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Professional Skills Level

RANGE	TEST RESULT
8-10 Green	
4.1-7.9 Yellow	
0-4 Red	

UNDERSTANDING THE CANDIDATE'S LEVEL

Green	The candidate at green level is most preferred for any organization, he/she would be a self starter and go getter candidate because he/she always push himself/herself to work harder towards high performance
Yellow	The candidate at yellow level comes under second level of preference for any organization, he/she have the required interpersonal skills and abilities to do a satisfactory job however if given an opportunity he/she will maximize his/her skills and abilities to the benefit of the company.
Red	The candidate at red level needs a lot of direction and support to become a right fit for any organization, he/she needs to focus on improving his/her interpersonal skills so that he/she can become a preferred candidate for any organization and can prove themselves as a great candidate.

Professional Psychometric Index

sample Report



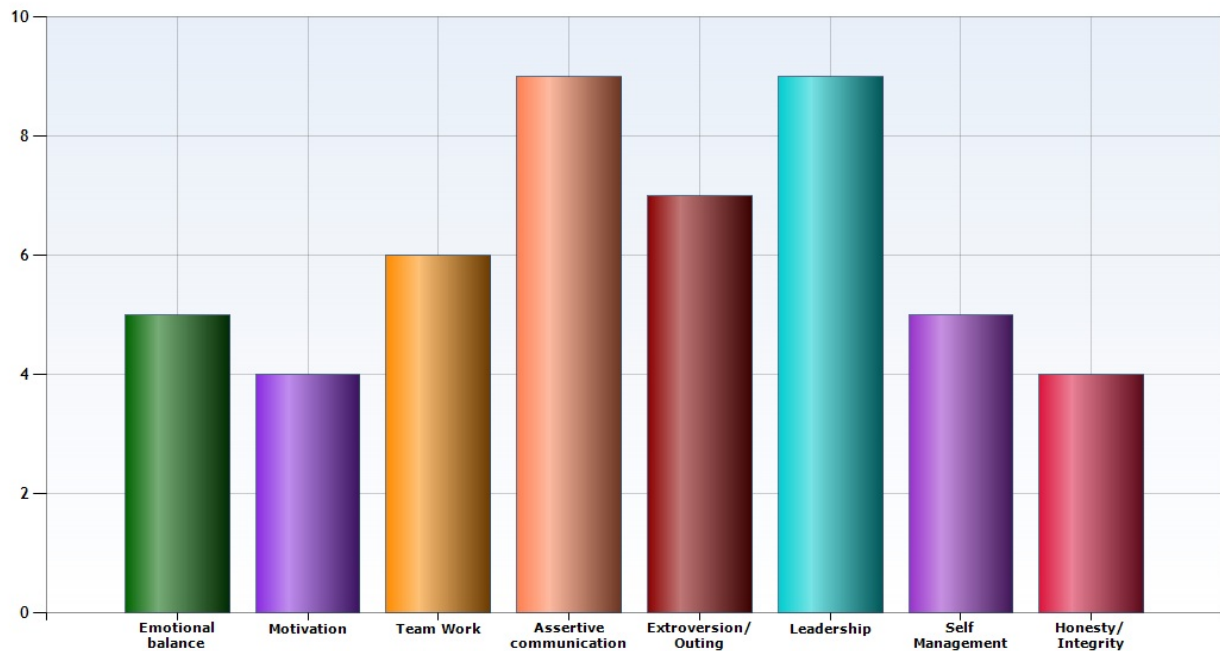
WHAT IS PROFESSIONAL PSYCHOMETRIC INDEX ??

The combination of factors and processes which enable people to progress towards and get into employment, to stay in employment, and to move on in the workplace is defined as Professional Skills Index. The index would help recruiters identify right candidate for a given role. Here professional skills index is defined on scale of 10. A high Professional Skills Index, suggests that candidate is more likely to be successful in their chosen Occupation/Position. A low Professional Skills Index is reflection of candidate's poor communication skills, lack of motivation, lack of integrity and ethics , Poor Management , Team Work and other employability skills.

Description of Professional Psychometric Index

For any and every task, there are a few basic abilities and attributes required in an individual. Below mentioned description here will give an insight into the individual's strengths and weaknesses, forte and inadequacy. Different task require different abilities- a marketing task requires you to be smart and confident, a desk job calls for energy and motivation, a managing task requires you to be self-managed first. Whatever, the work may be, few characteristics are essential.

Psychometric Analysis



Sample Report

Skills Score Report

Motivation Score is 4

Leadership Score is 9

Self Managed Score is 5

Team Work Score is 6

Assertive Score is 9

Honesty/Integrity Score is 4

Emotional Balance Score is 5

Extrovert Score is 7

Psychometric Analysis Description

Motivation:

Determination, persistence and the willingness to do whatever it takes to achieve your goals are the things that employers are looking for. The factor results the extent of motivation of a candidate is he/she self-driven or constantly needs to be urged and nudged? A high motivation factor is like winning half the battle. A self motivated candidate is also persistence in his/her work. To such a person work is worship.

Leadership:

Is candidate too dependent on the orders given by his/her superiors? Or can he/she take initiatives? A Leadership quality as high as Hitler's may not really be good for any company but some of it is essential in fulfilling the job right. One with good leadership quality is a problem solver, is willing to explore, experiment and does not run to his/her supervisor for every problem; small and big.

Self Management:

Remember one is paid for managing the work and not having him managed by someone else. So it's imperative to hire a self-managed person. A self managed candidate is punctual as he/she is self-organized. This helps in smooth flow of work process.

Team Work:

A company grows only when all its people work together and succeed in it. Individual growth is personal benefit and not the company's benefit. A team player grows individually, but a team player helps in the growth of company. A person who gets along well with all co-employees creates less problem.

Assertive and Energetic:

Organizations want to hire energetic and confident persons. Such candidates are firm in their convictions and can stretch to meet or exceed targets. Be it a desk job or the marketing type, energy and assertion helps to do a task with speed. A laid back attitude slows down the work.

Extroversion:

An extrovert outgoing nature at work is essential today such candidates will always be go getter resourceful and get things done and thus contribute better to the organization's top and bottom lines. A communicative employee contributes better in the growth of the organization. Such candidates also are creative innovative and to make happen.

Honesty/Integrity:

For a honest person work is worship and not merely a medium to climb up the ladder and mint money. Being loyal to a company is equally important as is the quality of work. Such people can be trusted for not sharing confidential and sensitive information.

Emotional Balance:

Stress is a part of any work. And with it comes anger, but smart folks are those who take stress in stride and leave anger outside the door. At work, all one should expect from the employee is professionalism and high performance.

Sample Report