



PREPARED FOR

**ADVAIT KATTI
(WORKING PROFESSIONAL)
TEST CODE : EQJ8API4NN5E**

INTRODUCTION

HI **ADVAIT KATTI**,

We are as excited as you to see your fitment results.

We base our results on the assessment of the following traits -

- 1 **INTEREST** Based on the popular and widely used Holland theory which assesses individuals and careers from among six types; the recommendations are based on a Person to Environment fit.
- 2 **ABILITIES** Focuses on self assessment of a wide array of cognitive, psychomotor and physical abilities which helps an individual accomplish a wide range of career tasks effectively.
- 3 **WORKSTYLE/PERSONALITY** Based on personality traits that are critical for work and are identified in various personality tests like Five Factor Model/Big 5, Hogan, CPI etc.
- 4 **WORKVALUES** Based on the Theory of Work Adjustment we assess relative importance of activities and work environment features that determine the satisfaction and tenure of the individual.
- 5 **SKILL** Are established procedures that lay the foundation to work with knowledge. Knowing your desired levels helps to compare with requirements in different occupations.
- 6 **KNOWLEDGE** Are organized set of principles and are gained through education and experience. Knowing your desired levels helps to compare with requirements in different occupations.
- 7 **WORK CONTEXT** Determines the social psychological and physical conditions under which work is performed. Knowing your desired levels helps to compare with requirements in different occupations.

Your career recommendations presented further are determined based on the above assessed traits and mapped to career pathways and occupations inside them.

PATHWAY: Career Pathways are groups of occupations based upon similar work performed, skills, education, training, and credentials.



SUMMARY OF RESULTS

The results are based on the assessment of your interest, abilities, workStyle/personality, workvalues, skills, knowledge, work context to provide a best career fitment.

PSYCHOMETRIC RESULTS (TOP 3)

INTEREST 1. Enterprising 2. Conventional 3. Artistic	WORK VALUES 1. Achievement 2. Recognition 3. Relationships	WORK STYLE 1. Conscientiousness 2. Interpersonal Orientation 3. Practical Intelligence	ABILITIES 1. Verbal Abilities 2. Perceptual Abilities 3. Memory
SKILLS 1. Process 2. Content 3. Social Skills	KNOWLEDGE 1. Business and Management 2. Education and Training 3. Communications	WORK CONTEXT 1. Responsibility 2. Routine Work 3. Criticality of Position	

RECOMMENDED PATHWAY 1. MANAGEMENT AND ENTREPRENEURSHIP



The marketing management & entrepreneurship pathway includes occupations related to the management of policies, operations or staff working in advertising, promotions, marketing, sales, marketing research, merchandising, or public relations in businesses & corporations, nonprofit institutions, & other organizations.

FITMENT BASED ON YOUR ASSESSMENT*



*The fitment is on a scale of 100 with a score above 50 indicating a positive fitment. Higher the score better is the fitment.

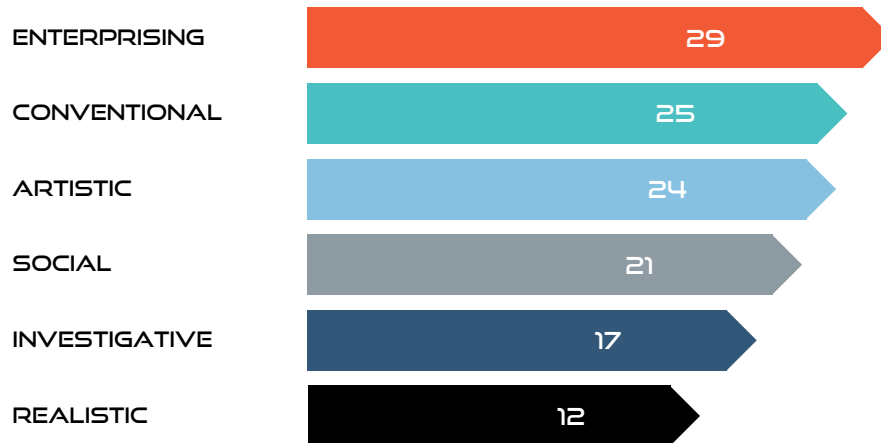
For any further guidance and clarifications contact us

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Note: The assessment analytically compares your profile with a database of individuals who have worked in the same/similar roles. However as your decision could also consider factors like your education, desired salary, opportunities etc. some of these recommendations may not be appropriate in your current context.

