

CAREER MENTOR





Pace – Personality, Aptitude, Competence & Enhanced Exposure

Benchmarking & Development Program for Entrepreneurial capacity

Personality - Personality is the characteristic patterns of thoughts, feelings, and behaviors that make a person unique. It is believed that personality arises from within the individual and remains fairly consistent throughout life.

Aptitude - Aptitudes are natural abilities for doing, or learning to do, certain kinds of things easily and quickly. The work you are most likely to enjoy and be successful in is work that uses your aptitudes. Are you good at generating ideas, or analyzing numerical information? Can you think three-dimensionally or organize information quickly.

Competence - Competence is your skill or ability in a specific field or subject, or being able to do something well. Competence indicates the sufficiency of knowledge and skills that enable someone to act in a wide variety of situations.

Enhanced Exposure - Exposure is the act of subjecting yourself to an influencing experience. Exposure implies opening oneself to the learning experience by charting a path with passionate curiosity, accepting failures, correcting course & learning something more about yourself in the process.

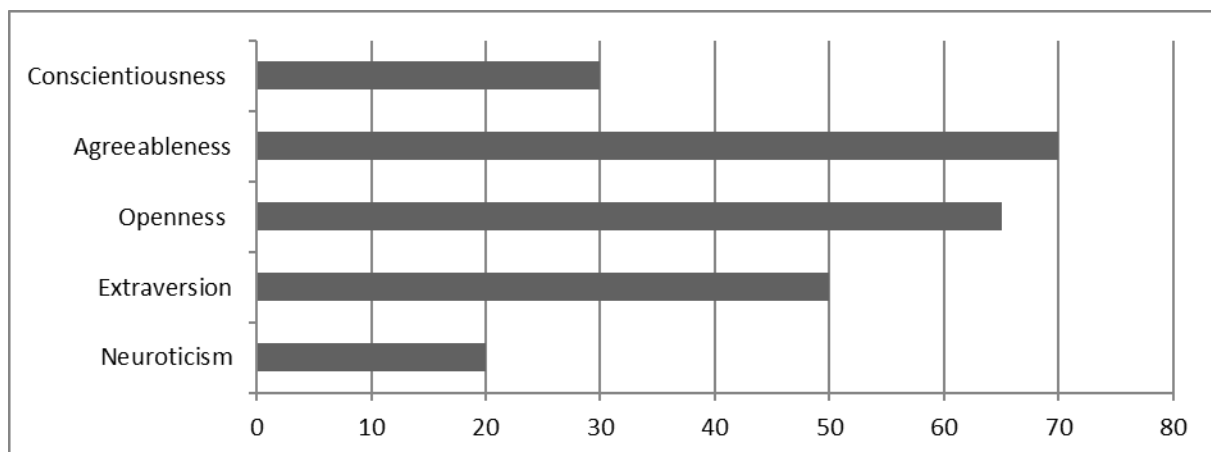
Program intent

Self-knowledge, is essential in figuring out what's optional and not optional to our individual well-being. There's power – and sometimes conflict – in knowing ourselves and letting that understanding help guide our life. The experience of self-discovery is undoubtedly a challenging mountain to climb. Most knowledge comes gradually without immediate impact. Self-realizations can shift the ground underneath us, but they can also open up whole new fields of vision in doing so. The sooner we know where we are, the clearer we see the path we are going and it is easier to navigate our success in life.

Personality –

It refers to an individual's characteristic patterns of thinking, feeling and behaving. The study of personality focuses on two broad areas: Various characteristics come together as a whole in influencing how an individual interacts with environment. One way of defining personality uses the following 5 components -

Component	Description	Status
Openness to experience	Active imagination, Aesthetic sensitivity, Attentiveness to inner feelings, preference for variety, Intellectual curiosity and tendency to challenge authority. It is related to identifying new and novel solutions to work related problems.	
Conscientiousness	Willingness to do a task well, and to take obligations to others seriously. It is highly correlated to work related task accomplishment.	
Extraversion	Extraverts enjoy human interaction or thrive on them. It is important when we have to work with people, in teams and in highly visible roles.	
Agreeableness	It includes kindness, warmth, sympathy, cooperation & consideration. Reasonable amount of agreeableness is required for a healthy workplace environment and cooperative working.	
Neuroticism	Tendency to experience negative emotions of anxiety, worry, fear or anger. Higher levels are related to personal dissatisfaction & ineffectiveness as well as unhealthy work relations.	



