



GREENHAT - CAREER QUOTIENT REPORT





Name of the Candidate :
Date of Assessment :

GREENHAT - MAFOI – CAREER QUOTIENT REPORT

Introduction

Career Quotient Report is based on results derived through 16PF Psychometric Test. The 16PF instrument is a valid and robust measure of personality traits. It was developed by Raymond Cattell in 1949 and is available in UK English and many other languages. The current fifth edition represents a controlled, natural evolution of the questionnaire and is based on over 50 years of research and testing. It is one of the most valid predictors of human behaviour. The 16PF questionnaire assesses an individual's personality against 16 personality factors. This provides a valid and accurate predictor of future behaviour. The 16 factors are Warmth, Reasoning, Emotional Stability, Dominance, Liveliness, Rule Consciousness, Social Boldness, Sensitivity, Vigilance, Abstractedness, Privatness, Openness to Change, Sensitivity, Perfectionism and Tension.

16PF Applications

16PF Tool has been used for a lot of activities like Selection, Management Development, Career Guidance, Team-building, Counselling and Research. Career Quotient Report has been used for arriving at Fitment Scores for identified specializations in the domain (MBA/ Engg) and Employability competencies fitment scores.

Report Format

This report is basically divided into 3 Sections.

Section I – Your Individual 16PF Fitment Scores into 6 Corporate Verticals

Section II – Response Style Indices

Section III – Your Individual Fitment Scores into Employability Capabilities and Competencies

Interpretation of the Career Quotient Report

This report does not provide information on the candidate's knowledge, ability or experience. The results of this assessment should be used in combination with other information that is available for this candidate. The information in this report is confidential and should be treated in a professional manner. A helpful understanding of the candidate's reported personal strengths should also take into account other significant information about the candidate, such as his/her work and leisure experiences, education and skills. To benefit fully from this report, one should discuss the profile with a skilled counselor or trained professional.

Section I

The following areas represent a **good fit** with the model:

- 1 *Warmth* is High, indicating that they tend to have an intrinsic interest in people and they often seek situations that call for closeness with other people. Their friends describe them as sympathetic and comforting.
- 2 *Reasoning* is High, indicating that are able to solve verbal and numerical problems of an academic nature.
- 3 *Emotional Stability* is Average, indicating that the candidate will have average levels of emotional balance and stability when dealing with others.
- 4 *Dominance* is Average, indicating that the candidate will tend to be on an average be more accommodative, less stubborn and less argumentative.
- 5 *Liveliness* is Average, indicating that the candidate would show at least average levels of cheerfulness at work.
- 6 *Social Boldness* is High Average, indicating that the candidate would tend to be fearless and adventurous when interacting with others.
- 7 *Sensitivity* is Average, indicating that the candidate has average levels of empathy, sympathy and tender-mindedness in dealing with his/her co-workers and clients.
- 8 *Vigilance* is High Average, indicating that at an average level the candidate tends to be more attentive to others motives and intentions.
- 9 *Abstractedness* is Average, indicating that they on an average tend to focus on both practical, observable realities of their environment as well as on the abstract ideas.



