



grade.
analysis

CAREER PREP

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USING THE REPORT

The GRADE Analysis report provides detailed answers to the following questions:

What is your employability score?

Why you need this answer: Your employability score, or the GRADE Score, tells you how likely you are to meet employer expectations, or, what are your chances of success in the job market at the current skill level.

What is your skill hierarchy, i.e., your skills ranked from highest to lowest?

Why you need this answer: Your skill hierarchy is an unbiased way of looking at your strengths and weaknesses. It is unbiased, because it does not take into account your qualifications, choice of subjects to study, academic background or alma mater.

The skill hierarchy does not suggest that certain skills are good or certain skills are bad. Instead, it determines what is your choice/preference of skills, or your dominant skillset. It helps employers in understanding which skills are you most likely to rely on and predicting which role you would be best suited for.

What does your score on each skill say about you?

Why you need this answer: Depending on the career you want to build for yourself, you will need an in-depth understanding of the meaning of each skill, how proficient you are in it and where you need to improve. The individual skill scores help you in learning about yourself as well as how to improve yourself.

WHAT ARE EMPLOYERS LOOKING FOR?

Globally, employers are looking for 11 key employability skills, or factors, which are:



BEFORE YOU PROCEED, REMEMBER:

- The GRADE Analysis is not a pass or fail judgement. It is a measure of where you stand today, which in no manner determines where you could be tomorrow if you decide to invest in developing yourself.
- Everyone has three-four skills which are low. The average person has something low.
- Your Employability Score is not a certificate of guarantee for placement. Your introspection based on the score and this analysis, and your presentation of the same will help you make a strong case in front of the employer and get an edge over your competitors.

GRADE SCORE

QUESTIONS ANSWERED

 **75/75**

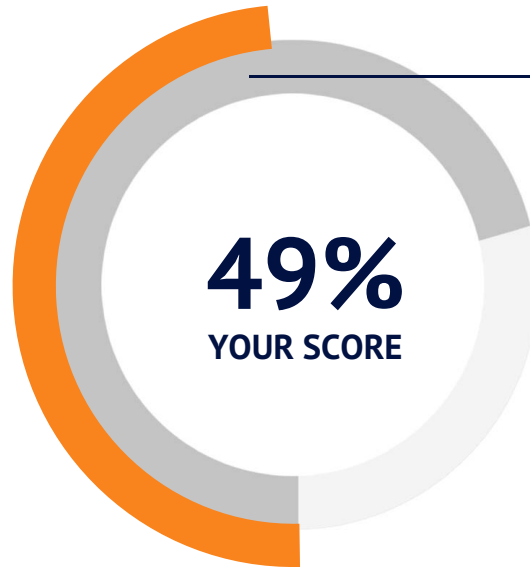
TIME TAKEN

 **01:52:57**

Your employability score is 49%, which means:

You are 49% likely to meet Industry Expectations*.

You have a 49% chance of succeeding in the job market at your current skill level.



72%

INDUSTRY
EXPECTATION

*Industry Expectations: Industry Expectations, expressed as a percentage on the same scale as your GRADE Score, is the minimum employability level expected in the job market. Industry Expectations is derived based on the analysis of 20,000 test-takers across 35 countries, over 6000 companies and 1700 institutions

