

Individual Report



Vaibhav Tank

Assessment Date: **August 25, 2020**

Company:

Introduction

What is the Individual Report?

The outcomes in this Individual Report are taken from the results of the Job Fit Questionnaire that Vaibhav Tank completed. This report is written specifically about Vaibhav – not in relation to how Vaibhav fits with a specific job role, but simply who Vaibhav is as an individual and the unique traits, attitudes and tendencies Vaibhav would bring to **any** job.

Research shows that the people who are more successful in their career are often those who are self-aware and understand their own strengths and interests, as well as their non-strengths and the things that are of less interest to them. They use that information in a deliberate, proactive way to help steer their career towards roles that align well and build on their strengths and interests.

The insights contained in this report can be relied upon to help both the individual and a prospective employer align the individual and the role at a deeper, more fulfilling and productive manner.

How Can I Use It?

Beyond simply reading the attached report, there is a really good way to put this information to work. We suggest that Vaibhav sit down with a copy of this with two different color pens or highlighters. Ask Vaibhav to:

1. Read the report once, all the way through.
2. After taking a moment to digest the comments, start again at the beginning.
3. In one color, highlight the comments that describe attributes that Vaibhav sees as strengths in their current or most recent role, and then jot down specific examples to discuss.
4. In the other color, highlight statements that describe attributes that have been non-strengths, or that may even have caused problems on the job. Again, jot down specific examples. The highlighted comments will be useful discussion points in your next conversation.

If you are Vaibhav, the insights gained from this exercise may be helpful in giving you insights and examples you can build into your resume or cover letter, and that you can bring with you to help focus the conversation in an interview.

If you are an employer considering interviewing Vaibhav, asking them to walk you through the highlighted sections and their comments could be a really good place to start the interview.

What's Being Measured?

Core Behavioral Traits:

What Is This?

This section is all about **'who you are'** – how you typically behave, what lights you up, what shuts you down, and how you likely respond in different situations. To measure this, we have looked at up to 25 different traits and characteristics.

Signature Traits

These are the things about you that are usually more easily noticed by others, because you display these traits in a way that is different than most people would. In general terms, these are your 'superpowers' – the things about you that are most remarkable, that others are likely to notice first about you, and that they will remember longest. They are likely to have a strong influence on your relationships, as well as the kinds of jobs that are likely to feel like a 'natural fit', vs. those that are just always going to feel like work.

The traits are laid out in declining order, beginning with your most pronounced traits.

It is important to stress that neither side of the table is good or bad – having more or less of a given characteristic is simply what makes you 'you'.

Other Traits

These are the traits that you display like 'most people'. In many respects, they would be things about you that others would find less remarkable. They can absolutely still be strengths, but they would be less noticeable to most people. These are also the areas where you may find it easier to 'flex' to accommodate the needs of a particular situation.

Critical Thinking & Reasoning:

What Is This?

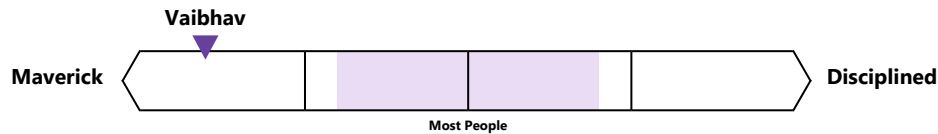
This section is best described as 'how you think'. You were presented with a series of math and word problems and asked to choose the answer you felt was correct. Based on your responses, it appears that:

- Because of your relatively strong ability to solve analytical problems, you are not overly dependent on technology or reference materials when analyzing data.
- Although you are generally comfortable working with verbal and numerical data, you sometimes require the assistance of others.
- Although you are usually good at solving problems on your own, you appreciate input from others on occasion.
- You are generally confident in your ability to solve analytical problems and make decisions, only occasionally struggling with really complicated data.

Core Behavioral Traits:

COMPLIANCE

The degree to which an individual is willing to follow policies, external controls and supervision, and to work within the rules.

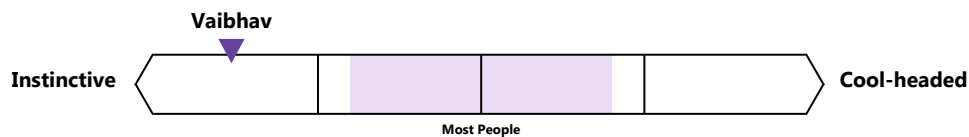


You display less of this trait than most people.