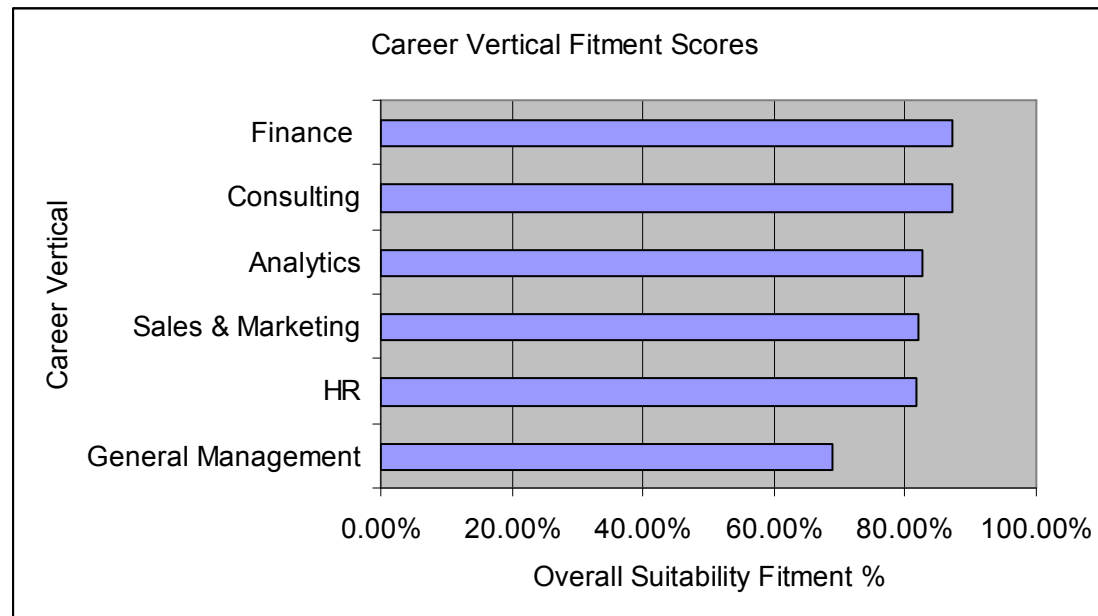
- 10 *Privateness* is High, indicating that they tend to be extremely guarded, and reluctant to disclose personal information, and "play their hand close to their chest." They may be tactful, diplomatic and calculating regarding others' motives.
- 11 *Apprehension* is Average, indicating that they on an average are self-confident and untroubled by self-doubt.
- 12 *Openness to Change* is Average, indicating that the candidate on an average, tends to stick to traditional ways of doing things, however would at times be innovative and would experiment when situations call for it.
- 13 *Self-Reliance* is Average, indicating that they on an average tend to be self – sufficient.
- 14 *Perfectionism* is Average, indicating that they on an average tend to plan ahead, persevere and work conscientiously.
- 15 *Tension* is Average, indicating that the candidate has an average amount of tension is necessary to focus effectively and can motivate action.

The following areas represent a ***poor fit*** with the model:

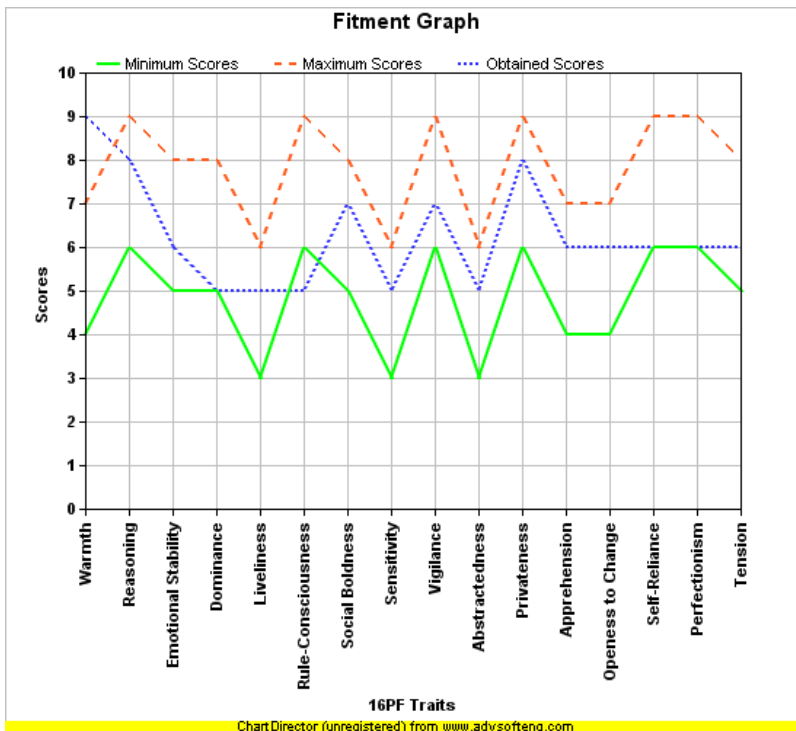
- 1 *Rule-Consciousness* is Average. The fit to the model would have been better if the candidate were more proper and conscientious, and conform to conventional cultural standards.

