

Thank you for taking the test. We hope it meets the purpose.
Your report is presented in multiple sections as given below:

Menu

Indicators

Indicators specific to the test

Personalized analysis of the report

Personality traits distinct to the candidate's profile

The Graph

Your results on major dimensions

The Detailed Table (Profile Chart)

Tabular presentation of your results on the principal factors/opposing factors axis

The Comments

Interpretation of your score on each factor with personalised comments

General Profile

Where you stand with respect to standard behavioral dimensions

Indicators

Motivational distortion

0.0 0  10

The score indicates the respondent's tendency to give responses in a manner that is perceived to be desirable. To present unrealistically good image of self. A score higher than 7.0 on this factor indicates that the results should be interpreted with caution as there is a high probability of faking (conscious or unconscious) on the part of the respondent.

Personalized analysis of the report

Given below is brief description of distinct behavioral characteristics of Kurt :

Precaution to interpret the results in this section:

- Some descriptions may seem contradictory, this is because the personality itself is such.
- These characteristics are identified using computerized algorithm which may not capture them all.
- It is recommended to consult 'comments' section of the report to get detailed description of Kurt overall personality.

Strong points and areas to develop

No dominant trait could be detached there from your profile.

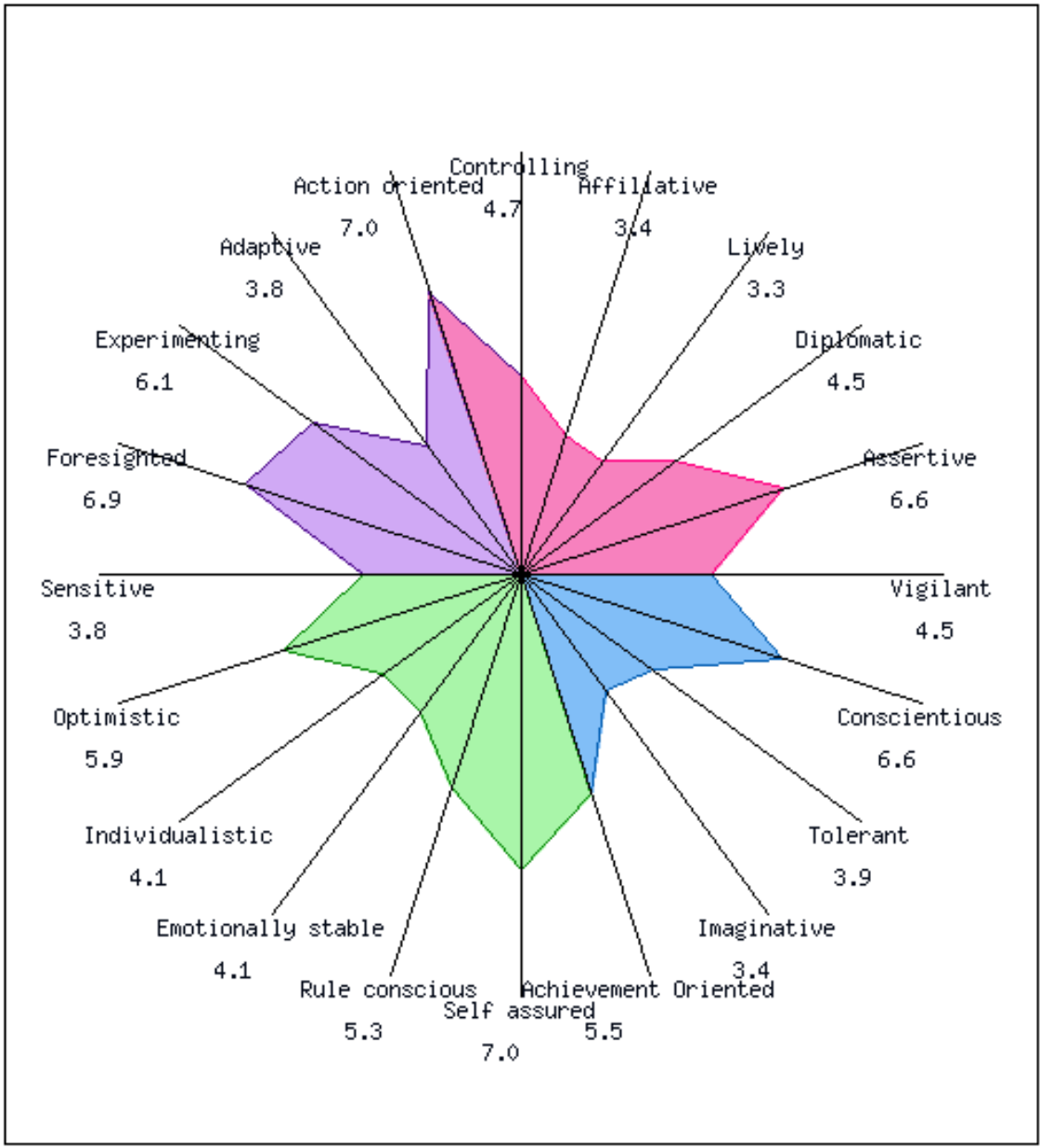
Main profile of Mr. Sample :