INTEREST ASSESSMENT RESULTS

The assessment of interests is based on Holland's theory. The theory states that people and the careers can be classified into a combination of six interest types and a good match leads to satisfaction, persistence and success. The types identified are Realistic, Investigative, Artistic, Social, Enterprising and Conventional and the results from your assessment are mentioned below



TOP 3 INTEREST AREAS

01

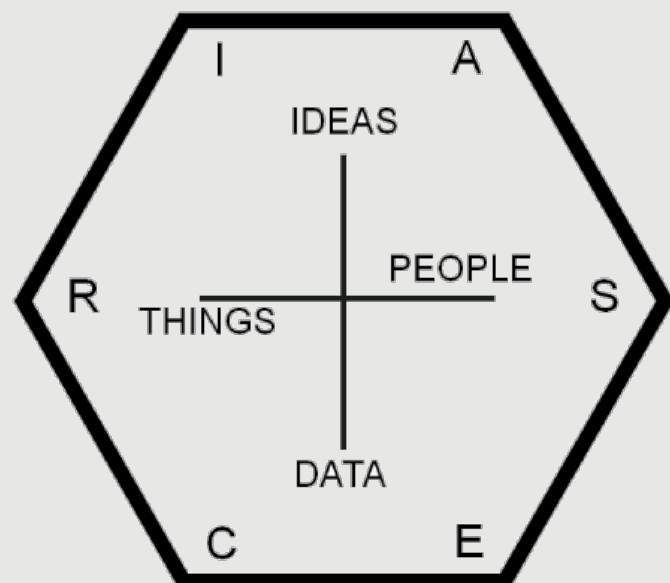
ENTERPRISING

02

CONVENTIONAL

03

ARTISTIC

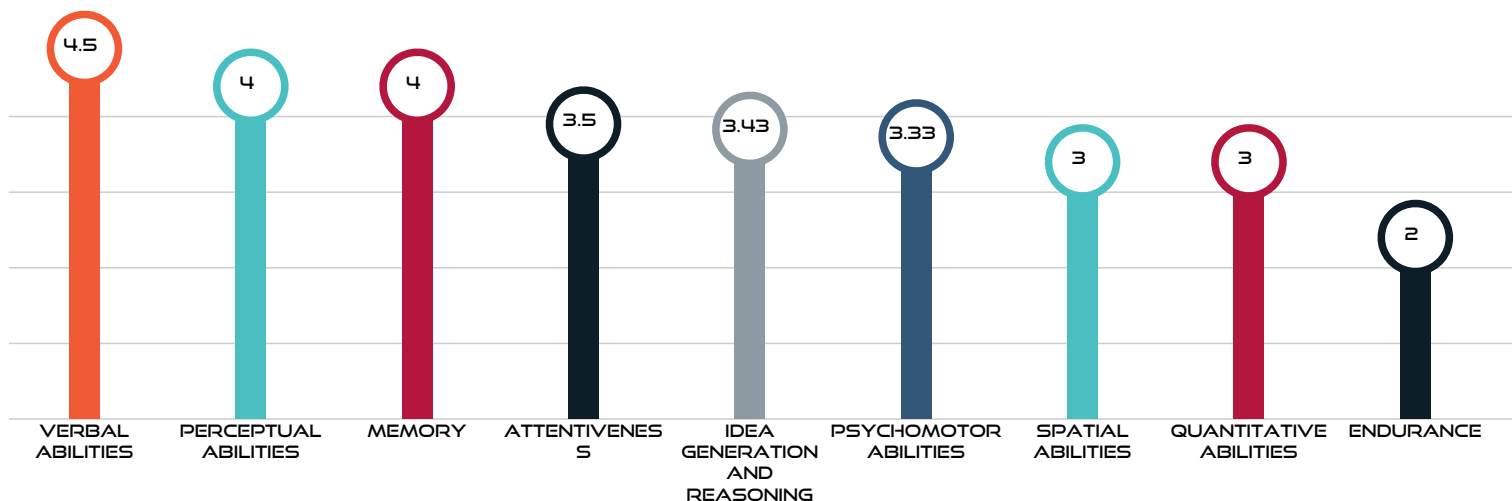


Given below the characteristic and typical interests and abilities for the six interest types -

