

Registration Details

Email Address:	demo@demo.com
First Name:	Demo Test
Last Name:	Not filled
Gender:	Not filled
Country:	Not filled
Level of Education:	Masters
Industry:	Not filled
Profession:	Not filled
No. of years of Experience:	2

Response Style: **Genuine**

Explanation of response style:

- **Genuine:** If questions are answered in a sufficiently varied manner.
- **Social Desirability:** If questions are answered in a socially desirable manner for more than 60% of the questions.
- **Central Tendency:** If more than 60% of the questions are answered as 'neither agree nor disagree'.
- **Acquiescence:** If questions are answered in a 'strongly agree' or 'agree' manner for more than 60% of the questions.

EXECUTIVE SUMMARY



Recommendation

- Moderately Recommended



Key Competencies

- **Stress Resiliency:** Always displays emotional resilience. Maintains optimum performance despite difficult situations. Constantly uses appropriate coping strategies to deal with pressure.
- **Problem Solving and Decision Making:** Is skilled at solving problems and making timely decisions.
- **Result Driven:** May not always be result driven and does not demonstrate a sense of urgency, drive, passion and a strong commitment towards achieving individual and team goals.
- **Accountability:** Always does not holds oneself accountable for high quality work and seldom complies with rules and policies.



Strengths

- **Customer Centricity:** Is highly efficient at understanding customers' needs and requirements and respond in an appropriate and prompt manner.

- **Stress Resiliency:** Always displays emotional resilience. Maintains optimum performance despite difficult situations. Constantly uses appropriate coping strategies to deal with pressure.
- **Continuous Learning:** Is willing to consider new ideas and opportunities and acquire more knowledge.

🚩 Red Flags

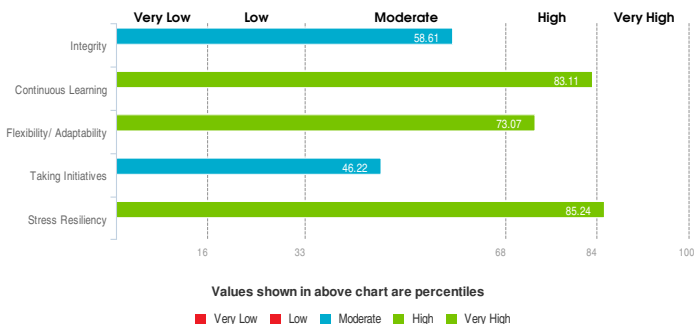
- **Time Management:** Is not organized and does not have good time management skills.

+ Areas of Development

- **Time Management:** Learn to be organized and prioritize and schedule tasks to manage one's time effectively.
- **Accountability:** Learn to be self motivated and disciplined in one's approach to work, focusing on achieving high quality results.
- **Planning and Organizing:** Needs to be organized and methodical in one's work, by effectively planning and prioritizing tasks for efficient utilization of resources and minimizing potential risks.

COMPETENCIES EVALUATION

Self-Effectiveness



Integrity: **Moderate**

Moderately likely to behave in an honest and ethical manner by strictly adhering to moral and ethical codes while working. Is somewhat sincere and can occasionally be relied upon to carry out assignments efficiently.

Continuous Learning: **High**

Likely to be willing to consider new ideas and opportunities and acquire more knowledge. Is high on imagination and originality. Enjoys intellectual pursuits and seeks out opportunities to acquire more knowledge.

Flexibility/ Adaptability: **High**

Likely to be open to changes taking place in the organization and is comfortable working with and trying out new activities and experiences. Knows how to effectively deal with change and can adapt by being open minded and appreciative of new ideas which can contribute positively to work and working environment.

