

TCS iON NQT - Psychometric

Name: **Vikash Kumar Nirala**

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About NQT Psychometric report

NQT Psychometric 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	66.67	<p>Most times you are able to observe the beauty in things and seek a slightly different approach while engaging with a task.</p> <p>Solving problems that are uncommon comes to you after you put much effort into the same.</p> <p>You sometimes look for instance to know about things that are new & engaging.</p> <p>You may deal with situations that have some relevance from your past experiences.</p>
Thoroughness	79.17	<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	83.33	<p>You engage actively with your surroundings to pursue satisfying rewards, mainly in a social gathering.</p> <p>You get thrilled going after rewards and attention from others. You sustain high enthusiasm in every activity and you do not mind involving with the same on a regular basis.</p> <p>Responding to people boldly when required is absolutely fine with you.</p> <p>Gathering various data points before drawing conclusions comes easy for you.</p>
Amiability	83.33	<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	55.56	<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	68.33	<p>At times you are motivated to handle higher risk task in achieving your goals.</p> <p>At times you are willing take initiative in leading a task without anyone's pressure.</p> <p>Sometimes you look forward to corrective feedback from others to optimize your performance.</p> <p>You are willing to solve few complex problems that give a sense of achievement.</p> <p>Sometimes you are fine to handle tasks that have a clear road map to meet results.</p>
Authority	35.00	<p>You may rarely feel a sense of motivation to be in the role of command and influence.</p> <p>Influencing people and taking control over the situation might not excite you.</p> <p>Having limited control over the situation & things helps you to carry out task at hand.</p> <p>You are not affected by how people perceive your hard work.</p> <p>You rarely try to be frank about your thoughts and opinions with people.</p>
Association	61.67	<p>Many times you feel motivated to work with people who are cordial & share a good connection with you.</p> <p>Being part of a group and having cooperative engagement with them keeps you happy.</p> <p>You sometimes like receiving appreciation from your team members for your contribution at work.</p> <p>At times you ensure to maintain fewer differences through your intentions to have a cordial relationship with people.</p> <p>You feel happy & get excited when someone known to you accomplishes something.</p>