++++ Communication

- Ø This competency concerns the ability to communicate clearly and succinctly. Clear communication means adapting the style and content to meet the demands of the situation and audience. To communicate clearly and effectively will usually mean using well-structured, logical arguments and avoiding unnecessarily technical or complex language. It also involves checking the audience has understood the message. Beyond merely presenting clearly, this competency is also concerned with ensuring strong two-way communication.

The Graph

Your principal results (score out of 10)



Legend

- People Management
- Task Management
- Self Management
- Change Management

The Detailed Table (Profile Chart)

OPPOSING FACTOR	A	B	C	D	E	F	G	H	I	J	K	MAIN FACTOR
Indifferent Humble, modest, polite					X							Controlling Dominant, forceful, authoritative
Solitary Solitary, detached, formal				X								Affiliative Kind hearted, affectionate, warm
Reserved Restrained, unamusing, no-nonsense				X								Lively Enthusiastic, energetic, dynamic
Artless Candid, tactless, unthoughtful,					X							Diplomatic Polished, tactful, private
Submissive Compliant, passive, docile								X				Assertive Insistent, dogmatic, downright
Trusting Open, accepting, unaware					X							Vigilant Alert, investigative, inquisitive
Negligent Spontaneous, impetus, impromptu								X				Conscientious Meticulous, organized, thorough
Restless Anxious, impatient, reactionary				X								Tolerant Forbearing, patient, permissive
Practical Concrete, logical, realistic				X								Imaginative Conceptual, theoretical, idealistic
Easy Going Contented, relaxed, placid							X					Achievement Oriented Ambitious, driven, competitive
Self doubting Apprehensive, insecure, hesitant									X			Self assured Resilient, expedient, fearless
Casual Casual, unscrupulous, disregardful							X					Rule conscious Dutiful, principled, confirming
Impulsive Emotive, perturbed, changeable					X							Emotionally stable Mature, imperturbable, unruffled
Group oriented Joiner, group-reliant, follower					X							Individualistic Independent, resourceful, self reliant
Pessimistic Bleak, downhearted, negative							X					Optimistic Hopeful, expectant, positive
Objective Callous, rational, tough minded				X								Sensitive Tender minded, sentimental, aesthetic
Focused on Present Factual, hindsighted, instant								X				Foresighted Intuitive, forethoughtful, visionary
Conventional Traditional, customary, prescriptive								X				Experimenting Adventurous, explorative, creative
Non adaptive Inflexible, rigid, consistent				X								Adaptive Flexible, responsive, open
Idea oriented Speculative, ideational, pedantic									X			Action oriented Industrious, active, dynamic
OPPOSING FACTOR	A	B	C	D	E	F	G	H	I	J	K	MAIN FACTOR

The Comments

Indifferent

Controlling

At some times Mr. Sample takes charge of situations while at other times he would prefer to be indifferent. His choice of shouldering responsibility and taking charge are likely to be dependent upon situational factors. Mr. Sample may be an initiator or an observer depending upon the situation. He may not prefer exercising control on others but if he has to exercise control it will be supportive and not coercive.

Solitary

Affiliative

Mr. Sample is more likely to behave in a cool and distant manner than most of the people. He may not feel very comfortable developing a nurturing relationship. He feels less warmth and extends less care to others. Mr. Sample has a strong capacity to be objective, even in emotional situations. It's difficult for him to just get carried away as he is less concerned about how others would feel about his decisions. He may sometimes get categorical and uncompromising, and even inflexible in his approach towards people.

Reserved

Lively

Mr. Sample tend to be slow- paced and prudent with his thoughts. He does not show energy and enthusiasm to others; tends to approach tasks in a deliberate manner, giving careful attention to different aspects of a situation before making decisions or taking actions. Mr. Sample has the better capacity than most of people to concentrate on tasks that demands care and caution. Due to his deliberateness disposition, he may not be able to express himself properly in words. In social situations he is restrained and serious which may inhibit him from meeting new people and increasing contacts.