INTEREST TYPE	INTEREST & ABILITIES	TYPICAL TRAITS
 <p>R - REALISTIC</p>	<ul style="list-style-type: none"> • Like outdoor activities, building things and operating machines • Good at jobs requiring mechanical and athletic abilities 	<ul style="list-style-type: none"> • Practical, frank, focused, persistent and action oriented • Asocial, traditional, uninvolved and inflexible.
 <p>I - INVESTIGATIVE</p>	<ul style="list-style-type: none"> • Like to watch, learn, analyze, design and solve problems. • Good at math, science, research and data analysis jobs. 	<ul style="list-style-type: none"> • Curious, analytical, independent, creators & unconventional • Work alone and thinkers
 <p>A - ARTISTIC</p>	<ul style="list-style-type: none"> • Like to work in unstructured situations and come up creative solutions • Good at language, literature, performing (theater or music) and visual arts 	<ul style="list-style-type: none"> • Imaginative, expressive, innovative, original and sensitive • Disorderly, impulsive and non conforming
 <p>S - SOCIAL</p>	<ul style="list-style-type: none"> • Like to work with people and are interested in helping others • Good public speakers, enjoy training, instructing, counseling or curing others 	<ul style="list-style-type: none"> • Trustworthy, cooperative, religious, outgoing and sensitive • Idealistic
 <p>E - ENTERPRISING</p>	<ul style="list-style-type: none"> • Like to work with other people • Good at influencing, leading, motivating, persuading and performing. 	<ul style="list-style-type: none"> • Ambitious, adventurous, optimistic, social and self confident • Domineering and talkative
 <p>C - CONVENTIONAL</p>	<ul style="list-style-type: none"> • Like to work with data and in structured situations • Good at designing new processes, working with numbers, organizing and following rules and procedures 	<ul style="list-style-type: none"> • Careful, efficient, systematic and diligent • Thrifty

ABILITIES ASSESSMENT RESULTS

Abilities are enduring capabilities to accomplish a wide range of tasks effectively and thus are critical to determine a persons capability match to a career and keep the employer satisfied.



VERBAL ABILITY

Individuals ability to understand the meaning of words and use them effectively in good communication while speaking, listening or writing.

IDEA GENERATION AND REASONING

Individuals ability to come up with original ideas, fluency of ideas, problem recognition, reasoning abilities, information ordering, processing and effective problem solving.

QUANTITATIVE ABILITIES

Individuals ability to use math skills and logical thinking to solve problems in everyday situations. Also indicates ability to gather, sort and make sense of all information related to a problem and then being able to explain ones decision.

MEMORY

Individuals ability to remember information such as words, numbers, pictures, and procedures.

PERCEPTION SPEED

Individuals ability to acquire and organize visual information for objects, pictures and drawing. Also indicates ability to quickly identify patterns and accurately compare similarities and differences among sets of letters, numbers, objects, pictures, or patterns.

SPATIAL ABILITY

Individuals ability to form pictures of objects in ones mind. It also involves easily understanding how drawings represent real objects and correctly imagining how parts fit together.

ATTENTIVENESS

Individuals ability to concentrate on a task over a period of time without being distracted and to be able to shift back and forth between two or more activities or sources of information (such as speech, sounds, touch, or other sources).

MOTOR COORDINATION

Individuals ability to quickly and accurately coordinate eyes with hands or fingers when making precise hand movements.