Focus Areas

Conscientiousness - Inferences, Development recommendations

- (a) it includes willingness to do a task well, and to take obligations to others seriously.
- (b) Conscientiousness predicts many significant and positive outcomes in life (e.g., better health, relationships, job performance, and school outcomes). It is relatively low among adolescents and increases between 18 - 30 years. Individual differences in conscientiousness are preserved. It is moderately correlated to satisfaction with life

People high on this

1. These people display self-efficacy - belief in their ability to take up assignments. They are confident, well-prepared. They take pride in common sense and prudence
2. They are well-organized and methodical, exacting. They are very attentive to and concerned about accuracy & details.
3. They are upright and honest, respecting & following rules. They can also be moralistic.
4. They are ambitious, striving for excellence. They have high standards of performance and may seem to be workaholic.
5. They are persistent and productive. They do not procrastinate. They tend to push themselves toward higher limits.
6. These people are generally cautious and thoughtful. They make careful plans. Due to this, they may lack spontaneity

Development recommendations

1. Reframe - to perceive your assignments more important, enjoyable & value aligned
2. Get more connected to your colleagues & workplace - you become more detail-oriented by boosting your sense of belonging and obligation to your work community.
3. Get the tools - Set goals & priorities, train for focus, get organized, create a routine, work on your willpower
4. Get coached & mentored by a trusted coworker/ experienced colleague
5. Therapy –
 - CBT (present-focused and time-limited approaches that focus on teaching skills needed to solve problems.),
 - Goal related metacognitive techniques - Mental contrast, Implementation intentions, Episodic future thinking
 - Cognitive remediation therapy - enhance an individual's cognitive processes and functions, such as attention, working memory, and social cognition.

Extraversion - Inferences, Development recommendations

- B. Extraverts receive gratification from outside world. Extraversion helps in creating social interactions they may increase chances of positive affect.

People high on this

1. These people are friendly and talkative. They are eager to interact on a personal level to many people. They display energetic behaviour.
2. They are sociable and like to be around people. They generally find it difficult to work alone.
3. They are forceful and assertive. They assume positions of leadership and like to be in charge of the situation.
4. They are energetic and lively. They display high activity level. Low paced work may seem unappealing to them.
5. They seek excitement. They are adventurous and daring. Sometimes they take unnecessary risks for thrills.
6. They are generally cheerful and high-spirited. They have a buoyant mood. They can laugh readily.

Development recommendations

It is important to display a healthy mix of extraversion as well as introversion, as appropriate to situation, while being authentic.

- a) Work on your self-esteem - perception of your inherent worth.
- b) Understand the difference between introversion (a preference) and shyness (anxiety of social situations)
- c) Realize that social interactions are a means of building more meaningful connections, although you shall have to handle your own discomfort & social fatigue initially.
- d) Set-up practical goals for adapting to social situations - Gradually increase your social exposure, at a pace that you can manage and slowly improve. Consider casual discussions - not as meaningless - but as an important means to build rapport & know others. Try to figure out what people are interested in and allowing them to discuss the same. Take break from the social situation when it has started creating fatigue. Participate by being an expert listener.

Neuroticism - Inferences, Development recommendations

and loneliness

- b) Neuroticism predicts above average likelihood to be moody. It also predicts experiencing unhelpful feelings of anxiety, worry, fear, anger, frustration, envy, jealousy, guilt, depressed mood, and loneliness. This is expected to impact their life satisfaction. This is also expected to adversely impact workplace relations as well as performance. .

People low on this

1. People low on this are generally relaxed and not over-sensitized in case of difficulties.
2. They do not take offence easily, display mild - temper and are easy going.
3. They do not feel discouraged or guilty often or excessively.
4. They display confidence while in in social groups and are not easily embarrassed. They don't take status differences too seriously.
5. They do not give in to impulsiveness, able to control their drives or temptations.
6. They tend to be self-reliant, cope well with crises and can deal well with stress.