Artless

Diplomatic

Mr. Sample is genuine and forthright and believes in mutual trust while interacting with others. However, he is equally good at modifying his behavior based on the situation and can be manipulative if need be. Though he is spontaneous and natural but at times he prefers to be emotionally detached in relationships. Mr. Sample , generally, is well meaning at the same time he is capable of acting smart if the situation demands.

Submissive

Assertive

Mr. Sample has a high level of assertiveness. He is frank, expressive and confident about expressing his opinions and defending his rights. He resists external pressure and stays firm on his opinion. He has no problem in refusing undue requests or unsolicited offers from others, although sometimes doing this in an unpleasant experience for him. He is, most of the time ready to go ahead with his chosen path even if majority is not with him.

Mr. Sample's profile

Trusting

Vigilant

Mr. Sample is generally trusting and accepting to others, but circumstances may make him suspecting where matters do not confirm his basic values or beliefs. He is most of the times ready to adapt himself to the situation without too much of thinking. Mr. Sample tends to be balanced and can maintain good relationships with people without unnecessary fear of rejection or being fooled.

Negligent

Conscientious

Mr. Sample has a high level of conscientiousness. He is most of the times highly organized and planful. He tends to be uncomfortable with disorganization and likely to work on details and keep things in order and good repair. He is self-disciplined and tends to be very clear about his goals and the next step that he has to take in order to progress. His belongings are most of the times in top shape. Mr. Sample is more likely to be regarded as hardworking, reliable and careful person among his peers. He is socially precise and wants to do things right. He follows self-image and has an exacting will power. He is inclined to be more socially aware and careful.

Restless

Tolerant

Mr. Sample adapts an alert or relaxed disposition depending upon the situation. He sets attainable goals and shows lack of interest in achieving more than the setting objectives. He maintains energy and drive to chase targets without the need of external pressure. Mr. Sample demonstrates a balance between being too much relaxed and being too much anxious.

Practical

Imaginative

Mr. Sample has a realistic bent of mind. He prefers to focus on current realities and results. He is more likely to adapt conventional attitude and be imaginative only in certain rare situations. Mr. Sample is likely to have a better than average ability in implementing plans and strategies.

Easy Going

Achievement Oriented

Mr. Sample sets moderately difficult goals and achieves required results through independent effort; demonstrates a high level of determination and persistence where goals are clear; does not hesitate to stretch himself in order to achieve results. Mr. Sample is prepared to say "no" and he questions expectations/goals when there is ambiguity.

Self doubting

Self assured

Mr. Sample has a high level of self assurance which indicates a tendency to think, feel and act in a manner that exhibits confidence in his own abilities. He is most of the time "sure" of his decisions and actions. He is open to others opinions and suggestions but only in matters of great concern. He initiates and carries out things with confidence and bold enough to face criticism from others.

Mr. Sample's profile

Casual

Rule conscious

Mr. Sample is a kind of person who places slightly more importance on righteousness than task achievement. He gives proper attention to effective attainment of goals yet she is more likely to opt to resource hungry but right way of doing things. However, his choice between righteousness and efficiency would largely be dependent on situational factors. Most of the times he is a rule governed person who could be inconsiderate about achieving quick results in improper way.

Impulsive

Emotionally stable

Mr. Sample displays moderate level of emotional stability. His response to situations is normally a mix of objective and emotional response. He may feel uncomfortable in situations that are emotionally demanding. Though he generally displays a kind of stability and consistency in his behavior, he may get upset by setbacks. In a supportive situation, he may come out as a well balanced person who care for others and is responsive to others feelings and emotions.

Group oriented

Individualistic

Mr. Sample `s score indicates a balance between need for togetherness and approval and need for individuality. His choice of being or working with groups or alone would depend upon situations and people involved in it. Mr. Sample may be comfortable working in most situations. However, situations that demand for high dependence or high level of independence may not be conducive to his performance.

Pessimistic

Optimistic

Mr. Sample can be rightly termed as a realist. He strikes a balance between optimistic and pessimistic dispositions. He does not have very positive or overly negative expectations in uncertain situations. He rather adapts a middle path and acts accordingly. This makes Mr. Sample effective in most of the situations that demand realistic appraisal.

