



Competency Profiler Report

Assessment Code: **ryg6ps**

Date: **Jul09, 2015**

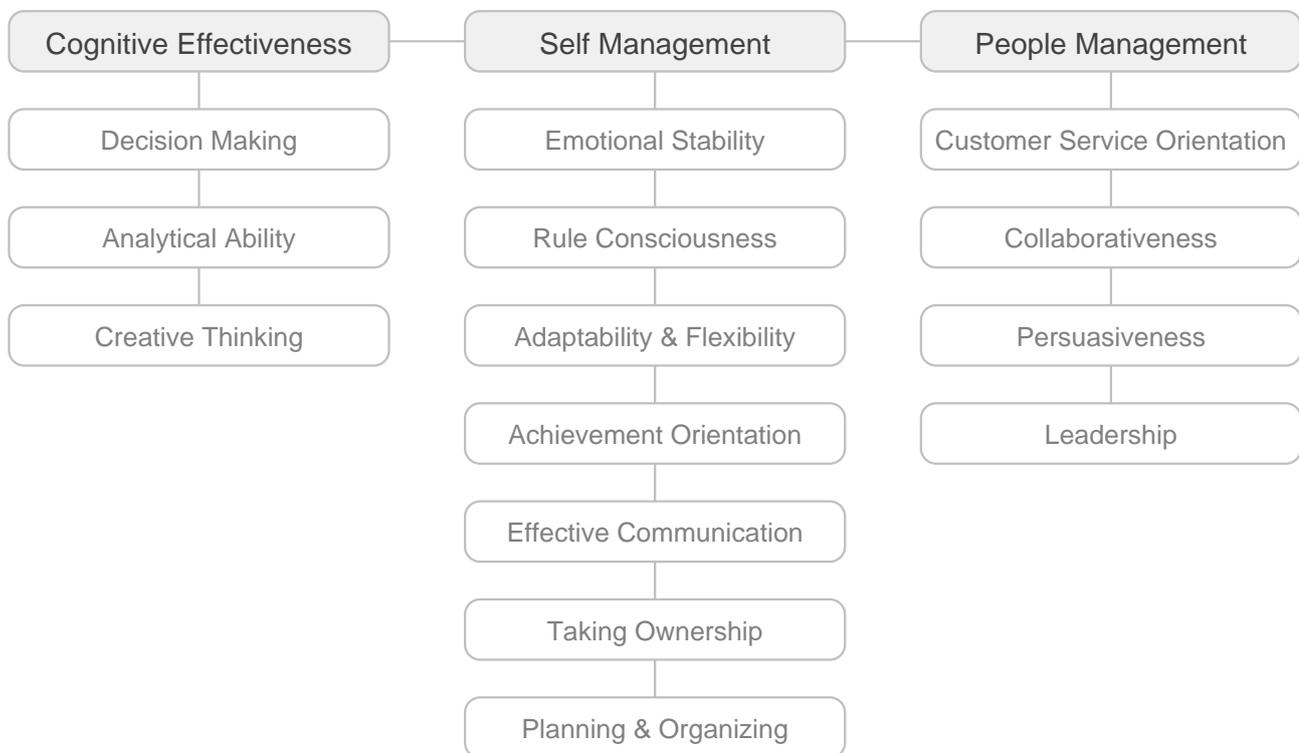
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Competency Profiler

Overview

Competency Profiler is a comprehensive personality assessment tool developed to assess competencies in professionals in various levels, disciplines and industries. The assessment report provides an insight to the kind of behavior candidate is likely to exhibit in a job role. The test accomplishes this objective by measuring key behavioral competencies needed to perform effectively in a job.

On the basis of extensive research and job analysis, the Competencies are divided into three broad clusters which are further divided into 14 competencies.