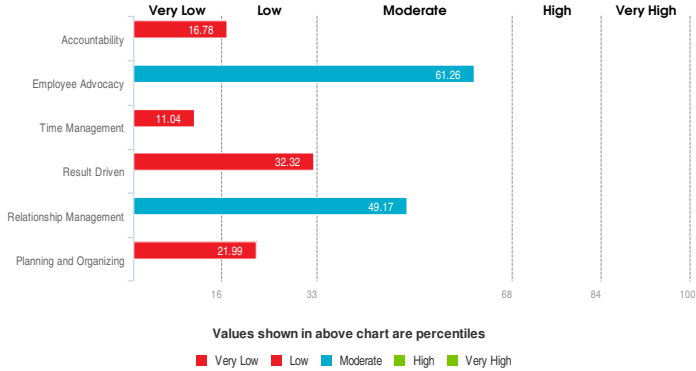
Taking Initiatives: Moderate

Moderately likely to be a self starter. Sometimes proposes changes to how organization should work better. At times, goes beyond expectations in the task/job without being asked. Moderately likely to seek out and accept additional responsibilities to ensure smooth operations at work.

Stress Resiliency: Very High

Extremely likely to display emotional resilience and is able to withstand pressure on an on going basis. Extremely likely to maintain optimum performance despite difficult situations. Tends to seek support from others when need be. Proactively uses appropriate coping strategies to deal with pressure.

Leadership Skills



Accountability: Low

Less likely to be methodical, responsible and organized when carrying out tasks. Rarely holds self and others accountable for high quality and cost-effective results. Is not very self-disciplined and motivated in one's approach to work; seldom determining objectives, setting priorities and following through one's plan to effectively complete tasks. May not always have a strong sense of duty and may not always comply with established systems and rules.

Employee Advocacy: Moderate

Moderately likely to have the ability to clearly define how management should be treating employees. Somewhat ensuring employees have all the rights to contest unfair practices by being vigilant and attentive.

Time Management: Very Low

Unlikely to have the ability to prioritize tasks and manage one's time effectively by not deliberating and thinking through them carefully and systematically. Is not methodical, meticulous and self-disciplined while carrying out and managing one's work.

Result Driven: Low

Less likely to be responsible and active at work, may not ensure desired results and high quality of work. Less likely to exhibit a sense of urgency, drive, passion and may not have a strong commitment towards achieving individual and team goals. May at times not be able to utilize available resources in the most profitable way. Less likely to

set challenging goals for oneself and for other team members. Is less likely to be able to control one's emotions and behavior and may have problems adapting to changing circumstances.

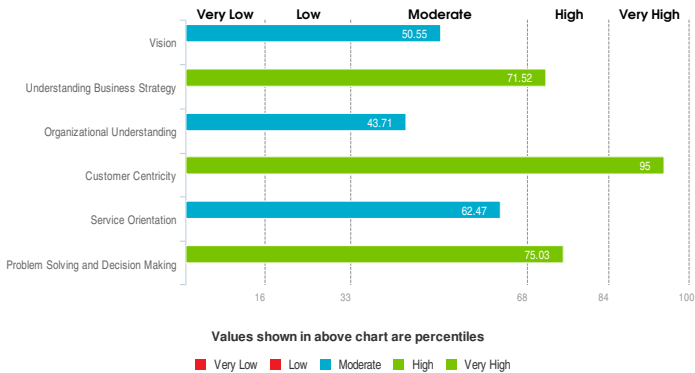
Relationship Management: **Moderate**

Moderately likely to be capable of identifying and understanding the dynamics of the organization as is somewhat amiable and occasionally enjoys working and interacting with people. Is seen as being somewhat sociable, sympathetic and honest, willing to lend an ear to others as well as share one's own ideas with others. Can occasionally work efficiently with others as is somewhat accepting and trusting.

Planning and Organizing: **Low**

Less likely to be methodical and systematic, may not be able to organize tasks according to priority and urgency. Less likely to follow strict schedules and timelines. May not have the ability to formulate clear and effective plans and objectives. Less likely to be able to allocate work and resources effectively in a team.

Business Acumen



Vision: **Moderate**

Moderately likely to be capable of working with others and build a shared vision about the organization's growth and progress. Is somewhat flexible and positive, with an adequate ability to influence and direct others to perform appropriately in order to achieve the vision.