People low on this

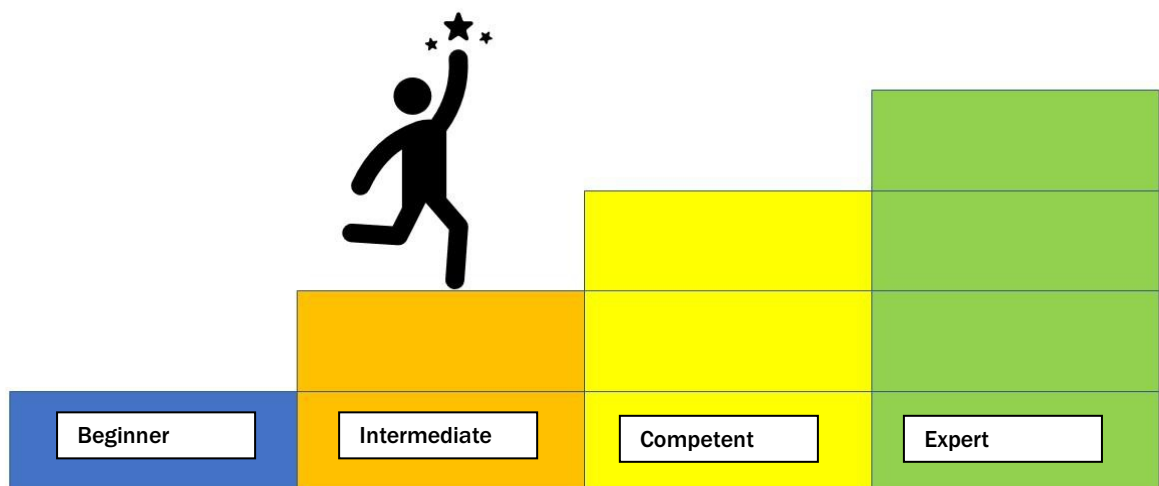
1. Respond poorly to stressors
2. Interpret minor difficulties as hopeless situations.
3. Trouble controlling urges & delaying gratifications
4. Tend to be self-conscious & shy
5. High neuroticism is correlated to clinical mental

Development recommendations

1. Develop a healthy self-esteem - Believe in your inherent worth. Truly accept & embrace yourself as you are, while being aware of improvement areas. By doing so, you might reduce some of your fears and insecurities that lead to unhelpful thoughts, feelings & behaviour.
2. Develop resilience - Work on your self-efficacy - belief in your ability to take up the challenges and responding to them.
3. Work on your emotional intelligence - Specifically self-awareness & self-management. Be aware of your emotions as they are triggered, embrace them as your own, without negative self-judgment and still slow down & take time to respond to them appropriately. While it may not completely eliminate the internal
4. turmoil, it shall safeguard you from destructive display of unhelpful emotions. –

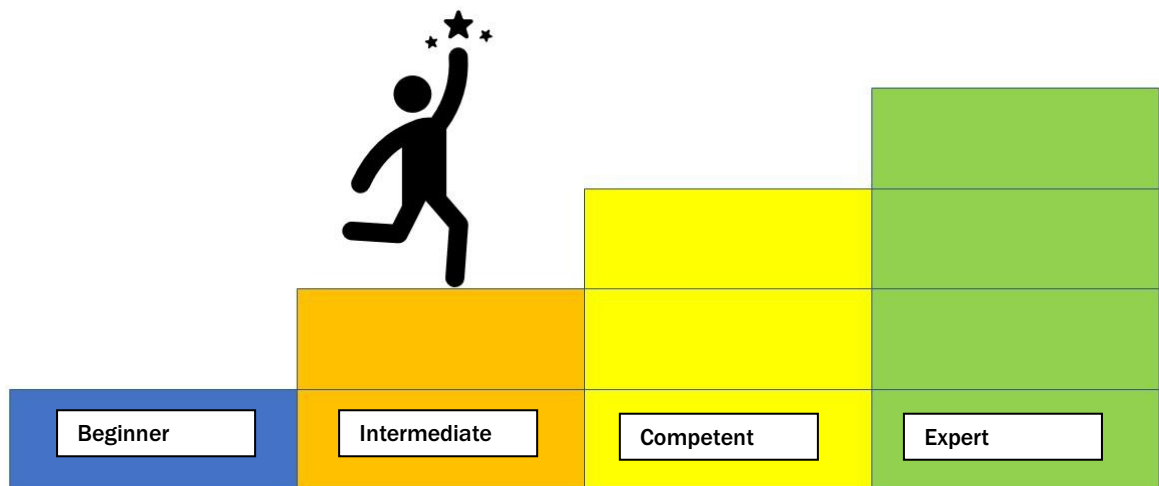
Your current Entrepreneurial Competence

Entrepreneurship as a competence is defined as the capacity to act upon opportunities and ideas to create value for others. The value created can be social, cultural, or financial. Our Model recognizes the opportunity to be entrepreneurial in any situation: from school curriculum to innovating in the workplace, from community initiatives to applied learning at university. In the framework, entrepreneurship competence is both an individual and collective capacity. Entrepreneurship is a competence for life. Being creative or thinking about how to do things in new ways is equally relevant to progressing your career or coming up with new business ideas. Taking the initiative, mobilizing others and getting them on board with your idea are useful skills when fundraising for your local sports team, or establishing a new social enterprise. Understanding how to put a plan into action and use finances wisely are relevant for your own life and for business planning in a small or medium-sized company.



