Project Task 2

## **Problem Domain**

Measure and validate the mental capabilities of an individual. In context and culture of Pakistan, we want to explore the ways to identify the cognitive abilities of a person that match the requirements of a specific role. There are some of the international standard test like GRE but they are culture biased. We want to develop a methodology or test that can evaluate and measure the capabilities and skills of an individual in the context of Pakistan. Using this methodology we want to help those people that are looking to select a professional field or they want to measure their capabilities for a job.

## **Initial POV**

## **Additional Needfinding results (who you interviewed & what you found out - pictures)**

**Meet Ali Jibran**

Ali is a student and a software developer. He is doing bachelors from UCP.

He thinks that current tests are good only for small number of fields. He says that the current tests only helps us to measure capabilities with respect to a few fields. He is not satisfied with the NTS and thinks that there should be an authority to evaluate and monitor the testing service of bodies such as NTS. Even though he performed well in the NTS as well as LUMS’ LSAT test but he was not satisfied with the current testing system.

**Meet Bilal Hanif**

He is a project manager and says that he always performs bad in the evaluation tests. Although he scored bad in the test but he was able to find a good job. He says that there is no methodology adopted in Pakistan to identify the skill set of a person. He was unable to select the right field in first place and had to switch its field. He wants to have tests that can find the capabilities of a person in larger number of fields.

**Babar Sarfraz** is CTO Human Resources at ICI Pakistan with an optimistic personality. He thinks that international aptitude tests can be used as a basis for new evaluation system in Pakistan. He believes that nothing is wrong with the current testing system(in LUMS) and they just need to be adopted throughout Pakistan.

## **Revised POV(s) (Three (reduced from 5) Revised POV(s))**

**POV # 1**

**We met:** Bilal Hanif who is a programmer by hobby and he believes that there should be specific

tests to measure the capabilities of an individual

**We were amazed:** that he did well in a field that according to the test he was not eligible for

**It would be game changing to:** provide a service that can help them to:

* Evaluate their skills
* Choose a field

**POV # 2**

**We met:** Ali Jibran is a student and a part-time software who wants to have strict regulations for current evaluation platforms

**We were amazed:** Even though he performed well in the test but he was not satisfied with the system

**It would be game changing to:** somehow oversee all the testing bodies across Pakistan

**POV # 3**

**We met:** Babar Sarfraz, a recent graduate from LUMS. He told us that international aptitude tests can be used as a basis for new evaluation system in Pakistan

**We were amazed:** That he thought nothing was wrong with the system

**It would be game changing to:**

* Evaluate new systems quickly
* Make alterations if necessary

## **HMW statements (10-15 HMW statements generated for each of the POVs)**

**POV # 1 (Provide one liner POV, s**

* **HMW:** Provide a platform that rates the testing bodies across Pakistan?
* **HMW:** Compare the testing bodies with each other?
* **HMW:** Identify and distinguish good platforms and bad ones?
* **HMW:** Provide proofs and different mechanism that can verify the objective of the current test in Pakistan?
* **HMW:** Provide an online portal where the users can rate different test and can review which was most helpful for them and which was not?

**POV # 2**

* **HMW:** Assess the skills of person accurately?
* **HMW:** Help a person in choosing the right field?
* **HMW:** Provide the service that caters to his needs?
* **HMW:** Facilitate with a testing service that can identify the role that matches best with the person
* **HMW:** Provide a test that can judge the interest of person?

**POV # 3**

* **HMW:** Evaluate new systems quickly
* **HMW:** Find appropriate systems that can be used to as a replacement
* **HMW:** Allow making changes quickly to the system
* **HMW:** Introduce new tests that can be proved to be better than existing test?
* **HMW:** Provide tests that can be given remotely from any area with an internet connection?

## **3 best HMW statements with the POVs they stem from**

## **Three Experience Prototypes**

## **Explain which prototype you found was the most successful**