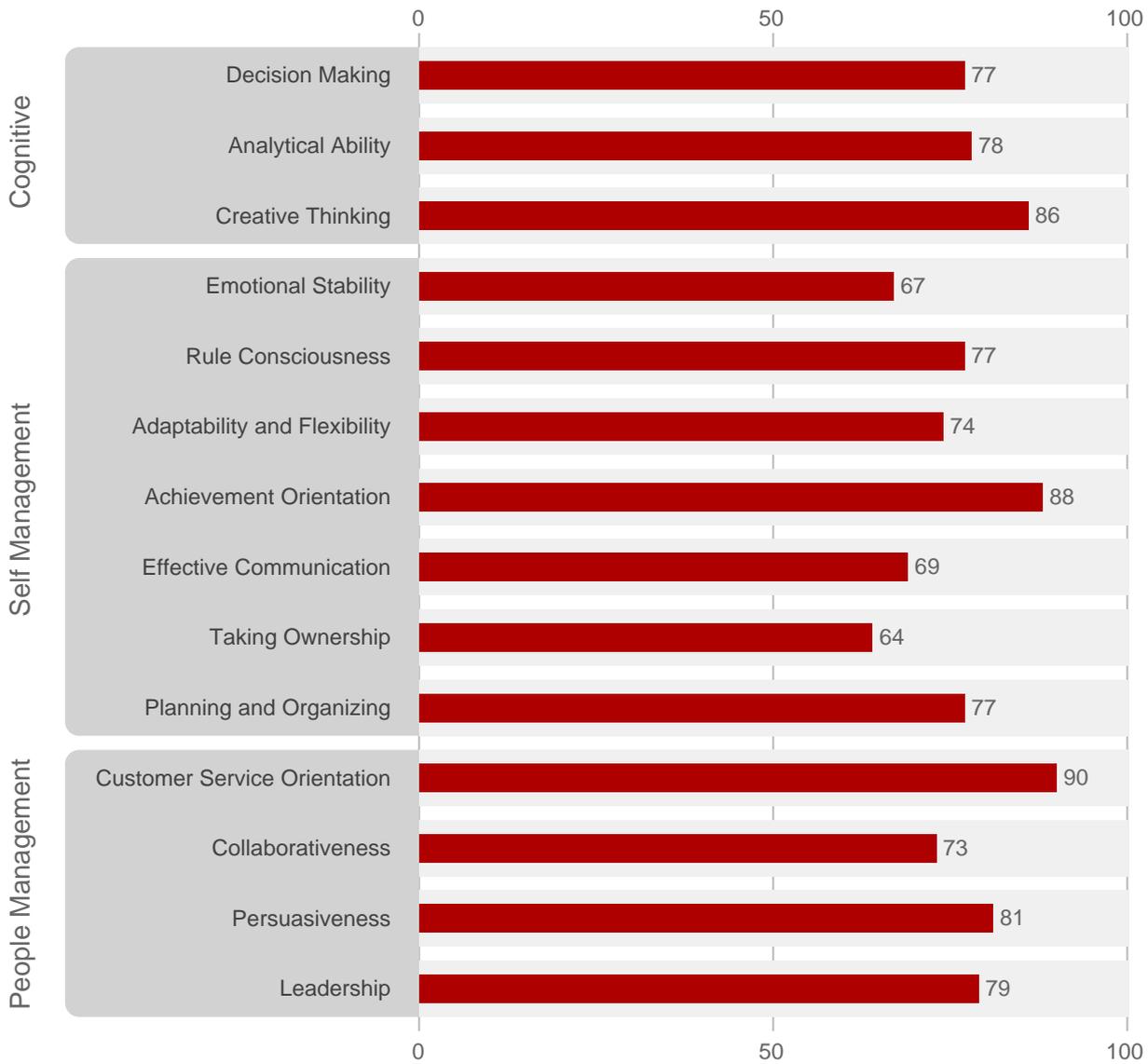


Application

This assessment tool can be used for purpose of personnel selection and development of professionals in non-managerial and managerial roles.