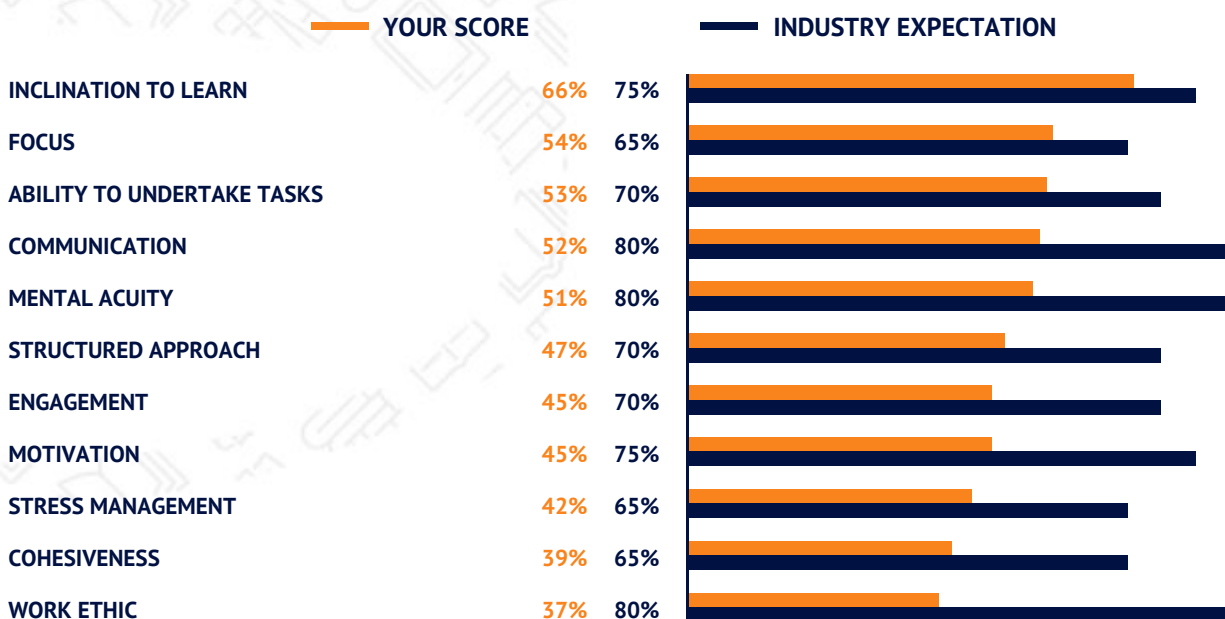
SKILL HIERARCHY












Skills cannot be measured on a binary scale. You HAVE all the skills; however, you are likely to be better at some skills more than others, and you are likely to rely on some skills more than others when performing tasks.

Your skill hierarchy is your "toolkit", which may have all the tools, but you may tend to use some tools more frequently than others when performing your tasks.

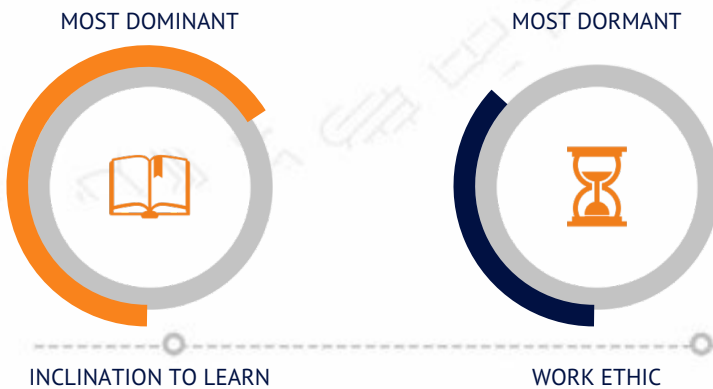
More importantly, this hierarchy is a fairly accurate predictor of how you work, what you give more importance to and which type of tasks and roles are you most likely to succeed in.

The following graphs ranks your skills from which skills you use most confidently and frequently, and which skills are least developed and least used when you perform day-to-day tasks.



DOMINANT	SECONDARY	DORMANT
 INCLINATION TO LEARN	 COMMUNICATION	 STRESS MANAGEMENT
 FOCUS	 MENTAL ACUITY	 COHESIVENESS
 ABILITY TO UNDERTAKE TASKS	 STRUCTURED APPROACH	 WORK ETHIC
	 ENGAGEMENT	
	 MOTIVATION	

GRADE ANALYSIS

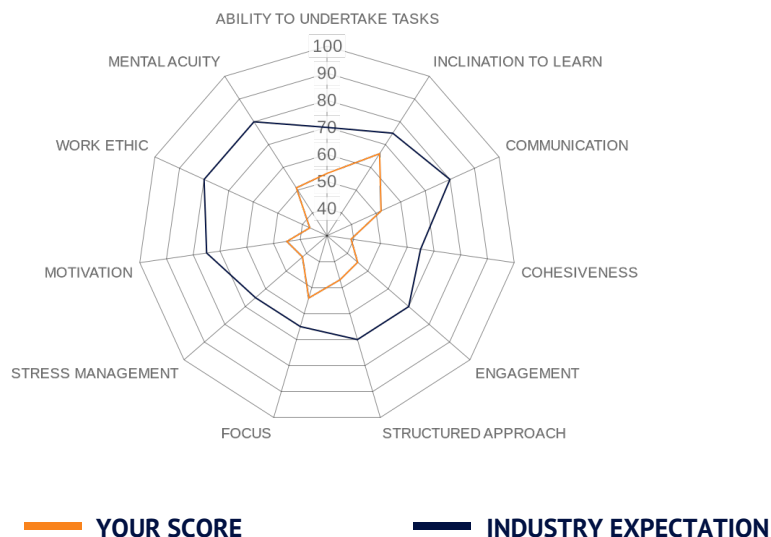


Use the GRADE Analysis as a snapshot of your employability across 11 factors, with the focus on classifying these factors/skills into:

DOMINANT: Skills you are better than others in, most confident about and most likely to utilise regularly. These skills can be easily observed in a simple conversation with you or while watching you work. Other people might use these skills to describe you frequently.