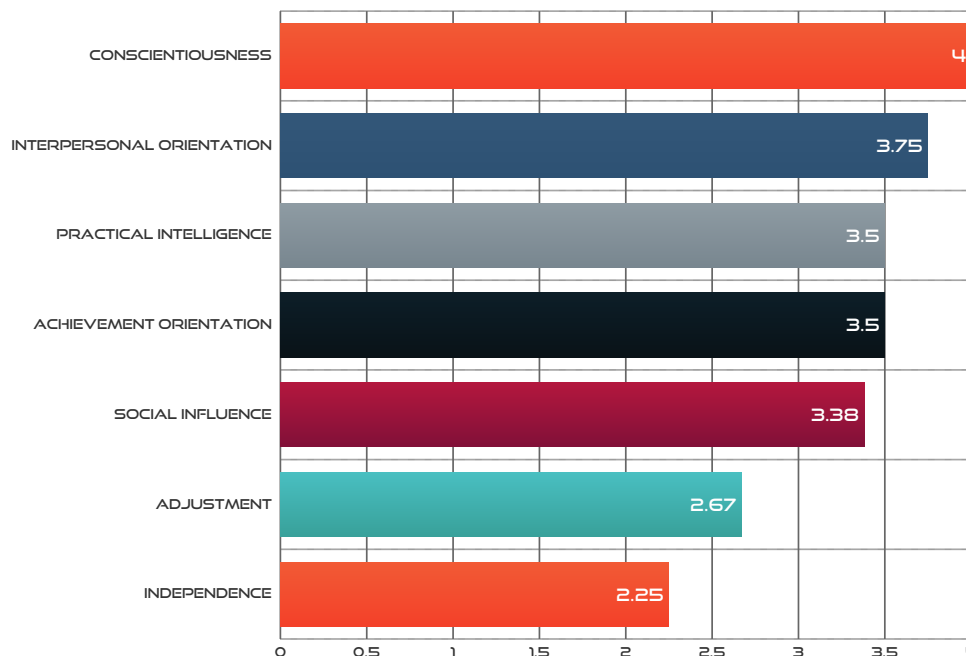
ENDURANCE / STAMINA

Individuals ability to exert oneself physically over long periods of time without getting winded or out of breath.



WORK STYLE ASSESSMENT RESULTS

Work Style represents personality, temperament and cognitive factors that influence a individuals work related aspects and as personality related research has shown it as a core human values with an application and validity across cultures. The work style measures are build utilizing constructs from multiple personality assessment models like Five Factor Model, Big 5, Hogan etc. Your results on the 7 broad dimensions are presented below .



ACHIEVEMENT ORIENTATION

Indicates the level of personal goal setting , trying to succeed at the goals set, and striving to be competent in ones work and other endeavors.

SOCIAL INFLUENCE

Indicates the level of an individuals impact on others and level of energy and leadership in their work and other situations.

INTERPERSONAL ORIENTATION

Indicates the level of pleasantness, cooperation, sensitivity and ease to get along with others and a preference for associating and working with others.

ADJUSTMENT

Indicates the level of maturity, poise, flexibility and restraint to cope with pressure stress, criticism, setbacks in handling personal and work related problems etc.

CONSCIENTIOUSNESS

Indicates the level of dependability, commitment in doing a job correctly and carefully and being trustworthy, accountable and attentive to details.

INDEPENDENCE

Indicates the level of independence and autonomous working, an own way of doing things, guiding oneself with little or no supervision and depending mainly on oneself to get a job done.

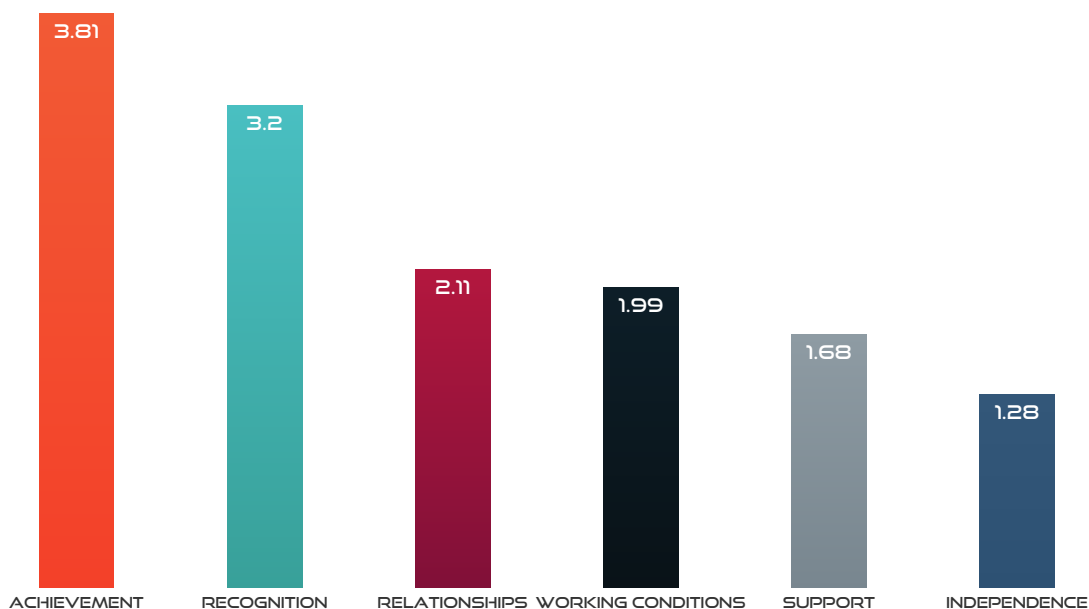
PRACTICAL INTELLIGENCE

Indicates the level of capability to generate new ideas and thinking through things logically.