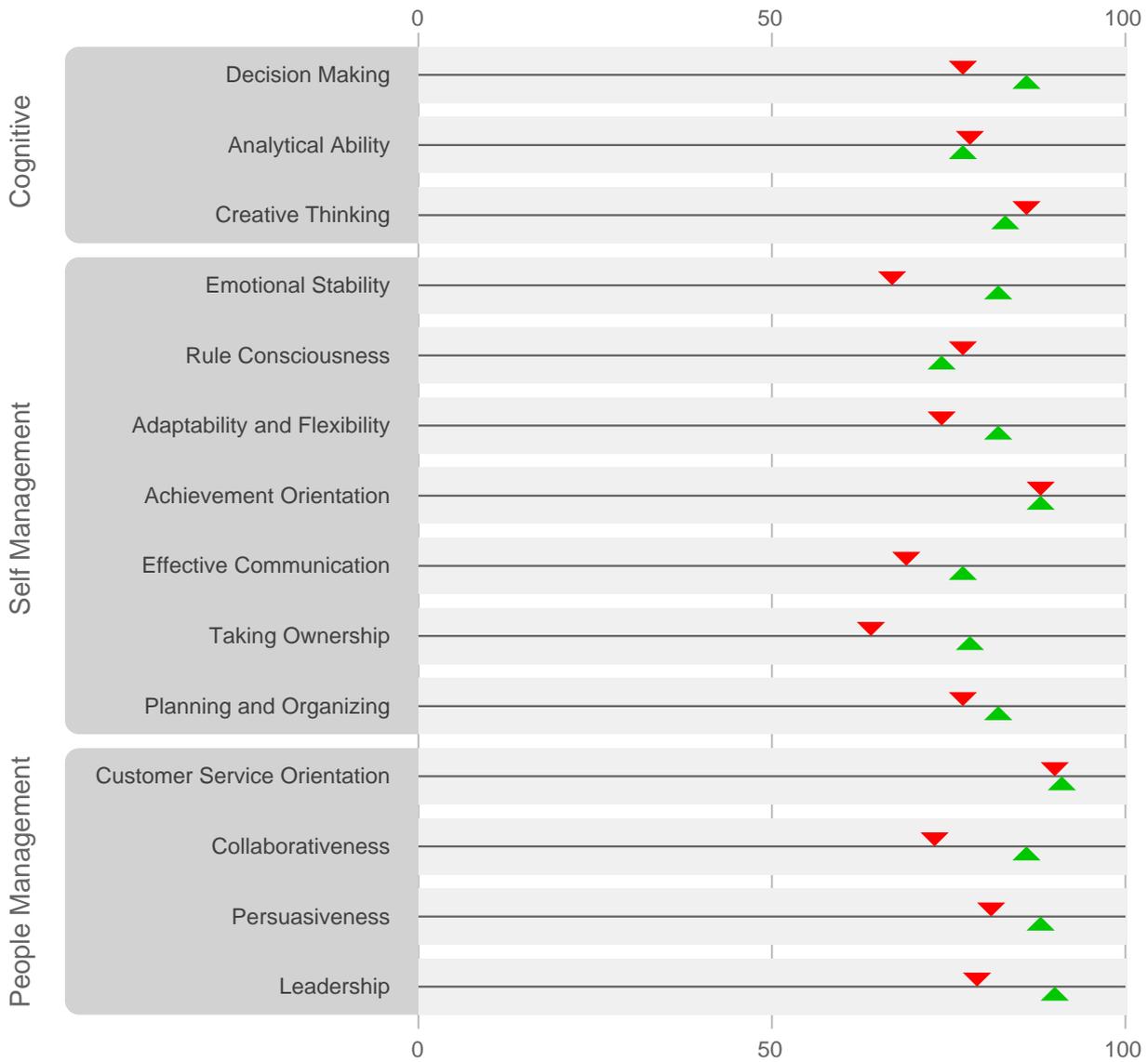
Username: **qyab8837**
Name: **Shruti Wagh**

Score Overview



Score and Benchmark Comparison Graph

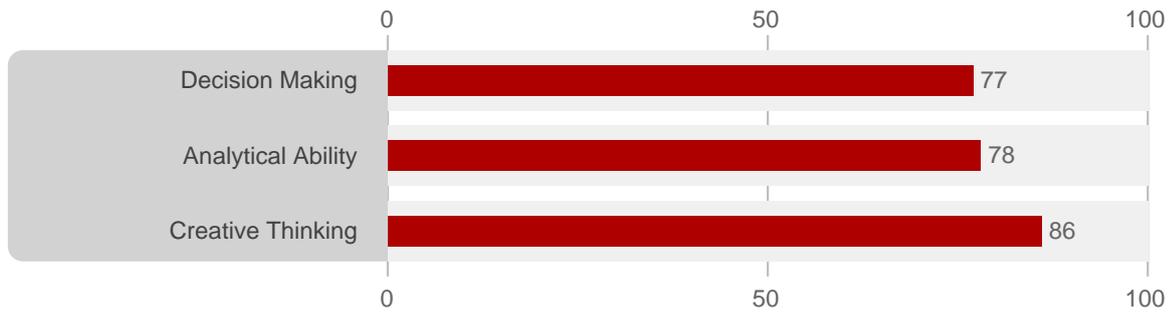
▼ Score ▲ Benchmark ⬇ Weak in Competency



Dimension-wise Interpretation

This section of report describes behavioral competence of the candidate on fourteen personality dimensions. Indicative behavioral characteristics for each competency are given in consideration of benchmarks along with a dimensional definition.