SECONDARY: Skills you have been practicing with, frequently using but not regularly, and where you need more practice to master. These skills may not be easily visible and you may need to put extra effort to showcase them in your conversations and work.

DORMANT: Skills you have used least and have very little practice with. These skills are more likely to be untapped or hidden, and may not be used to “describe who you are” by other people.



INCLINATION TO LEARN

AVERAGE

An average score in Inclination to Learn could mean you are either selective in the domains you take interest in or that your willingness to learn is tied to incentives attached to learning. However, you need to realise that curiosity and the habit of seeking knowledge are key skills recruiters look for in a fresher candidate, while also expecting you to be driven and independent in your learning.

0%



100%

FOCUS

LOW

A low level of focus is cause for caution, as it will make it difficult for you to understand, retain and implement instructions. You would be vulnerable to committing mistakes during your performance if you lack attention to detail or are distracted easily. You need to put a regime in place that can help you deal with internal and external distractions.

0%



100%

ABILITY TO UNDERTAKE TASKS

LOW

With a low score in ability to undertake tasks, it is likely that while you might actively look for task assignments, you are not able to comprehend what is to be done. You seem to need constant explanations for the same task. While you may be able to complete the task, it may take up a lot more time to do the same task, or commit mistakes.

0%



100%

COMMUNICATION

LOW

Scoring low in Communication suggests that you lack effective verbal and non-verbal expression, listening and comprehension and may require training with respect to language proficiency. Improving your communication skills should be a priority to avoid loss of performance due to misunderstandings and false assumptions about your responsibilities.



MENTAL ACUITY

LOW

Scoring low in Mental Acuity means that you struggle to think conceptually and logically. You are not very detail oriented and that hinders your ability to come up with the best solutions. You need to practice with the fundamentals of linguistics, mathematics, logical reasoning, and data interpretation, among others, to compete in the job market.



STRUCTURED APPROACH

LOW

Scoring low in Structured Approach means you may prefer to take the solution right in front of you, or the ones that are fairly obvious, instead of engaging in careful deliberation to get the answer. You need to learn to visualise the course of action with some certainty grounded in facts to avoid missing important resources or wasting resources with too much improvisation.



ENGAGEMENT

LOW

Low levels of Engagement indicates that you are not invested in work psychologically. You are likely to not enjoy the idea of a job, which may be due to incompatibility with the role or a general disinterest with the work being offered. However, this is likely to affect your performance and may limit your growth opportunities.



MOTIVATION

LOW

With a low score in Motivation, employers will see that you aren't as driven by their needs and therefore don't do as much work as you could have. Regardless of the reason, lack of motivation can put your intentions and performance in question. Therefore, you need to develop motivation as a skill, to ensure your performance or impression in the workplace is not affected negatively.



STRESS MANAGEMENT

LOW

A critical score in Stress Management indicates you are often anxious and stressed in the workplace. You might be very vulnerable to any stress inducing situation, which means that your primary strategy in the workplace setting is to avoid challenging situations. This approach is not conducive to growth and development, both personally and professionally. You need to find a way to, first, understand that stress management is a skill that can be developed, and second, build your own strategies for effective coping with stress without avoiding the situation.



COHESIVENESS

LOW

A critical score in Cohesiveness indicates that you struggle with the social aspects of the organisation. It may mean that either you choose to focus only on your tasks or, that you do not possess the skillset to forge and maintain work relationships. In either case, you are at a disadvantage, since getting along with people at work is a huge factor in your growth in any organisation. Furthermore, it is important to know that while you may be able to work in teams, you still need to invest in non-task-based relationships at work.



WORK ETHIC

CRITICAL

A critical score in Work Ethic indicates that you have not put thought into building a value system, understanding your personal difference between right and wrong, or creating your own moral standards. While this may make you more flexible and less distressed, it also means that most of your decisions are taken by others who have a strong sense of authority over right and wrong. A lack of value system in turn leads to indecisiveness and unpredictability, which means that it will be difficult for people to trust you and follow you as a leader.



Achievement Unlocked!



Congratulations on getting your employability score.

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[EXPLORE ASSESSMENTS](#)