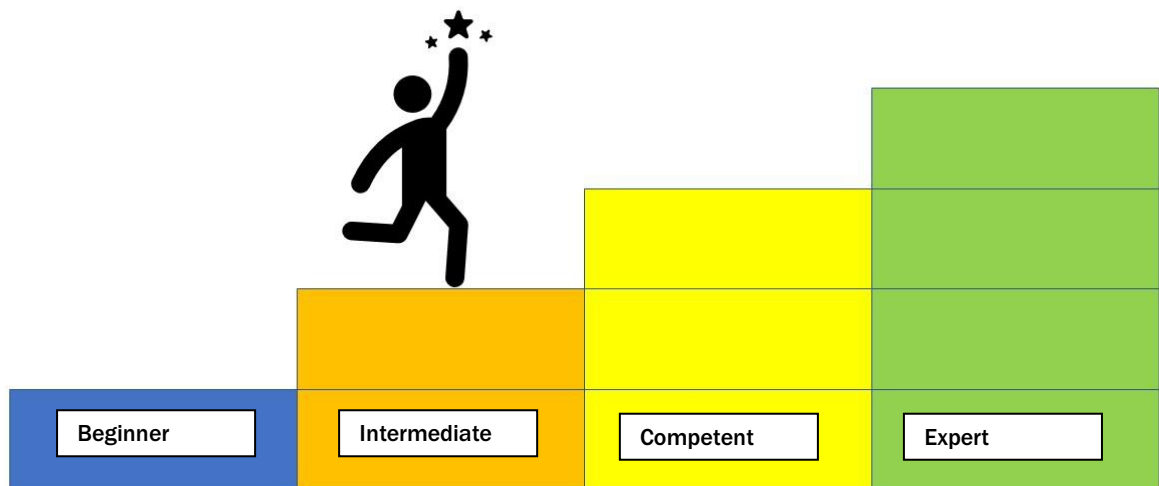
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Your Entrepreneurial Capacity Score -

Score Range	Level	Inference
0-140	Beginner	Limited entrepreneurial characteristics; It is recommended to put in more research and knowledge to start as an entrepreneur.
141-290	Intermediate	Some entrepreneurial characteristics; possible entrepreneur, but solid training needed
291-420	Competent	Good entrepreneurial characteristics: ready to become entrepreneur, some training might be needed
421- 640	Expert	Excellent understanding of entrepreneurial demands and shows solid characteristics; recommended to start as entrepreneur

Inference

Beginner

The defining characteristic at the beginner level is recognizing“ aspects” of a situation. You can see what’s different about one situation and move through the layers of abstraction and use that information to apply different options and guidelines to solve the problem. You don’t have a full “big picture” view of the skill yet, but you’re starting to develop more context and are not completely lost when something goes wrong. Instead of blaming the when you hit an error, you know to look for another Solution.

- You have some basic knowledge of key aspects of the practice.
- Straightforward tasks are likely to be done to an acceptable standard.
- You are able to achieve some steps using own judgment, but needs supervision for the overall task.
- You appreciate complex situations, but are only able to achieve partial resolution.
- You see actions as a series of steps

Intermediate

As you progress to Intermediate stage, you add more and more knowledge and maxims to your experience with the skill that help you perform better and better. Eventually, you hit the point where it's completely overwhelming and you learn to develop rules about what action to apply when. The development of these rules is the key characteristic of the Intermediate. You have a better sense of what is relevant and what is not, and you can draw on a wide collection of experience based on those situational rules.

- You have good working and background knowledge of area of practice.
- Results can be achieved for open tasks, though may lack refinement.
- You are able to achieve most tasks using own judgement
- Find it easy to cope with complex situations through deliberate analysis and planning.
- Able to see actions at least partly in terms of longer-term goals

Competent

The defining characteristic of the Competent is an intuitive sense of what the goal should be given the situation. While the Intermediate has to create or find rules for what to do in a situation, the Advanced has an intuitive sense of what the goal should be, but not necessarily exactly how to do it. Your positive and negative responses to decisions will reinforce the correct ones and discourage the incorrect ones and you will develop an increasingly intuitive sense of what action and maxims to apply to the situation.

- You display a depth of understanding of discipline and area of practice
- Have fully acceptable standard achieved routinely, results are also achieved for open tasks.
- Able to take full responsibility for own work (and that of others where applicable).
- Deals with complex situations holistically, confident decision-making
- Sees the overall picture and how individual actions fit within it.