Cognitive Effectiveness



Decision Making

Definition

Decision making can be regarded as the outcome of mental processes (cognitive process) leading to the selection of a course of action among several alternatives. Every decision making process produces a final choice. The output can be an action or an opinion.



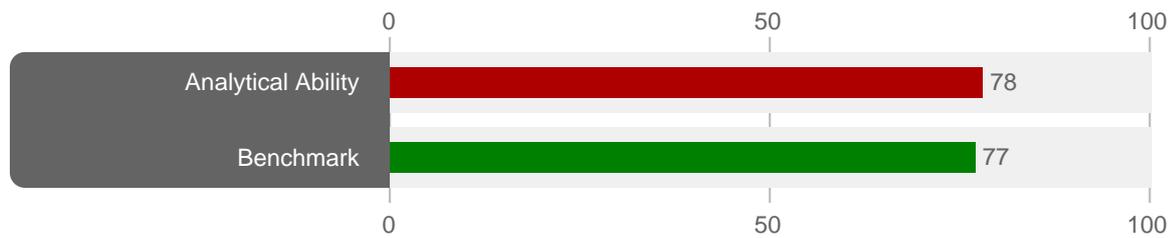
Behavioral Characteristics

1. Understands that his/ her beliefs must be defended with reasons however, he/ she is likely unaware of the role that his/ her background beliefs play in his/ her reasoning.
2. Likely argues with the aim to prove his/ her stand for his/ her beliefs with reasons that lack adequate logical sense.
3. Is not merely driven by emotions yet, not completely able to think logically to a required degree.

Analytical Ability

Definition

Analytical ability pertains to relating and comparing data from different sources, identifying issues, gathering relevant information and identifying alternate ways of doing things.



Behavioral Characteristics

1. Can readily devise sensible alternatives to explore and is self confident in ones own ability to reason.
2. Displays alertness to opportunities to use critical thinking
3. Is willing to reconsider and revise views where honest reflection suggests that change is warranted

Creative Thinking

Definition

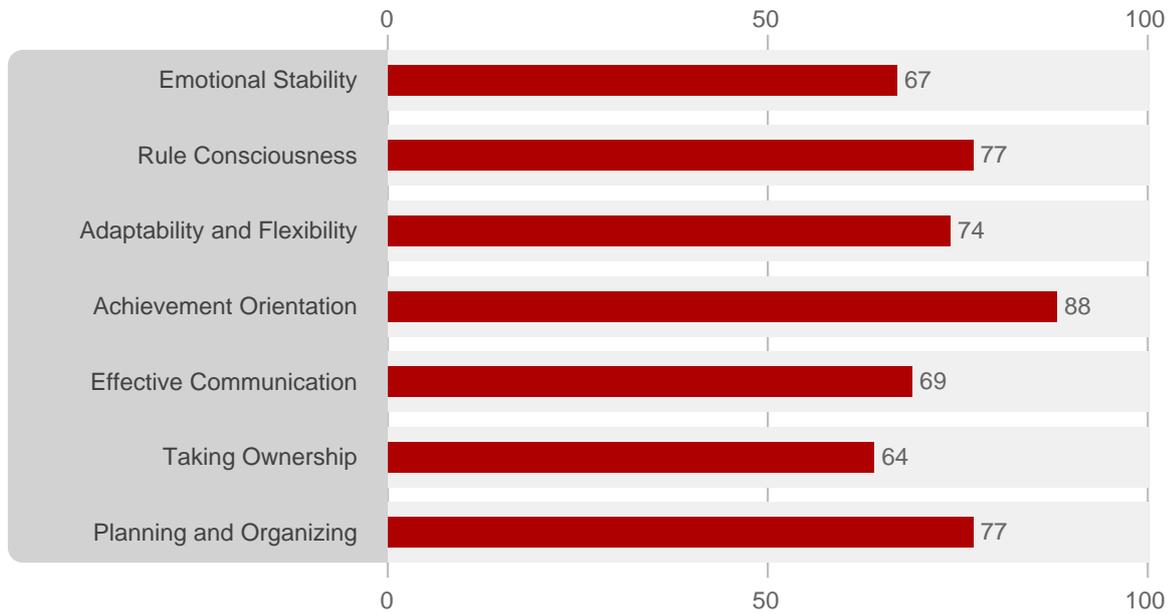
Creative thinking is the mental ability involving the generation of new ideas or concepts, or new associations of the creative mind between existing ideas or concepts.



Behavioral Characteristics

1. Accepts change and is willing to play with ideas and possibilities.
2. Has a flexibility of outlook and a habit of enjoying the good, while looking for ways to improve it.
3. Creates and brainstorms well and improvises on ideas.