WORK VALUES ASSESSMENT RESULTS

Work Values are relative importance of activities and work environment characteristics for an individual and since they are fairly stable across context and time are important traits to match when considering career options. Your results on the 6 broad dimensions are presented below .



ACHIEVEMENT

Individual gives importance of using ones best abilities and a sense of accomplishment is important in his/her ideal job.

WORKING CONDITIONS

Individual gives importance to salary, job security, physical working conditions and doing work that suits his/her temperament in his/her ideal job.

RECOGNITION

Individual gives importance to advancement, recognition and respect from his/her ideal job.

RELATIONSHIPS

Individual gives importance to being of service for others, getting along with others and having a clean conscience from his/her ideal job.

SUPPORT

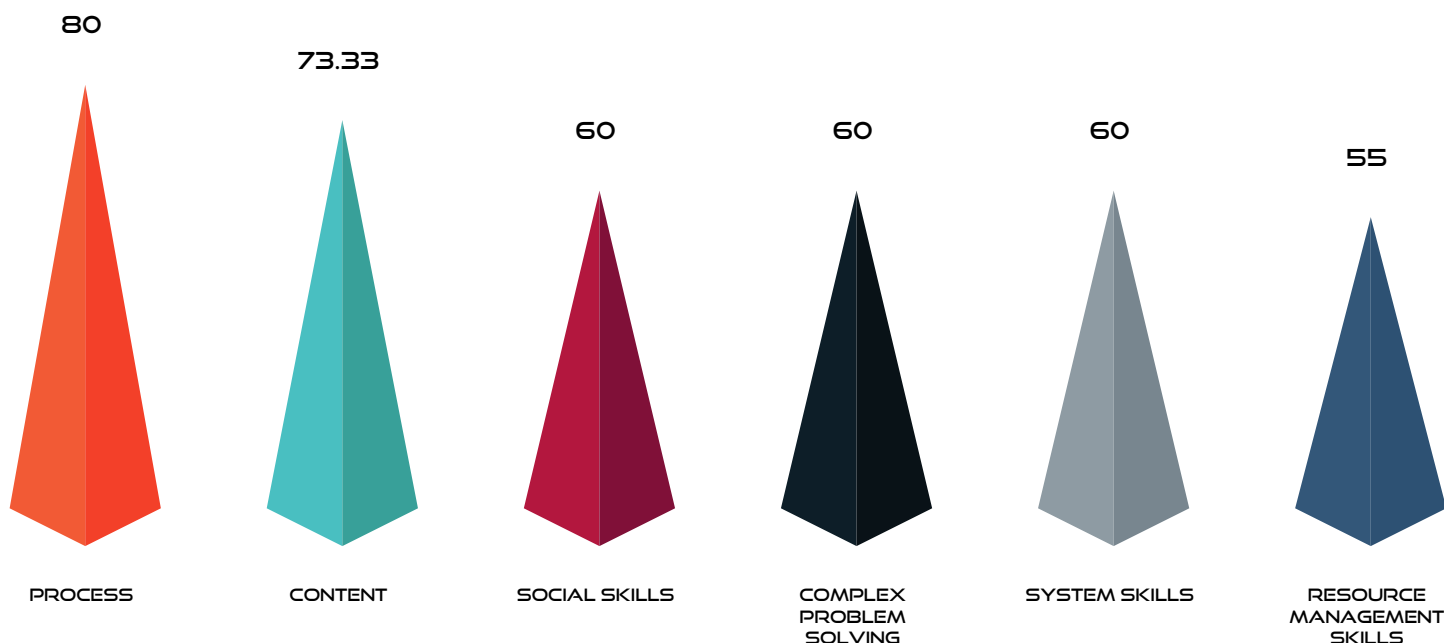
Individual gives importance to having superiors / seniors who are both competent and considerate in his/her ideal job.