- You tend to challenge traditional ways of doing things.
- You often dislike following policies and procedures that you believe are inefficient or redundant.
- You are generally not very receptive of frequent supervision and direction from others.
- Although you may be more likely to question procedures and directives, you may also be more comfortable operating in the absence of those things.

STABILITY

Degree to which one reacts positively to negative or stressful situations.

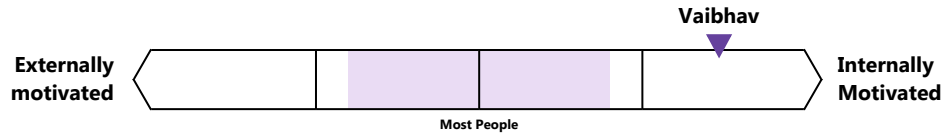


You display less of this trait than most people.

- In trying circumstances you tend to act on instinct rather than logic.
- You may find it hard to contain your emotions during stressful situations and may react excitedly.
- Your reactions in stressful situations may be misunderstood by others, and your true feelings on the issue may not be clear to them.
- When you are stressed, you may find it hard to make calculated decisions.

RESOLVE

Willingness to work for the intrinsic benefit of work and its ability to enhance character.

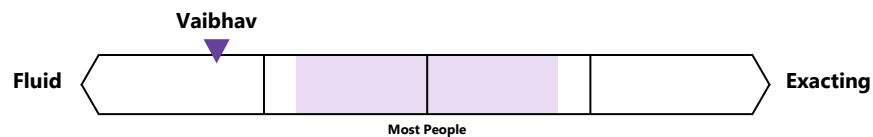


You display your Resolve differently than most people.

- You tend to be passionate about your work and get a lot of enjoyment and pleasure out of it.
- You are typically driven by the passion and need to be effective and successful in your work.
- Your personal success tends to drive you more than the rewards associated with a job.
- The work you do typically gives you a sense of personal accomplishment.

CONSCIENTIOUSNESS

Tendency to strive for perfection, sometimes at all costs.

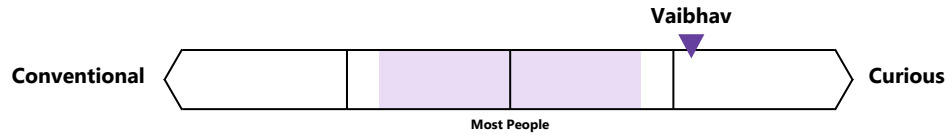


You display your Conscientiousness differently than most people.

- You are more spontaneous and less structured in your approach to work than most of your co-workers.
- You often prefer to go with the flow and tend not to plan your actions too far in advance.
- Your work style may seem unstructured and disorganized to others.
- You often jump into a task even without an established plan.

OPENNESS

Willingness to try new ways of doing things.

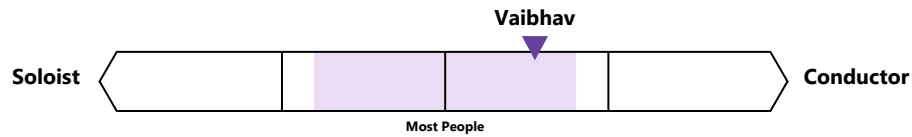
**You display more of this trait than most people.**

- You are uncomfortable following work practices that you feel are inefficient or outdated.
- You usually embrace the opportunity to try new ways of doing things.
- You are generally interested in experimenting with new ways to accomplish tasks.
- You usually appreciate work which gives you the opportunity to be innovative.

Your Other Traits & Attributes:

EXTRAVERSION

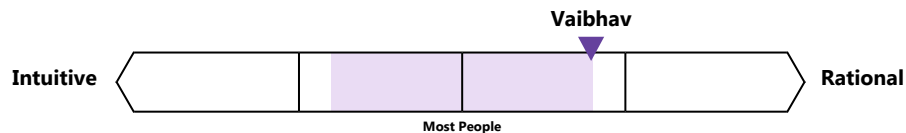
Degree to which one requires social interaction and authority.



- You enjoy interacting with others most of the time.
- Although you prefer to work in a group setting where you have the opportunity to interact with others, you are able to work alone with limited contact for short periods of time.
- When working in a group setting you usually prefer to take the lead.
- You generally look forward to events where you have the opportunity to interact with others.

ACUMEN

Tendency to use logic and objective information in decision-making process.



- You prefer to base your decisions on factual information rather than intuition.
- You are more comfortable when you are able to analyze all data and come to a calculated conclusion.
- You are generally not willing to make a decision based on intuition, needing to consider all the objective information.
- You are likely to show sound, objective judgment under pressure.