Objective

Sensitive

Mr. Sample strikes a good balance between emotionality and practicality. He may opt for a logical fact based decision making or a humanistic harmony based decision making depending upon situation. But neither of the two decision making style are his core strength. Mr. Sample is good at keeping emotions under control or expressing them to people as per the situation but his appraisal of situation may not always be very realistic. He also has a tendency to procrastinate if the situation ambiguous or too complex.

Focused on Present

Foresighted

Mr. Sample is likely be good at anticipating and visualizing things. Due to this he may have developed an insight about outcome of an action or decision in future, and a certain level of competence in creating scenarios in future. Mr. Sample may be a good candidate for long term planning tasks. However, he may need to keep a tab on imagination and try to strike a balance between present and future.

Mr. Sample's profile

Conventional

Experimenting

Mr. Sample adapts a mix of conventional as well as innovative approach to change. He can be experimenting or conventional as per the demand of the situation. He is as experimenting or conventional as most people.

Non adaptive

Adaptive

Mr. Sample demonstrates a mixed reaction towards change at workplace. At some times he is quick to adapt to changes while at other times he is reluctant and may show resistance to change. His choice of action (to go with the change or against it) is most likely to depend upon situational factors. He seems to be very good at striking a balance between old and new ways of doing things. He is flexible when required and is as adaptive as most of the people. He may exhibit a tendency to go with the flow and be indecisive amid changing situations.

Idea oriented

Action oriented

Mr. Sample has a preference for action; more clear than most of the people. It may interest him more to act out things rather planning and conceptualizing. He is most likely to demonstrate an active and energetic approach towards everything. Mr. Sample is also likely to have developed certain competence in implementing plans, executing tasks and mobilizing things and people. A task or project involving a lot of physical activities is more likely to make him feel happy and satisfied. He may feel uncomfortable and less in control of the situation if he has to something that requires deep thinking over a particular task, plan or project. He may often need to take breaks while working on this kind of task. Just to maintain his energy level.

General Profile

Workplace Competencies

1	Communication	92%
2	Continuous Learning	79%
3	Influencing	69%
4	Coping with Pressure	68%
5	Business Acumen	68%
6	Decision Making	68%
7	Initiative	63%
8	Self confidence	63%
9	Entrepreneurial Risk taking	62%
10	Innovation	61%
11	Drive for Results	57%
12	Visioning	53%
13	Organizing and Prioritizing	51%
14	Technological Orientation	51%
15	Managing Others	50%
16	Analysis and Problem-Solving	48%
17	Customer Focus	48%
18	Teamwork	47%
19	Integrity and Work Ethics	42%
20	Dependability	41%
21	Flexibility	36%

1 Communication 92%

This competency concerns the ability to communicate clearly and succinctly. Clear communication means adapting the style and content to meet the demands of the situation and audience. To communicate clearly and effectively will usually mean using well-structured, logical arguments and avoiding unnecessarily technical or complex language. It also involves checking the audience has understood the message. Beyond merely presenting clearly, this competency is also concerned with ensuring strong two-way communication.

Mr. Sample's profile

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|----------|---|------------|
| 2 | Continuous Learning | 79% |
| | <p>This competency is concerned with continually seeking new knowledge and skills, as well as developing existing capabilities. It involves taking advantage of all opportunities for professional development, seeking feedback on both style and performance, learning from others and gaining valuable lessons from successes and mistakes.</p> | |
| 3 | Influencing | 69% |
| | <p>Influential communicators balance the need to shape outcomes in the short term with the requirement to maintain successful long-term relationships. This means understanding others, knowing what will motivate and inspire them to achieve common goals, and also what to give and what to hold back in negotiations. It also often requires the use of personal and professional contacts to influence people across teams or organizations.</p> | |
| 4 | Coping with Pressure | 68% |
| | <p>Coping with pressure requires a positive attitude in stressful situations or following failure. It relies on the ability to manage one's own emotions, a willingness to take on challenging tasks, and the energy to remain focused on those tasks when presented with obstacles.</p> | |
| 5 | Business Acumen | 68% |
| | <p>Those who are commercially aware consider the flow of money and resources through an organization, and the need to get maximum value at each stage. They seek to achieve commercial objectives, such as profitability, so that the business can be as competitive and successful as possible.</p> | |
| 6 | Decision Making | 68% |
| | <p>This competency is concerned with making clear, appropriate decisions. This may be necessary even with incomplete or ambiguous information, and under time pressure. An effective decision-making style requires the resilience to make unpopular decisions where necessary, and to take responsibility for the outcomes and impact of those decisions.</p> | |
| 7 | Initiative | 63% |
| | <p>People showing Initiative are constantly looking for things to do. They are self-confident and proactive and will generate activity for themselves rather than waiting for instruction. They are also prepared to take risks if they feel there is potential benefit in doing so.</p> | |
| 8 | Self confidence | 63% |
| | <p>This competency is concerned with having a strong belief in own capabilities, having a high sense of self worth and staying composed in face of difficulty. It requires self awareness and a high level of tolerance against unfavorable conditions. People with high self confidence make good leaders and smart workers. Self confidence is directly related to a number of performance criterion in a variety of jobs.</p> | |