Self Management



Emotional Stability

Definition

Emotional stability can be referred as the quality of a person to remain relaxed and calm even under very stressful conditions and to have no influence of the adverse conditions on the performance.



Behavioral Characteristics

1. Is usually calm and composed but has a tendency to crack under pressure.
2. Oscillates between a positive and negative mind frame, i.e. from being happy and optimistic one day to being negative or pessimistic on others.
3. Is able to assert himself/ herself occasionally but is happier following someone else's lead.

Rule Consciousness

Definition

Rule consciousness is the quality of being painstaking and careful in maintaining social, ethical and organizational norms and principles.



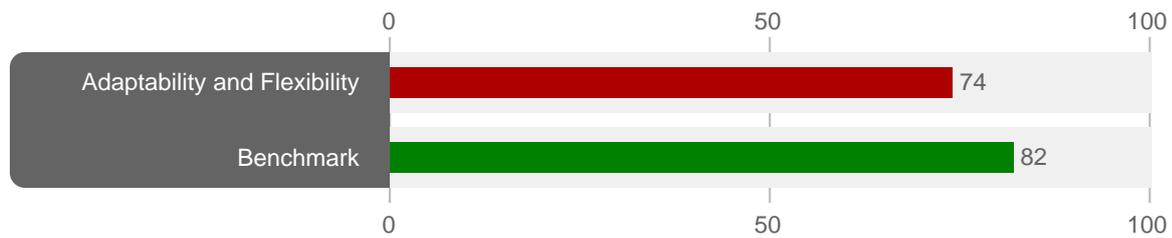
Behavioral Characteristics

1. Is likely systematic, reliable, motivated and hard working.
2. Likely belongs to the category of people who follow schedules and mostly meet the deadlines
3. Likely displays characteristics of being a workaholic and a perfectionist.

Adaptability and Flexibility

Definition

Adaptability and flexibility is the ability of a person to easily, readily and effectively cope with new situations and modify his/ her own style and approach for changing priorities, better ideas, strategies, procedures, and methods.



Behavioral Characteristics

1. Will generally be relaxed but might have bouts of anger and impatience.
2. Will adapt or change if absolutely necessary but might need to be persuaded into it.

Achievement Orientation

Definition

Achievement orientation is the desire in a person to work well or to surpass a standard of excellence. The standard may be one's own past performance (striving for improvement); an objective measure (results orientation); outperforming others (competitiveness); challenging goals one has set; or trying something new that will improve organizational results (innovation).



Behavioral Characteristics

1. Strives to continuously stay one step ahead of the competition
2. Strives to complete the work assignments within the deadlines
3. Looks for new and better ways of doing things that may improve performance

Effective Communication

Definition

Effective communication can be regarded as the process of message transmission in which the message receiver understands the message exactly as it is intended by the sender.



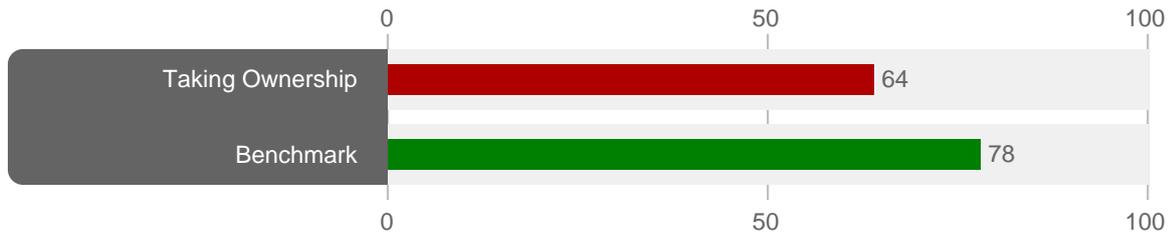
Behavioral Characteristics

1. Has moderate ability to modulate his/ her communication at various situations
2. Is an average communicator and would do a decent job of presenting if required.
3. Will likely respond well to constructive criticism but not to being told off.

Taking Ownership

Definition

Taking ownership is the tendency of a person to take responsibility of the situations and handling those with best possible efforts.