INDEPENDENCE

Individual gives importance to having the ability to exercise initiative and make decisions by oneself in his/her ideal job.

SKILL ASSESSMENT RESULTS

Skills are established procedures that lay the foundation to work with knowledge. Your results on the desired levels on the various dimensions are presented below.



CONTENT

Background structures needed to work with and acquire more specific skills in a variety of different domains.

PROCESS

Procedures that contribute to the more rapid acquisition of knowledge and skill across a variety of domains.

SOCIAL SKILLS

Developed capacities used to work with people to achieve goals.

COMPLEX PROBLEM SOLVING SKILLS

Developed capacities used to solve novel, ill-defined problems in complex, real-world settings.

TECHNICAL SKILLS

Developed capacities used to design, set-up, operate, and correct malfunctions involving application of machines or technological systems.

SYSTEMS SKILLS

Developed capacities used to understand, monitor, and improve socio-technical systems.

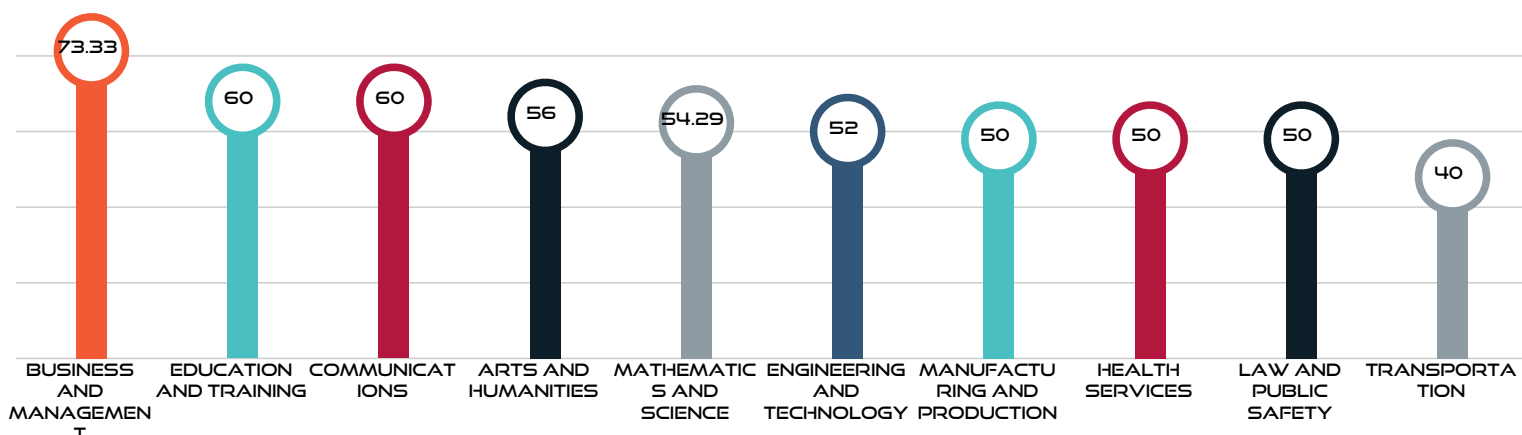
RESOURCE MANAGEMENT SKILLS

Developed capacities used to allocate resources efficiently.



KNOWLEDGE ASSESSMENT RESULTS

Knowledge are organized set of principles and are gained through education and experience. Your results on the desired levels on the various dimensions are presented below.



BUSINESS AND MANAGEMENT

Knowledge of principles and facts related to business administration and accounting, human and material resource management in organizations, sales and marketing, economics, and office information and organizing systems.

MANUFACTURING AND PRODUCTION

Knowledge of principles and facts related to the production, processing, storage, and distribution of manufactured and agricultural goods.

ENGINEERING AND TECHNOLOGY

Knowledge of the design, development, and application of technology for specific purposes.

MATHEMATICS AND SCIENCE

Knowledge of the history, theories, methods, and applications of the physical, biological, social, mathematical, and geography.

HEALTH SERVICES

Knowledge of principles and facts regarding diagnosing, curing, and preventing disease, and improving and preserving physical and mental health and well-being.

EDUCATION AND TRAINING

Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

ARTS AND HUMANITIES

Knowledge of facts and principles related to the branches of learning concerned with human thought, language, and the arts.

