

CLIENT LOGO



## 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**

|   | Score    | 2  | 4 | 6 | 8 | 10 |  |
|---|----------|--|---|---|---|----|--|
| <b>A: Cool/Formal</b><br><i>Reserved, impersonal, detached, formal. aloof</i> | <b>4</b> |  |   |   |   |    | <b>A: Warm</b><br><i>Outgoing, Kindly, Easy going, Participating, Likes people</i> |

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: <b>Cool</b> , reserved, impersonal, detached formal, aloof                            | A: <b>Warm</b> , outgoing, kindly, easygoing, participating and likes people                        |
| B: <b>Concrete</b> thinking, less intelligent  | B: <b>Abstract</b> thinking, more intelligent and bright  |
| C: <b>Affected by feelings</b> ; emotionally less stable, easily annoyed                 | C: <b>Emotionally stable</b> , mature, calm; realistic.   |
| E: <b>Submissive</b> , humble, accommodating; mild, easily led                           | E: <b>Dominant</b> , assertive, aggressive, competitive, self-assured, authoritative and stubborn.  |
| F: <b>Sober</b> , Restrained, prudent, taciturn, serious; introspective and pessimistic. | F: <b>Enthusiastic</b> , spontaneous, expressive, cheerful, talkative, carefree.                    |
| G: <b>Expedient</b> , disregards rules; self-indulgent, casual, unsteady                 | G: <b>Conscientious</b> , conforming, moralistic, responsible; dominated by duty, staid, rule-bound |
| H: <b>Shy</b> , timid, hesitant, intimidated, threat sensitive                           | H: <b>Bold</b> , venturesome, uninhibited; emotionally expressive; handles stress well              |
| I: <b>Tough-minded</b> , self-reliant, realistic, no-nonsense, rough                     | I: <b>Tender-minded</b> , sensitive, intuitive, refined   |
| L: <b>Trusting</b> , accepting conditions, easy to get on with                           | L: <b>Suspicious</b> , hard to fool, distrustful, skeptical   |
| M: <b>Practical</b> , concerned with down-to-earth, steady                               | M: <b>Imaginative</b> , absent minded, absorbed in thought and impractical                          |
| N: <b>Forthright</b> , open, genuine, unpretentious, artless.                            | N: <b>Shrewd</b> , polished, socially aware, diplomatic, and calculating                            |
| O: <b>Self-assured</b> , secure, feels free guilt, untroubled, self-satisfied            | O: <b>Apprehensive</b> , self-blaming, insecure, guilt-prone, worrying                              |
| Q1: <b>Conservative</b> , respecting traditional ideas                                   | Q1: <b>Liberal</b> , critical, open to change; experimental   |
| Q2: <b>Group-oriented</b> , follower, listens to others                                  | Q2: <b>Self-sufficient</b> , resourceful, prefers independent decisions                             |
| Q3: <b>Undisciplined self-conflict</b> , lax, careless of social rules                   | Q3: <b>Following self image</b> , socially precise, compulsive                                      |
| Q4: <b>Relaxed</b> , tranquil, composed, low drive, unfrustrated                         | Q4: <b>Tense</b> , frustrated, overwrought, has high drive  |

## Competency Score: Summary



**Overall Score - 33%**













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

## Competency Score by Cluster

**Overall <Cluster 1 name>: 33%**

|   |     | Significant Shortcoming   | Needs Improvement   | Average | Good  | Proficient |
|---|-----|---|---|---------|---|------------|
| <b>Adaptability (Intermediate)</b><br><i>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</i> | 5%  |   |  |         |    |            |
| <b>Aligning (Basic)</b><br><i>Aligns team towards task, provides clarity on why and how, creates energy by motivating them to go beyond the call of duty</i>  | 21% |  |  |         |  |            |
| <b>Analytical skills (Basic)</b><br><i>Logically breaks down a situation or problem (both quantitative and qualitative information) to arrive at an outcome</i>   | 35% |  |   |         |  |            |
| <b>Appreciation of Customer Needs (Basic)</b><br><i>Authentic and empathises deeply with customer needs, understanding the unstated while keeping a positive attitude</i>                                 | 7%  |  |   |         |  |            |
| <b>Aspirational Goals (Basic)</b><br><i>Sets, aims for and is committed to goals that are very difficult to meet given the current processes, structures and systems</i>                                  | 71% |  |   |         |  |            |

Competencies must be alpha sorted

## Competency Score by Cluster

Overall <Cluster 2 Name>: 33%

|   |     | Significant Shortcoming | Needs Improvement | Average | Good | Prominent |
|---|-----|-------------------------|-------------------|---------|------|-----------|
| <b>Balancing Stakeholder Interest (Intermediate)</b><br><i>Seeks to forge and work on alliance-building by understanding and respecting the aspirations of stakeholders within and outside the team and organization</i>    | 0%  |                         |                   |         |      |           |
| <b>Business Acumen (Basic)</b><br><i>Has a foundational understanding of the way business operates; can identify actions required to manage common business situations and evaluate them against the required outcomes.</i> | 39% |                         |                   |         |      |           |
| <b>Confidence (Basic)</b><br><i>Able to take charge in challenging situations to work things out; Takes quick decisions and executes with speed and urgency</i>   | 3%  |                         |                   |         |      |           |
| <b>Confidence (Intermediate)</b><br><i>Believes (with good reason) in own capability to achieve goals, identify and follow through on effective approach to accomplish tasks in increasingly challenging circumstances</i>  | 0%  |                         |                   |         |      |           |

Competencies must be alpha sorted

## Competency Score by Cluster

**Overall Cluster 3 Name>: 33%**

|  |     | Significant Shortcoming | Needs Improvement | Average | Good | Proficient |
|--|-----|-------------------------|-------------------|---------|------|------------|
| <b>Strategic Thinking (Basic)</b><br><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% |                         |                   |         |      |            |



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 |
|---|-----|-------------------------|-------------------|---------|---|------------|
| <b>Analytical skills (Basic)</b><br><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

## Competency Descriptors

### Descriptors: 16 Personality factors (PF)

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

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