

Zulkefal

+92-332-8947817 | zulkefal.khan705@gmail.com

Attock - Pakistan

Thank you for completing The Talent Games Cognitive Assessment Campaign.

We hope that you enjoyed the experience. Our main purpose with this campaign was to evaluate and understand further through your feedback, how candidate friendly our cognitive assessments really are. We are committed to providing the best user experience which makes this campaign and the findings that come with it very important.

Please consider this document as a formal report card that reflects your achievements throughout the assessment based game. The feedback mentioned below based on your results has been carefully

designed for you, with the intention to give you more understanding of your skills and how you can further develop them.

Drive For Results

Top Strength

is an individual's ability to be optimistic, tenacious and persistent in completing tasks and owning up to responsibilities even in the face of difficulties.

What does your result mean?

With a go getter attitude, you can deliver results and meet expectations at any given situation. Your decisions are wisely taken and turns out to be valuable and healthy for organization's success when judged overtime. You have the ability to develop compelling strategic plans to meet the target for yourself and for your team members along with a mechanism to monitor progress and process.

Want to grow? Observe yourself from a customer's perspective.

Regardless of how successful you have been in your organization in the past, without deliberate and genuine observation what you do from an outside perspective can result in tunnel vision and impede changes to come. Its always a good practice to objectively view yourself in your position and see where we can take the responsibility for improvement.

Want to excel? Get feedback from authority.

Be open to communicating that you are open to constructive criticism and are willing to work on yourself. At the same time, learn from poor authority figures. Determine what makes them a bad example. This will help you overcome blindspots. It's important to assess how well you're meeting the standards you've set.



Collaboration

Strength

is an individual's ability to build strong relationships with stakeholders across an organization.

What does your result mean?

You work well and enjoy being in a team rather than doing projects on your own. You prefer to take full account of other people's views and go to considerable lengths to include your seniors and other stakeholders in the final decision to find the best way to get things done.

Judge yourself too harshly? Detach.

We might experience completely letting our guards down because of our fear of making mistakes. Detach yourself from judgment-clouding noise by focusing on your strengths and previous successes. Step back from making comparisons with other people which might cause you to question your own abilities.

Want to impress? Anticipate.

Leaders are not occupied with day to day activities but rather performance and results as their time is limited. Anticipate the kind of conversations they might have with you, look at things from a broader perspective what they could ask.



Innovation

Strength

is an individual's ability to move away from the traditional and conservative mind-set when necessary and work towards something that is either completely new or different from what has been done before.

What does your result mean?

You might be an individual who can challenge some of the old methods of working. Having new ideas that you can bring to the table. Even have the capacity to explain your idea and bring everyone together. However, there would be still times you would prefer to do things the traditional way rather than exploring new innovative methods.

Want better ideas? Play.

Psychologist Barbara Fredrickson, author of Positivity, shows that play, boosts positive mood, makes us feel both happier and more inventive. So spend some time playing with your friends, join the kids for a game of cricket or soccer.

Want breakthrough ideas? Think big

Innovation requires an ability and the courage to think bigger and beyond the current norms and truths in the market. It is a combination of analytical skills, entrepreneurial spirit and the ability to fantasize. This is why bringing diverse people together to brainstorm ideas can create new ways of thinking more easily than homogenous groups that are likely to reproduce versions of similar thinking over and over again.



Effective Communication

Development Area

is an individual's ability to exchange ideas, thoughts, knowledge and information in such a way that the purpose or intention is fulfilled in the best possible manner.

What does your result mean?

In a group setting or one to one conversations, if others hesitate you try to cut them off and complete what they are trying to say which creates a negative perception of yours and people start thinking that you are arrogant. You appear to be ignorant and try to construct your response rather listens to others opinions.

Want to be effective? Start and end with key points.

There is a a tendency to recall first messages called the primacy effect; and to recall the last called the recency effect. To ensure that the audience understands the key takeaways focus on the key points at the start and finish.

Want the message to be well-received? Get to know your audience.

Its important to know who you are delivering the message to. Each receiver is different, and will have different preferences and cultural norms that need to be taken into consideration when communicating. A good way to identify who are the people who are considered good communicators.



Character

Top Strength

is an individual's ability to remain true to their principles, integrity, morals and ethical code of conduct. It also highlights to what degree they will do the right thing during a tough decision.

What does your result mean?

You are someone who has clear established morals and values, and you strictly adhere to them, which is why people around you will trust you to stand by what is good and disregard what is wrong. You are also comfortable in accepting your own mistakes instead of blaming others or your surroundings.

Want to empower others? Engage.

At every stage its good to reinforce how much integrity plays a role by making employees aware of risk, and the responsibility they have in minimising this risk. This can be in the form of constantly holding dialogues and highlighting company policies.

Want to influence others? Model positive behaviour

You can always be a positive role model by maintaining a professional attitude and behaviours to stop the negativity. This will build your credibility and discourage anyone engaging in wrongful acts.



Divided Attention

Strength

is a cognitive function which drives the ability of an individual to choose and concentrate on specific areas while also managing a wide array of tasks/processes and/or activities.

What does your result mean?

You feel confident about your ability to easily search out information from multiple sources simultaneously. You might find multitasking like a great way to get a lot done at once.

Play video games

Play video games like Sushi Go Round that involves having to do numerous tasks like learning, recalling and making decision simultaneously.

Use all your senses

We often respond to how our senses automatically deliver information. However, by consciously using all our senses to take in information expands our brain's capacity to focus on different experiences.



Inhibitory Control

Strength

is a cognitive ability to control impulsive and auto/reflex responses, and also to create well-reasoned and attentive responses by using active attention and reasoning.

What does your result mean?

You are able to delay short-term gains if you find something worth pursuing in the future even though it might be uncomfortable. You may focus on your goals despite all the distractions.

Exercise

Complex exercises are good for your brain. Sports like karate, taekwondo, jiu-jitsu, and judo focus on self-control and bringing together your mind and body.

Practice mindfulness

Slowing things down and deliberately paying attention to each aspect of our sensory experience can help us exert more self control.



Sustained Attention

Development Area

is the ability to be able to focus on an action/activity for long periods of time. It enables individuals to concentrate on a task or set of tasks and take them to completion without losing focus even when there are other distractions present.

What does your result mean?

You prefer fast paced activities over repetitive ones. These might make you feel overwhelmed or lose interest very quickly which may result in more mistakes.

Participate

Actively participate in different discussions and meetings. Listening to others and vocalizing your thoughts will require you to focus on what is being said.

Meditate

Meditation is one of the best ways to improve your focus, as it helps you consciously bring your attention back.



Basic Arithmetic

Development Area

These challenge your skills and knowledge of the most basic mathematics.

What does your result mean?

You may face challenges in accurately comprehending and comparing mathematical equations, in the context of the work environment. You may face difficulties in recognizing numerical relationships and making precise value judgments.

Time-Based Drills

Set a timer and engage in time-based drills where you solve a series of equation comparison problems within a limited timeframe. Start with a moderate duration and gradually reduce the time as you improve. Time-based drills simulate the pressure of real-time decision-making, helping you build speed and accuracy in equation evaluation.

Identify Number Patterns

Practice recognizing common patterns like multiples, factors, and sequences of odd or even numbers. Create your own pattern-based arithmetic puzzles or explore existing resources. This will enhance your capacity to evaluate equations and make informed decisions about their values.



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