S.No.	Trait	Finance			Analytics			Sales & Marketing			HR			General Management			Consulting			Obtained Scores
		Ideal Range	DI		Ideal Range	DI		Ideal Range	DI		Ideal Range	DI		Ideal Range	DI		Ideal Range	DI		
1																				9
2	<i>Warmth</i>	4	7	9	4	7	9	6	9	10	5	8	10	5	8	9	5	8	10	8
3	<i>Reasoning</i>	6	9	10	6	9	10	6	9	10	6	9	9	6	9	10	5	9	9	6
4	<i>Emotional Stability</i>	5	8	9	6	9	9	6	9	10	6	9	10	6	9	9	6	9	10	5
5	<i>Dominance</i>	5	8	9	6	9	9	6	9	9	5	8	9	6	9	9	5	8	9	5
6	<i>Liveliness</i>	3	6	10	5	8	9	6	9	10	5	8	9	6	9	9	5	8	10	5
7	<i>Rule-Consciousness</i>	6	9	10	5	8	9	4	7	9	6	9	9	6	9	9	4	7	9	7
8	<i>Social Boldness</i>	5	8	9	6	9	10	6	9	9	6	9	10	6	9	10	6	9	10	5
9	<i>Sensitivity</i>	3	6	9	3	6	10	5	8	9	4	7	9	4	7	9	4	7	9	7
10	<i>Vigilance</i>	6	9	10	4	7	9	4	7	9	5	8	9	5	8	9	4	7	9	5
11	<i>Abstractedness</i>	3	6	9	4	7	9	5	8	9	5	8	9	6	9	10	4	7	9	8
12	<i>Privateness</i>	6	9	8	4	7	8	4	7	8	4	7	8	6	9	8	4	7	9	6
13	<i>Apprehension</i>	4	7	9	3	6	10	4	7	9	3	6	10	3	6	10	4	7	9	6
14	<i>Openness to Change</i>	4	7	9	6	9	10	6	9	10	6	9	10	6	9	10	6	9	9	6
15	<i>Self-Reliance</i>	6	9	9	4	7	9	3	6	9	5	8	9	6	9	9	4	7	9	6
16	<i>Perfectionism</i>	6	9	10	3	6	10	3	6	9	4	7	9	4	7	9	3	6	10	6
	<i>Tension</i>	5	8	9	6	9	9	6	9	10	5	8	9	5	8	9	5	8	9	
Overall Suitability		87.20%			82.60%			81.90%			81.80%			68.90%			87.20%			

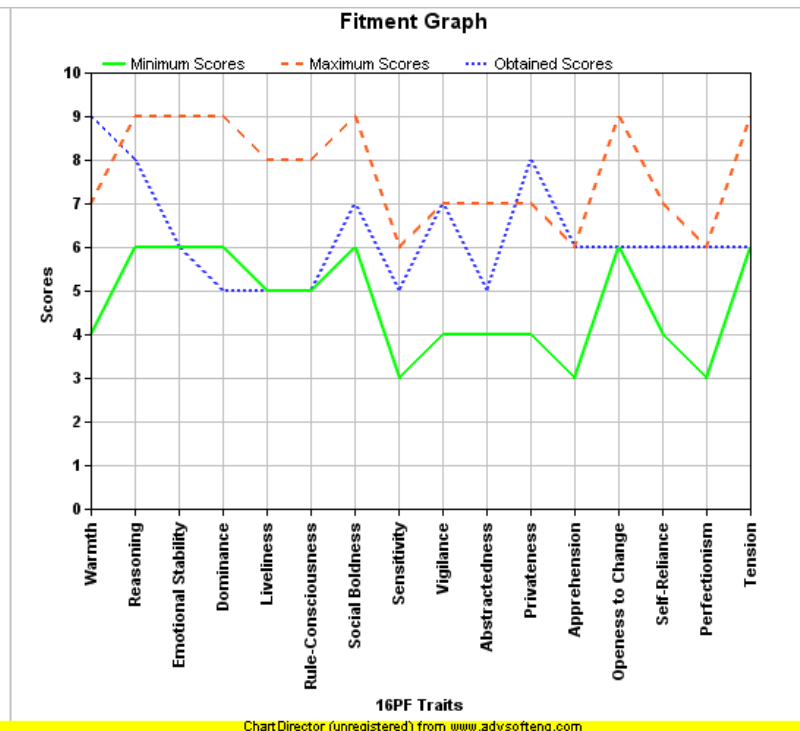
DI - Dimensional Importance - The importance of 16PF Factors vs. Corporate Fitment on a 10 point scale