Mr. Sample's profile

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| 9 | Entrepreneurial Risk taking | 62% |
| <p>This competency is concerned with having entrepreneurial mindset and take appropriate risk to start, develop and manage projects and business. It requires risk taking, perseverance, positive thinking and go-getter attitude. People equipped with this competency make better leader and demonstrate high capabilities in running business.</p> | | |
| 10 | Innovation | 61% |
| <p>Innovation is about turning creative ideas into original solutions. This competency is concerned with producing new or different approaches to current situations and enabling this creativity in others. An innovative approach involves both generating ideas and seeing them through to implementation.</p> | | |
| 11 | Drive for Results | 57% |
| <p>This competency requires a strong focus on setting and meeting high standards. People who drive for excellent results expect high standards from themselves and others. To be sure of this, they will take appropriate steps to monitor the quality of their own work and that of others.</p> | | |
| 12 | Visioning | 53% |
| <p>This competency is concerned with creating a clear view of the future of the business. People demonstrating Visioning consider the long-term goals of their organization and define all its aspects in holistic way. They also take into account the environment in which their business operates and anticipate future changes or challenges for the organization.</p> | | |
| 13 | Organizing and Prioritizing | 51% |
| <p>This competency requires people to establish and prioritize tasks and objectives in order to manage time and resources appropriately. Effective planners will set deadlines based on the time required for each task, and on how each part of their plan affects the others. They will also have backup plans in case the situation changes.</p> | | |
| 14 | Technological Orientation | 51% |
| <p>Those demonstrating Technological Orientation show comfort and aptitude using technology in order to reach goals more efficiently and to a higher standard of quality. It means showing openness to advancements in technology and being quick to understand them. People who are strong in this area will use technology appropriately, and will help others to appreciate and understand the benefits of using technology.</p> | | |
| 15 | Managing Others | 50% |
| <p>At all levels, effectively managing others means enabling them to perform. Essential to achieving this is setting a clear direction and delegating fairly and appropriately to give direct reports the means to achieve their goals. Those who manage others effectively will also look for opportunities to develop them by encouraging them to take on greater responsibility and make decisions for themselves.</p> | | |

Mr. Sample's profile

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| 16 | Analysis and Problem-Solving | 48% |
| <p>This competency is concerned with applying an analytical approach to solving problems and reaching logical conclusions. This means gathering information from a variety of sources and quickly gaining an understanding of it. It requires working effectively with complicated, conflicting or ambiguous information, and looking beyond the surface of issues to identify their underlying patterns and causes.</p> | | |
| 17 | Customer Focus | 48% |
| <p>People demonstrating Customer Focus are eager to develop strong, lasting relationships with their clients. They are driven by a desire to understand and satisfy their customers' needs, exceeding their expectations wherever possible. This competency may be concerned with clients inside or outside the organization; internal customers may be other departments or individuals from the same organization.</p> | | |
| 18 | Teamwork | 47% |
| <p>Teamwork means building supportive relationships within a team, based on trust and respect. It requires listening to each other, adapting to other people's different work styles and focusing on shared goals. It also means being willing to challenge others and to accept challenge as a way of getting the best results for the team.</p> | | |
| 19 | Integrity and Work Ethics | 42% |
| <p>People demonstrating integrity take an ethical approach to their work and relationships. They are discreet with confidential information, whether it is of a personal or professional nature, and treat others fairly. They will also take action when they believe others, or the organization itself, are acting unethically.</p> | | |
| 20 | Dependability | 41% |
| <p>People demonstrating Reliability are conscientious and focused on working for the good of their team and organization. They willingly follow processes and procedures, rarely miss work or appointments and always warn others in advance if it seems they might fail to meet their commitments.</p> | | |
| 21 | Flexibility | 36% |
| <p>This competency is concerned with responding well to change. It requires a positive attitude toward change and a readiness to adapt when presented with new information, new situations or shifting priorities.</p> | | |