished
O: Self-Assured unworried, complacent, secure, self-satisfied	5		O: Apprehensive self-doubting, worried, guilt-prone, insecure
Q1: Traditional attached to familiar, conservative	6		Q1: Open to Change experimenting, liberal, critical, freethinking
Q2: Group-Oriented affiliative, a joiner and follower	5		Q2: Self-Reliant solitary, resourceful, individualistic
Q3: Tolerates Disorder flexible, undisciplined, impulsive	7		Q3: Perfectionistic organized, compulsive, self-disciplined
Q4: Relaxed patient, composed, low drive	6		Q4: Tense driven, impatient, high energy, time-driven

● 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

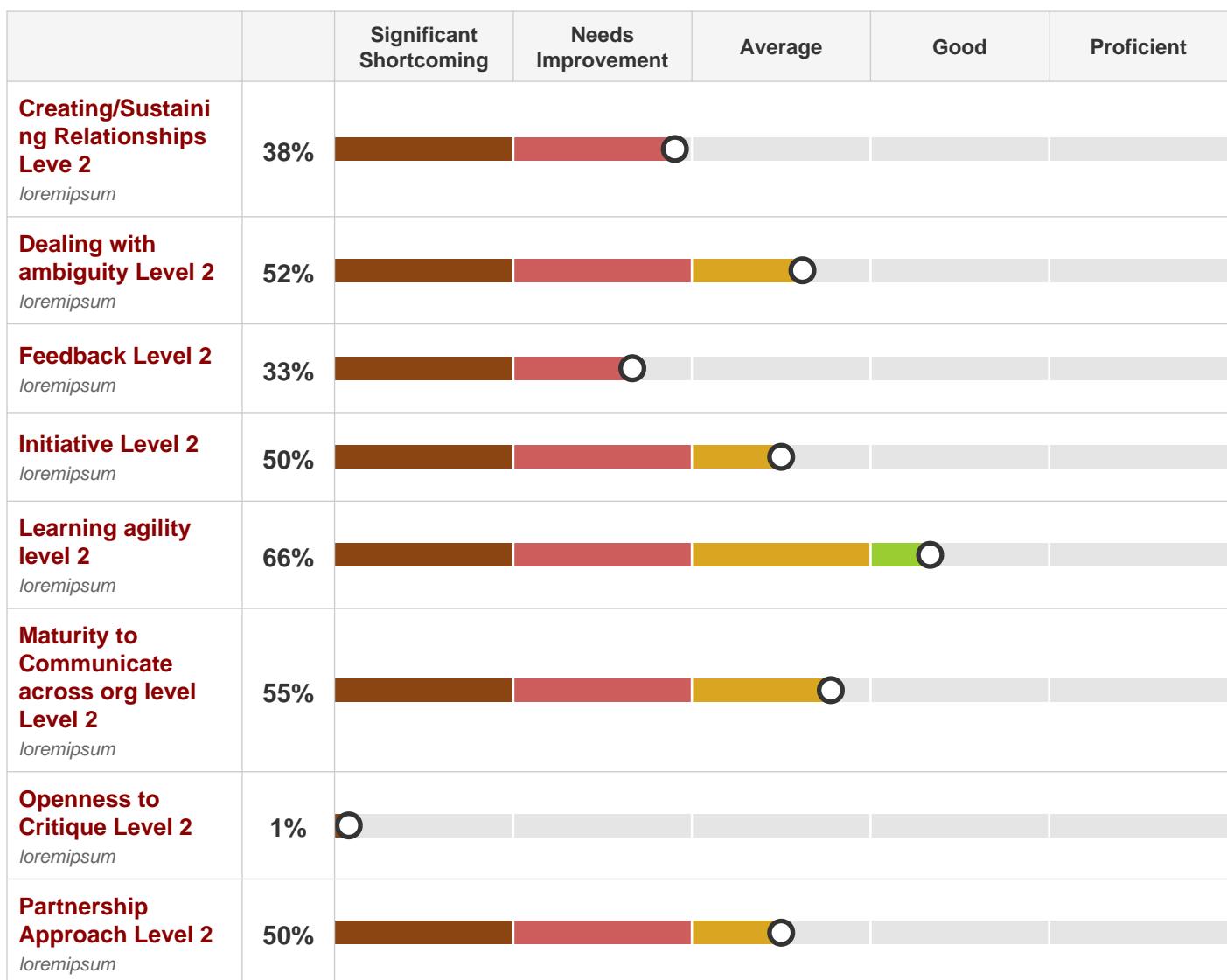
Competency Score by Activity

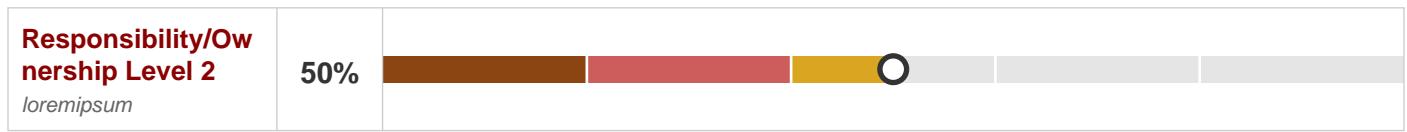
CRITICAL CONVERSATIONS



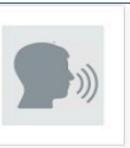
Total Interactions - 21 **Time available** - 0Hr : 30Min
Attempted Interactions - 21 **Time taken** - 0Hr : 17Min

Topic - team rp: 50.8%





Personality Fit (Voice)



16 PF Trait Assessment - Details

Descriptors: 16 Personality Factors (PF)

Trait	Score	Rationale for score
Factor A: Cool - warm	4	Average range. [Cues: fast speech]
Factor B: Concrete - Abstract Thinking	6	Average range. [Cues: fast speech]
Factor C: Affected by Feeling - Emotionally stable	7	Average range. [Cues: fast speech]
Factor E: Submissive - Dominant	6	Average range. [Cues: fast speech]
Factor F: Sober - Enthusiastic	5	Average range. [Cues: fast speech]
Factor G: Expedient - Conscientious	8	Conscientious [Cues: fast speech]
Factor H: Shy - Bold	4	Average range. [Cues: fast speech]
Factor I: Tough minded - Tender minded	6	Average range. [Cues: fast speech]

Personality Fit (Voice)



16 PF Trait Assessment - Details

Descriptors: 16 Personality Factors (PF)

Trait	Score	Rationale for score
Factor L: Trusting - Suspicious	6	Average range. [Cues: fast speech]
Factor M: Practical - Imaginative	5	Average range. [Cues: fast speech]
Factor N: Forthright - Shrewd	6	Average range. [Cues: fast speech]
Factor O: Self assured - Apprehensive	5	Average range. [Cues: fast speech]
Factor Q1: Conservative - Experimenting	6	Average range. [Cues: fast speech]
Factor Q2: Group oriented - Self-sufficient	5	Average range. [Cues: fast speech]
Factor Q3: Undisciplined - Following self-image	7	Average range. [Cues: fast speech]
Factor Q4: Relaxed - Tense	6	Average range. [Cues: fast speech]

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

Creating/Sustaining Relationships Level 2

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Dealing with ambiguity Level 2

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Feedback Level 2

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Initiative Level 2

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Learning agility level 2

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Maturity to Communicate across org level Level 2

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Openness to Critique Level 2

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Partnership Approach Level 2

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Responsibility/Ownership Level 2

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