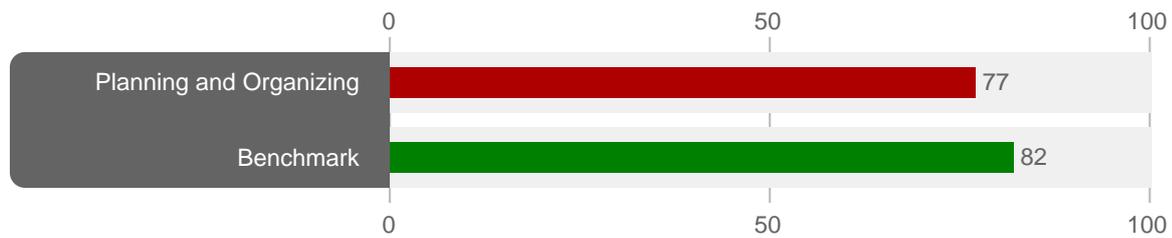
Behavioral Characteristics

1. Will likely assume some responsibility for the job as well for the situation of the organization however, will not completely ignore his/ her personal benefits for the organizational ones.
2. Has a relaxed demeanor, not overly serious or formal but not too casual either.
3. Does do the job that is required of him/ her but wont go the extra mile.

Planning and Organizing

Definition

Planning and organizing is the ability to prioritize multiple tasks using time management and organizational skills to carry out job tasks effectively and efficiently.



Behavioral Characteristics

1. Is able to focus on task at hand effectively but may sometimes miss deadlines.
2. Works to a schedule, but may need guidance in regards to prioritizing .
3. May not be able to handle high pressure situations without assistance, but should do well organizing his/her daily workload.

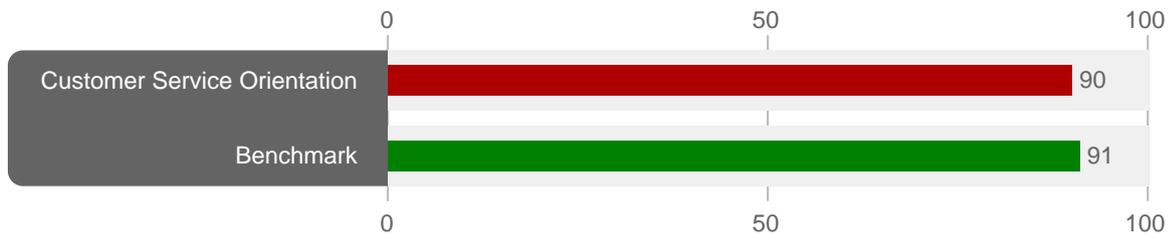
People Management



Customer Service Orientation

Definition

Customer service orientation is the desire to help or serve and build relationships with members and/or internal customers, to meet their needs. It means focusing one's efforts on discovering and meeting the customer's needs and expectations.



Behavioral Characteristics

1. Has a good rapport with most people but will rarely go out of his way to make the customer happy
2. Is good at maintaining relationships but may have problem building new ones occasionally.
3. Will likely respond to a customer situation that addresses the customer's immediate need but may not be needed over the long-term

Collaborativeness

Definition

Collaborativeness is the ability to work together in a team toward a common goal, by sharing knowledge, learning and building consensus.



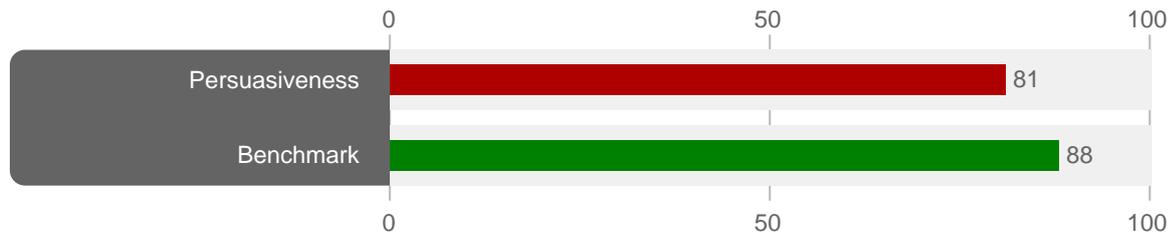
Behavioral Characteristics

1. Will not always agree to team's view and will likely argue in such situations.
2. Will have an average performance and contribution to the team work, while working in a team.
3. Will be fairly a good team member but may struggle if handling a team.

Persuasiveness

Definition

Persuasiveness is the ability of a person to convince or persuade someone to accept or believe something.