LAW AND PUBLIC SAFETY

Knowledge of regulations and methods for maintaining people and property free from danger, injury, or damage; the rules of public conduct established and enforced by legislation, and the political process establishing such rules.

COMMUNICATIONS

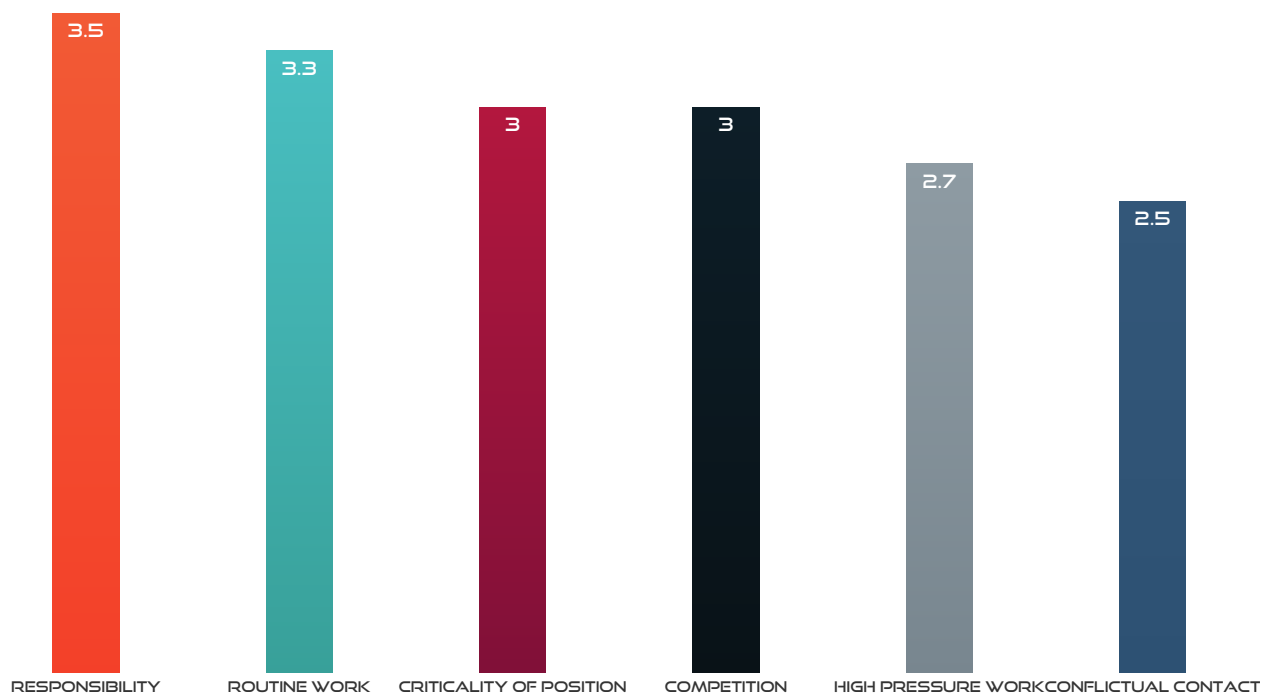
Knowledge of the science and art of delivering information.

TRANSPORTATION

Knowledge of principles, methods for moving people or goods by air, rail, sea, or road, including relative costs & benefits.

WORK CONTEXT RESULTS

Work Context determines the social psychological and physical conditions under which work is performed.



RESPONSIBILITY

Amount of responsibility the worker prefers having for other workers as a part of this job.

CONFLICTUAL CONTACT

Amount of conflict that the worker has readiness to encounter as part of this job.

CRITICALITY OF POSITION

Amount of impact the worker prefers to have on final products and their outcomes.

ROUTINE WORK

The relative amounts of routine versus challenging work the worker prefers while performing this job.

HIGH PRESSURE WORK

Description of the role that time plays in the way the worker prefers to perform the tasks required by this job.

COMPETITION

Amount of competition that the worker prefers to face as part of his job.

PATHWAY RECOMMENDATIONS

Your top 10 career pathway recommendations are presented further.

These are determined based on the various assessed traits that have been explained earlier. Career Pathways are groups of occupations based upon similar work performed, skills, education, training, and credentials.