Expert

As an Expert you operate entirely by intuition. You have clear knowledge what your goal should be, what to do about it, and what should happen as a result. You are emotionally involved and invested in the whole process, and since running on intuition.

- You display an authoritative knowledge of discipline and deep tacit understanding across area of practice.
- For you excellence in work is achieved with relative ease.
- You are able to take responsibility for going beyond existing standards and creating own interpretations.
- You have a holistic grasp of complex situations and are able to move between intuitive and analytical approaches with ease.
- You see overall picture and alternative approaches, and have vision of what may be possible.

Ideas and Opportunities –

Ideas are solutions to problems and are important providing creative spark for your business. Opportunities, on the other hand, are something (ideas, circumstances, situation) that can lead to a desirable and viable business. They may or may not originate from an idea. Opportunities have value. Ideas are the inspiration consisting of hard work and brainstorming. This need focus and facts. Successful entrepreneurs are good at figuring out which ideas can be opportunities.

- **Strategic Fit.** To have an opportunity, you need to have something which the market wants. Or the market needs to want what you have.
- **Business Plan.** You need to have a business plan to convert an idea to an opportunity.
- **Team.** To deliver on an opportunity a team is needed.
- **Leadership.** Guide your team effectively.
- **Resources.** Resources are needed to turn your idea into an opportunity.

Dimension		Description		Status
Dimension	Description	Sub Dimension	Your status	
Spotting Opportunity	Use your imagination and abilities to identify opportunities for creating value	Identify, create and seize opportunities		
		Uncover needs		
Creativity	Develop creative and purposeful ideas	Be curious and open		
		Develop Ideas		
Vision	Work towards your vision of the future	Imagine		
		Think strategically		
Valuing ideas	Make the most of ideas and opportunities	Recognise the value of ideas		
		Share and protect ideas		
Ethical & sustainable thinking	Assess the consequences and impact of ideas, opportunities and actions	Think sustainably		
		Be accountable		

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Focus Areas

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Resources –

In the context of business, a resource is any factor that's necessary to accomplish a goal or carry out an activity. In short, they are the components that a business needs in order to do business. Resources often include employees, working space, equipment, or capital. Understanding precisely what your business uses is critical in order to ensure that you are making the most of the resources available, and not missing any holes in your business model.

A business's resources can be broken down into several different kinds. Some of the most commonly used include:

- Labor
- Management
- Expertise
- Equipment
- Finances

Dimension	Description		Status
Dimension	Description	Sub Dimension	Your status
Leadership			
Self-awareness and self-efficacy	Believe in yourself and keep developing	Identify your strengths and weaknesses	
		Shape your future	
Motivation and perseverance	Stay focused and don't give up	Stay driven	
		Be determined	
Mobilising resources	Gather and manage the resources you need	Manage resources (material and non-material)	
		Get support	
Financial and economic literacy	Develop financial and economic know-how	Budget	
		Understand economic and financial concepts	
Mobilising others	Inspire, enthuse and get others on board	Inspire and get inspired	
		Persuade	

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Focus Areas

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Action Orientation –

Action orientation is a skill not held by all. It means willing to take practical action to deal with a problem or situation. There are times when words are not sufficient enough to complete a work in hand. Words build planning. Planning on doing something, taking big steps to complete the task takes a lot of time. In some cases, you may not have enough time to make plans. At those times, you should keep aside your planning, and start acting out. People who are more action oriented enjoy working hard. They are not fearful of acting with a minimum of planning. They are likely to seize more opportunities than others. They get things done, be it on their own or through others. While there are some people who are more action oriented, there are others who are extremely action oriented. Strengthening your action orientation ability and making good business decisions is important, but making sure that those decisions are implemented is also essential to success.

Dimension	Description	Status
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Dimension	Description	Sub Dimension	Your Status
Taking the initiative	Act and work independently to achieve goals, stick to intentions and carry out planned tasks	Take responsibility	
		Take action	
Planning and management	Prioritise, organise and follow up	Plan and organise	
		Develop sustainable business plans	
Coping with uncertainty, ambiguity and risk	Make decisions dealing with uncertainty, ambiguity and risk	Cope with uncertainty and ambiguity	
		Managing Risk	
Working with others	Team up, collaborate and network	Accept diversity (people's differences)	
		Work together	
Learning through experience	Reflect and learn from both success and failure	Reflect	
		Learn to Learn	

Graph

Focus Areas

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Growth Recommendation

Dimension	Current Level	Action Plan
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