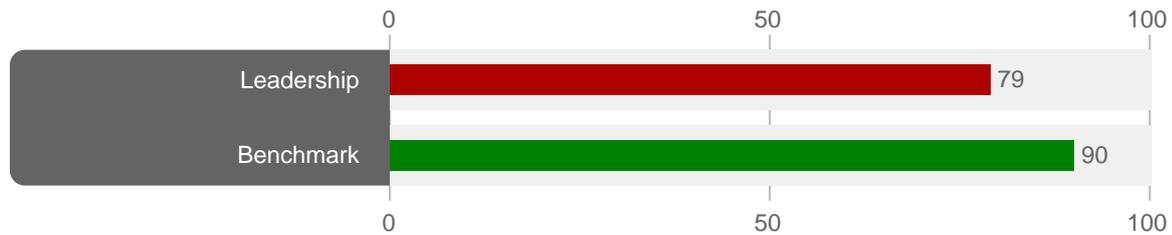
Behavioral Characteristics

1. Will be more prone to overlooking the bigger picture in any situation.
2. Will be average in his/ her communication skills and not suitable in a key role involving negotiations.
3. Has a relaxed approach towards reaching his/ her goal with occasional bursts of energy.

Leadership

Definition

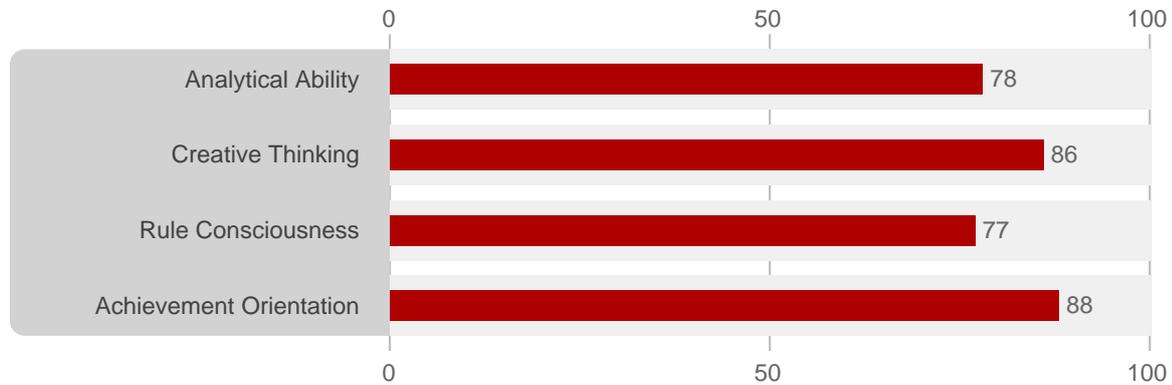
Leadership is the ability to influence a group of people to move towards its goal setting or goal achievement.



Behavioral Characteristics

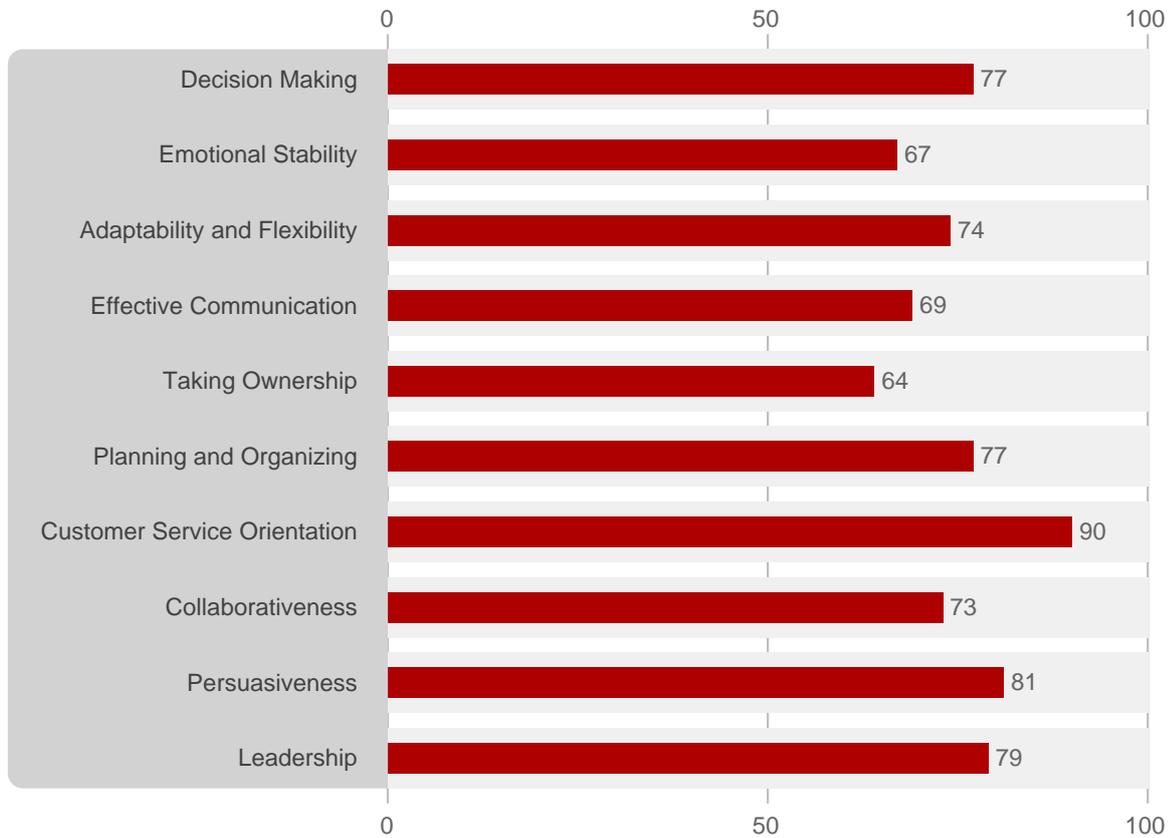
1. Will likely prove to be an effective team member rather than a manager.
2. Is usually content with the status quo and wont do much to rock the boat.
3. Will moderately be successful in involving his/ her team in defining goals and planning the ways to achieve team success