A. Finance

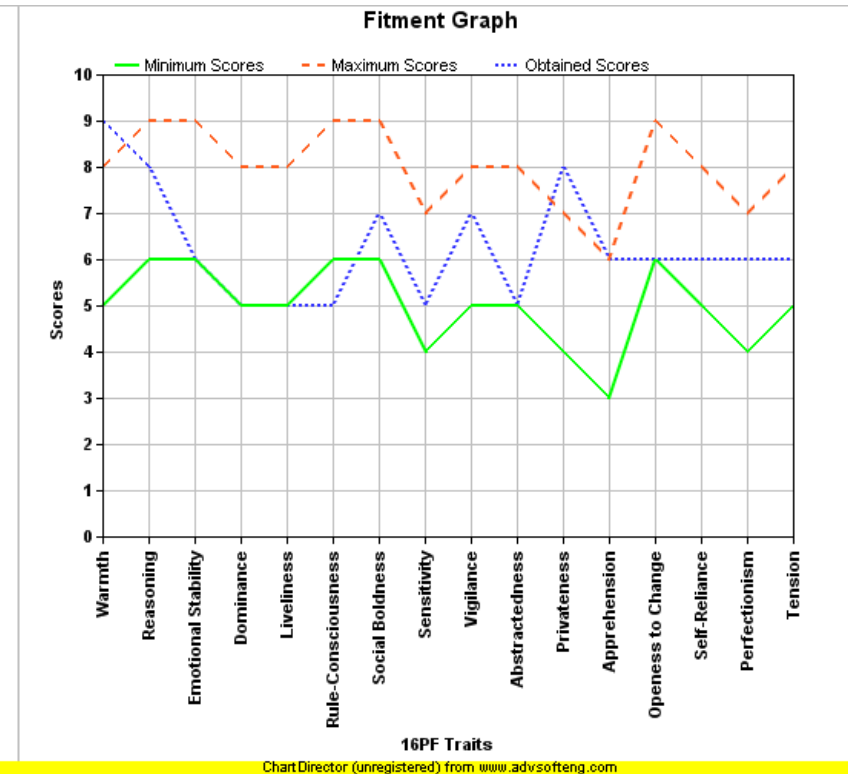
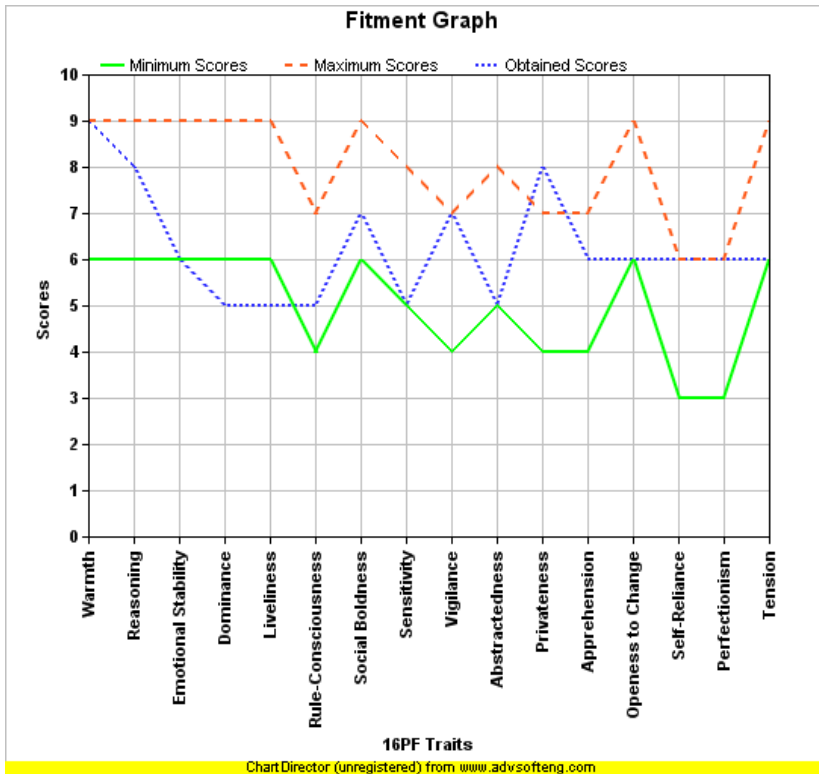