Understanding Business Strategy: **High**

Likely to have the ability to anticipate and identify the operational solutions to business problems. Likely to understand the client's business strategy and needs. Prioritises work in relation to business needs. Develops ongoing client relationships. Likely to assess and articulate risks.

Organizational Understanding: **Moderate**

Moderately likely to be aware about one's own department and about the organization. At times, demonstrates awareness of organization's goals and makes requests or decisions to support this awareness. Sometimes, maintains cross functional focus and uses the appropriate channels to communicate within and between departments.

Customer Centricity: **Very High**

Has a strong ability to deal with customer queries, requests and complaints. Extremely likely to be able to identify potential clients and provide quality service to current clients. Likely to efficiently understand and deliver according to a client's expectations and requirements. Likely to be always willing and able to modify one's work style and adapt as per the clients.

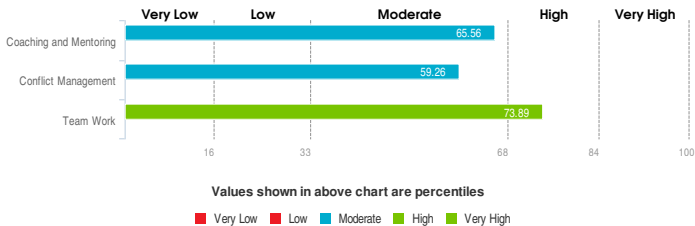
Service Orientation: Moderate

Moderately likely to demonstrate commitment to meet the requirements of stakeholders and trying to ensure their satisfaction. Somewhat likely to find out innovative approaches to improve services that may increase efficiency and decrease costs. At times, takes responsibility for resolving service problems brought to one's attention.

Problem Solving and Decision Making: High

Is likely to be focused and pays keen attention to the details of a situation. Has the ability to analyze a problem, identify its causes and choose an appropriate solution from alternatives. Unlikely to leave tasks pending and has an active approach to work. Has the ability to utilize learnings from past experiences to solve current problems.

People Management



Coaching and Mentoring: Moderate

Somewhat likely to contribute in encouraging and developing team members' ability by providing feedback and suggestions. Partially able to understand the individual differences and provide personal coaching, mentoring, training and using learning and development approaches at times. At times motivate and encourage team members to learn. Somewhat likely to be attuned to one's and others' emotions and may be capable of understanding and listening to other people's problems.

Conflict Management: Moderate

Is moderately likely to be attuned to one's and others' emotions and is somewhat capable of understanding and listening to other people's problems. May occasionally help out people with their conflicts by taking their views in consideration, understanding their problem and providing solutions.

Team Work: High

Likely to be a good team player, with the ability of having harmonious and cooperative relationships with team members by being trusting and attuned to their emotions. Can understand and appreciate individual differences among team members and is likely to adjust one's work style accordingly. Is honest and straightforward and can correctly assess and utilize the strengths of all the team members while completing a task.

Test Log

02 Jul,2014

2:08 PM Started the test with Mettl Personality Inventory
2:19 PM Finished Mettl Personality Inventory and started Mettl Critical Thinking Test of the test
2:24 PM Finished Mettl Critical Thinking Test and started Mettl Customer Focus Skills Test of the test
2:27 PM Finished the test

APPENDIX

"Know Thyself" is the key to professional growth and personal development. Carefully reviewing this report will give an insight into a person's personality at work, which will help in

- Gaining an understanding of the person's strengths and growth opportunities.
- Gazing how his or her behavior influences himself or herself and others.
- Having a better understanding of his/her leadership styles and how to manage one's work through one's leadership attributes.

How to interpret the reports?

When interpreting the results, it is important to remember that the scores are not good or bad, only more or less appropriate to certain types of work. Since the results are based on one's own view of behavior, the accuracy of the results depends upon both honesty and self-awareness while taking the test.

1. The scales for all the factors range from 'very high' to 'very low' based on the normal probability curve.
2. The descriptions for all the factors are easy to comprehend and self-explanatory. In case any further clarification needed, please feel free to contact us.
3. Response style suggests the tendency of a person to respond to the psychometric test in a particular manner.