Candidate has good strength in the following personality dimensions



Candidate is willing to reconsider and revise views where honest reflection suggests that change is warranted; can readily devise sensible alternatives to explore and is self confident in ones own ability to reason; displays alertness to opportunities to use critical thinking. Candidate creates and brainstorms well and improvises on ideas; accepts change and is willing to play with ideas and possibilities. ; has a flexibility of outlook and a habit of enjoying the good, while looking for ways to improve it. Candidate is likely systematic, reliable, motivated and hard working; likely belongs to the category of people who follow schedules and mostly meet the deadlines; likely displays characteristics of being a workaholic and a perfectionist. Candidate sets his own high benchmarks of quality and works to improve continuously; strives to continuously stay one step ahead of the competition; strives to complete the work assignments within the deadlines; looks for new and better ways of doing things that may improve performance.

Candidate has average strength in the following personality dimensions



Candidate likely argues with the aim to prove his/ her stand for his/ her beliefs with reasons that lack adequate logical sense; is not merely driven by emotions yet, not completely able to think logically to a required degree; understands that his/ her beliefs must be defended with reasons however, he/ she is likely unaware of the role that his/ her background beliefs play in his/ her reasoning. Candidate is able to assert himself/ herself occasionally but is happier following someone else's lead; oscillates between a positive and negative mind frame, i.e. from being happy and optimistic one day to being negative or pessimistic on others; is usually calm and composed but has a tendency to crack under pressure. Candidate will adapt or change if absolutely necessary but might need to be persuaded into it; will generally be relaxed but might have bouts of anger and impatience. Candidate will likely respond well to constructive criticism but not to being told off; is an average communicator and would do a decent job of presenting if required; has moderate ability to modulate his/ her communication at various situations. Candidate does do the job that is required of him/ her but won't go the extra mile; has a relaxed demeanor, not overly serious or formal but not too casual either; will likely assume some responsibility for the job as well for the situation of the organization however, will not completely ignore his/ her personal benefits for the organizational ones. Candidate may not be able to handle high pressure situations without assistance, but should do well organizing his/her daily workload; works to a schedule, but may need guidance in regards to prioritizing; is able to focus on task at hand effectively but may sometimes miss deadlines. Candidate has a good rapport with most people but will rarely go out of his way to make the customer happy; is good at maintaining relationships but may have problem building new ones occasionally; will likely respond to a customer situation that addresses the customer's immediate need but may not be needed over the long-term. Candidate will have an average performance and contribution to the team work, while working in a team; will be fairly a good team member but

may struggle if handling a team; will not always agree to team's view and will likely argue in such situations. Candidate has a relaxed approach towards reaching his/ her goal with occasional bursts of energy; will be more prone to overlooking the bigger picture in any situation; will be average in his/ her communication skills and not suitable in a key role involving negotiations. Candidate will likely prove to be an effective team member rather than a manager; will moderately be successful in involving his/ her team in defining goals and planning the ways to achieve team success; is usually content with the status quo and wont do much to rock the boat.

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