B. Analytics

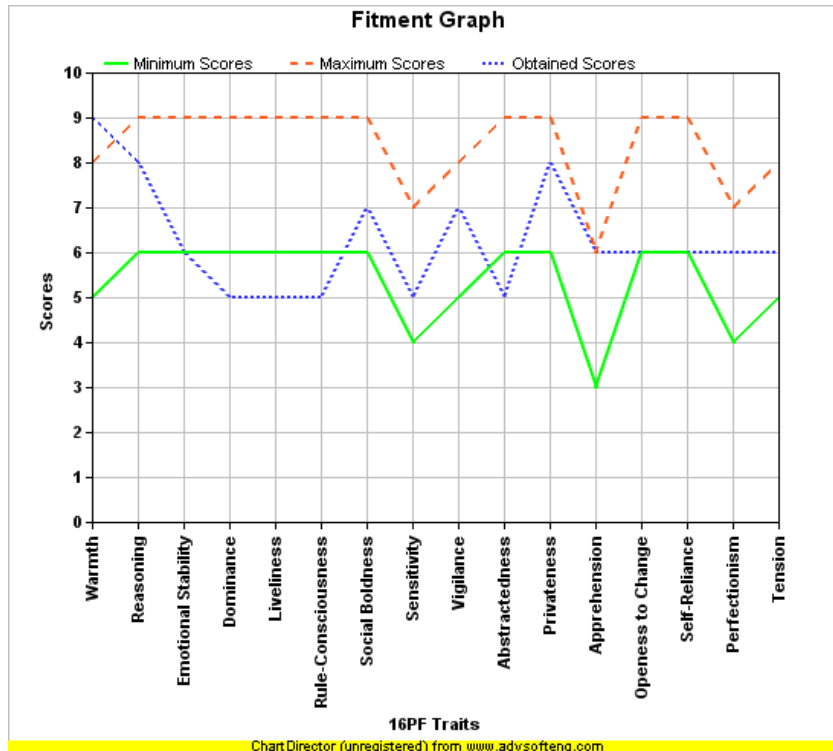


C. Sales and Marketing

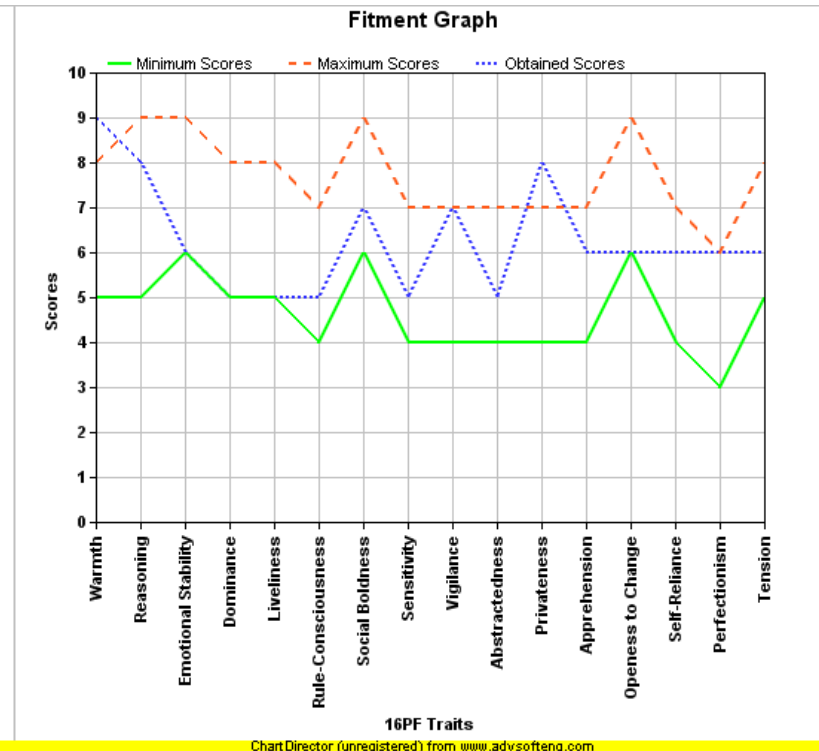
D. HR



E. General Management



F. Consulting



Section II : Response Style Indices

There are three response style indices incorporated in this report. It is possible to fake in a personality assessment. In addition, sometimes the test taker will respond “what they want to be” rather than “what they actually are”. This could happen consciously or otherwise. In addition, factors like fatigue, mood of the test taker, his/her understanding of the questions may all have an impact on the test report. The response style indices help to understand the extent to which you can rely on this report.

