



TCS NQT-Psychometric

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About NQT Attitudinal report

NQT Attitudinal alignment comprises of two sections, Personality trait test and Motivation test. The personality trait test is created based on Big 5 model theory which is widely used in the pre-hire assessment to identify job fitment of aspiring candidates. NQT Motivation test is developed based on motivation need theory. This test helps candidates to understand the professional needs and motivates them to work optimally and generate consistent outcomes at the workplace.

How to read this report

The report starts with an executive summary table of 5 personality traits and 3 motivation traits of a candidate with their respective score. The legend tables above help a candidate to understand the score. Based on the legend table **and candidates'** personality and motivation trait scores, the report gives an interpretation of the score. As the candidate reads the report, he/she may develop insights & suggestive action points that he/she may wish to consider for the best outcomes.

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Legend for score

Level	High	Moderate	Low
Percentage Score	100 - 70 >	70 - 30 >	30 - 1
Raw Score Range	72 - 48 >	48 - 24 >	24 - 1

Personality Traits	Your Score in %	Interpretation for score
Open-mindedness	76.39	<p>You have an appreciation for beauty in whatever you see.</p> <p>You use unconventional methods while approaching errands.</p> <p>You have a variety of ways to solve complex problems.</p> <p>You look for every opportunity to know about different things.</p> <p>You often draw understanding from past experience while dealing with a situation.</p>
Thoroughness	72.22	<p>You are able to hold your thoughts together even at the most challenging and testing times.</p> <p>You produce consistent results over a period of time.</p> <p>Handling last-minute fixes at any given point in time come easy for you.</p> <p>You always ensure to put things back into their respective place.</p> <p>Others are able to readily rely on you for things and be assured of completion in time.</p>
Sociableness	69.44	<p>You like to be around known people and enjoy their company, at times you may feel to have lively discussions with others as well.</p> <p>When it comes to energy you are calculative in putting it in activities that may have desired outcomes.</p> <p>You may invest some interest and comfort in developing a fair relationship with others.</p> <p>You choose your preference to give feedback to others.</p> <p>You are able to balance between intuitive inputs and data points to draw conclusions.</p>
Amiability	84.72	<p>You feel good when you keep helping people around you and enjoy the fulfilment of the same.</p> <p>You rarely expect people to recognize your achievements or avoid demanding your importance in order to stand out.</p> <p>Most people find you comforting when they are around you.</p> <p>Following rules and abiding by the same comes easy to you.</p> <p>You readily relate to others' pain and suffering, and you are sure enough that other people have good intentions and mean well.</p>
Compulsiveness	61.11	<p>At times you like to depend on others for certain work and also would mind to carry out tasks that you can handle by yourself.</p> <p>You tend to get worried when you feel things getting out of your hands.</p> <p>You may have a fair understanding of the difficult situation and its consequence.</p> <p>You evaluate some of your past mistakes and try not to blame yourself for the same, however certain thoughts still may hinder your progress.</p>

Legend for score

Level	High	High-Moderate	Low-Moderate	Low
Percentage Score	100 - 75 >	75 - 50 >	50 - 25 >	25 - 1
Raw Score Range	60 - 45 >	45 - 30 >	30 - 15 >	15 - 1

Motivation Traits	Your Score in %	Interpretation for score
Accomplishment	88.33	<p>You are strongly motivated to handle higher risk task in achieving your goals.</p> <p>You get energized to take initiative in leading a task without anyone pressurizing on the same.</p> <p>You are open to receive corrective feedback from others to better your work performance.</p> <p>You feel a sense of achievement when you are able to solve complex problems every time.</p> <p>Working on tasks that have a clear target pushes you to achieve set outcomes optimally.</p>
Authority	65.00	<p>At times you get motivated when you are in the role of power and influence.</p> <p>Sometimes you get excited when you influence your team members of your intentions.</p> <p>At times you get motivated to have complete control over situations and things.</p> <p>You feel quite nice when people perceive your hard work.</p> <p>Being frank and expressing your views to others is second to you.</p>
Association	88.33	<p>You are highly motivated to work with people who are cordial and make connection with you.</p> <p>You feel energized when others consider you as an essential part of the group.</p> <p>You feel excited when people appreciate your contribution & like you for same.</p> <p>No conflict & difference of opinion with your team members encourages you to keep engaging with them.</p> <p>You are happy being part of others' success and help them to progress further towards their goals.</p>