

CLIENT LOGO



Skills Gauge Report

Activity Summary



Time available: 5Hr : 50Min

Time taken: 0Hr : 03Min

Skills Gauge Activities



16PF Trait Assessment

Time available: 1Hr : 39Min

Time taken: 0Hr : 03Min



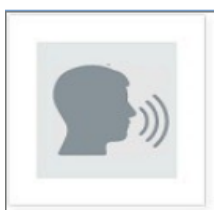
Critical Conversations (AI)

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

| | Score | 2 | 4 | 6 | 8 | 10 | |
|---|-------|---|---|---|---|----|---|
| A: Cool <i>reserved, impersonal, detached formal, aloof</i> | 4 | | | | | | A: Warm <i>Outgoing, Kindly, Easy going, Participating, Likes people</i> |
| B: Concrete <i>thinking, less intelligent</i> | 6 | | | | | | B: Abstract <i>thinking, more intelligent and bright</i> |
| C: Affected by feelings <i>emotionally less stable, easily annoyed</i> | 7 | | | | | | C: Emotionally stable <i>mature, calm, realistic</i> |
| E: Submissive <i>humble, accommodating, mild, easily led</i> | 5 | | | | | | E: Dominant <i>assertive, aggressive, competitive, self-assured, authoritative and stubborn</i> |
| F: Sober <i>Restrained, prudent, taciturn, serious, introspective and pessimistic</i> | 6 | | | | | | F: Enthusiastic <i>spontaneous, expressive, cheerful, talkative, carefree</i> |

◆ 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



Total Conversations - 7 **Time available** - 1Hr : 39Min
Attempted Conversations - 7 **Time taken** - 0Hr : 03Min

| | | Significant Shortcoming | Needs Improvement | Average | Good | Proficient |
|---|-------|-------------------------|-------------------|---------|------|------------|
| Empathy Level 2 (Basic) <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 % | | | | | |
| Motivating Level 2 (Basic) <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> | 43% | | | | | |
| Persuasion- Win/Win mindset Level 2 (Basic) <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% | | | | | |

● User Score

Competency Score by Activity

CRITICAL CONVERSATIONS



Total Conversations - 7 **Time available** - 1Hr : 39Min
Attempted Conversations - 7 **Time taken** - 0Hr : 03Min

Topic - Roleplays: 13.0%

| | | Significant Shortcoming | Needs Improvement | Average | Good | Proficient |
|---|-------|-------------------------|-------------------|---------|------|------------|
| Empathy Level 2 (Basic) <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 % | | | | | |
| Motivating Level 2 (Basic) <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> | 43% | | | | | |
| Persuasion- Win/Win mindset Level 2 (Basic) <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% | | | | | |

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

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

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.