It is important to have all the response style indices within the expected range. Wherever the results are outside the expected range, an explanation for possible interpretation is provided for your guidance

Response Style Indices			
Index	Raw Score	Percentile	Result
Impression Management (IM)	14	64	Within the expected range
Infrequency (INF)	5	90	Within the expected range
Acquiescence (ACQ)	67	89	Within the expected range



Impression Management (IM) Scale

IM is a social desirability scale, with high scores reflecting socially desirable responses and low scores reflecting willingness to admit undesirable attributes or behaviour.

The IM Scores are found to be within the expected range.

Infrequency (INF) Scale

Infrequency assesses the examinees tendency to answer a relatively large number of items in a way different from most people.

The candidate's score in this infrequency index is found to be within the expected range.

Acquiescence (ACQ) Scale

An acquiescent response set reflects an examinee's tendency to answer "true" to incongruous items, no matter what it contents.

The candidate's score in the Acquiescence is found to be within the expected range.

Section III : Capabilities & Competencies

1. Analytical Aptitude

Ability to understand and interpret data/information to be able to have a holistic view of the market. Refers to the ability to analyze any inputs on market information, competition information etc. and make sure that adequate and effective plans are there to meet situations.

2. Attention to Details

It the ability to notice small points and having concern for all areas in the job, no matter how small. It needs accurate checks for processes and tasks in a timely manner with appropriation.

3. Cost Consciousness

This competency can be defined as an orientation and understanding of cost associated practices and processes within the organization. It is the ability to understand value creation through cost optimization and to understand cost benefit criteria and base investment decisions using appropriate information and metrics.

4. Creativity

This involves exploring and developing new ways of helping to enhance program and policy effectiveness and meeting client needs, despite working under tight deadlines or shortages in resources. They remain current in their areas of expertise and seek out novel opportunities for learning and professional development.

5. Perseverance

People having this competency have a trait to pursue everything with energy, have a drive and need to accomplish tasks and goals; to seldom give up before finishing a difficult project. Perseverance looks at the extent to which an individual tenaciously stays on track and

maintains a persistent focus on their goals.

6. Problem Solving

It is the ability to gather relevant information systematically and to get to the root of the problem/situation. It is the ability to identify, examine and analyze situations and or data, to build and assess alternatives, and to come up with creative solutions. It is essential that the alternative should be taken using a consensus based approach and use judgment to choose between the alternatives so as to select the one with the optimal payoff.

7. Resourcefulness

People who have this competency make effective and efficient use of time, resources both internal and external to achieve work related goals and strategic objectives. They devise, develop and coordinate plans, make use networks, people strengths such that they can leverage the existing resources to achieve work related goals.

8. Street Smartness

This competency deals with the ability to know one's strengths and how to develop and deploy them; to know one's weaknesses and to work to neutralize or overcome them; the ability to understand different situations call for different approaches; the ability to negotiate and convince the other party to look at something with another perspective ad to get his things done, even from strangers.

9. Communicating Effectively

It is the ability to accurately hear and/or understand spoken and unspoken concerns, feelings and thoughts of others. It involves the ability to solicit and provide information by demonstrating a genuine interest in sharing information with others. Also refers to the ability to consult with others before making changes that involve multiple parties. The ability to notice, interpret, and anticipate others' concerns and feelings, and to communicate this awareness empathetically to others. The individual is able to inspire and create resonance with people with a compelling vision or shared mission.

Capabilities & Competencies - Fitment Graph



ChartDirector (unregistered) from www.advsofteng.com

Key to Interpretation of Competencies Fitment Scores

RANGE	REMARKS	COMPETENCIES
Above 81	This is your area of Strength. Keep investing and continue to deploy your strength to attain career success.	Nil.
66 – 80	You possess potential in this area. This is the area which is most trainable for you. Investing in training, reading self improvement books/techniques will help you.	Analytical Aptitude, Attention to details, Cost Consciousness, Problem Solving, Street Smartness
51 – 65	Areas of Training and other Interventions.	Creativity, Perseverance, Communicating Effectively
36 - 50	Please keep this area as your priority area for training and development. This is the area which requires your urgent and prioritized attention.	Nil
Below 35	Possible Areas of Weakness/Blind spot. As a first step you may want to consult with your teacher/parent/supervisor or friend who knows you to take their inputs before deciding on your training or any other intervention.	Nil.