Please note one occupation may occur in multiple pathways. Links are also provide below for you to explore the occupations further.

1. MANAGEMENT AND ENTREPRENEURSHIP



The marketing management & entrepreneurship pathway includes occupations related to the management of policies, operations or staff working in advertising, promotions, marketing, sales, marketing research, merchandising, or public relations in businesses & corporations, nonprofit institutions, & other organizations.

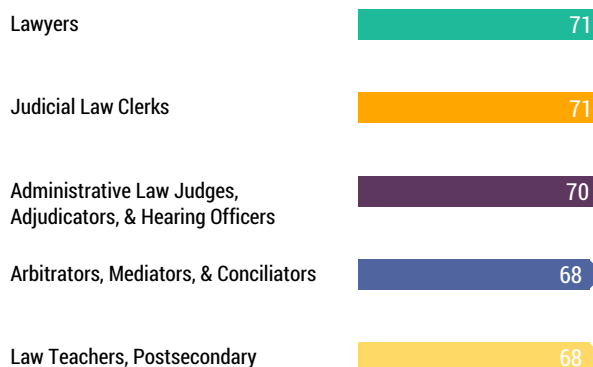
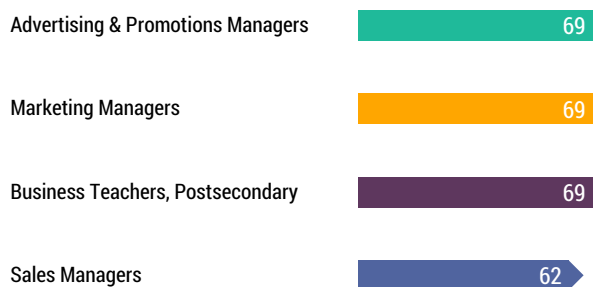
Top Matches : 1. Advertising and Promotions Managers [69%], 2. Marketing Managers [69%], 3. Business Teachers, Postsecondary [69%], 4. Sales Managers [62%]

2. LEGAL SERVICES



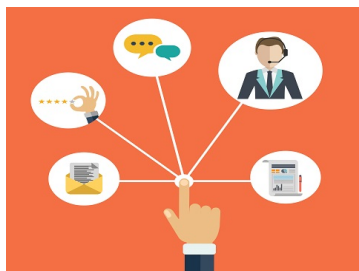
The legal services pathway includes occupations related to the monitoring, implementing, & upholding of the laws, regulations & ethics that guide institutions, individuals, & society.

Top Matches : 1. Lawyers [71%], 2. Judicial Law Clerks [71%], 3. Administrative Law Judges, Adjudicators, and Hearing Officers [70%], 4. Arbitrators, Mediators, and Conciliators [68%], 5. Law Teachers, Postsecondary [68%]



RECOMMENDATIONS CONTD..

3. HUMAN RESOURCES



The human resources management pathway includes workers who focus on staffing activities that involve planning, recruitment, selection, orientation, training, performance appraisal, compensation, & safety of an organization's employees.

Top Matches : 1. Labor Relations Specialists [73%], 2. Human Resources Managers [71%], 3. Training and Development Managers [69%], 4. Human Resources Specialists [69%], 5. Compensation, Benefits, and Job Analysis Specialists [69%]

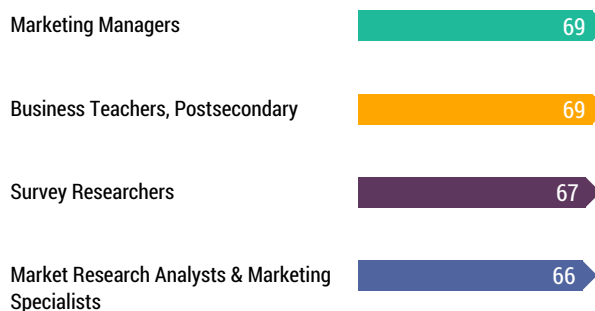


4. MARKETING INFORMATION MANAGEMENT AND RESEARCH



The market research pathway includes occupations that collect & analyze different types of information to design new products, to predict future sales, & to position a company's strategies against those of its competitors.

Top Matches : 1. Marketing Managers [69%], 2. Business Teachers, Postsecondary [69%], 3. Survey Researchers [67%], 4. Market Research Analysts and Marketing Specialists [66%]

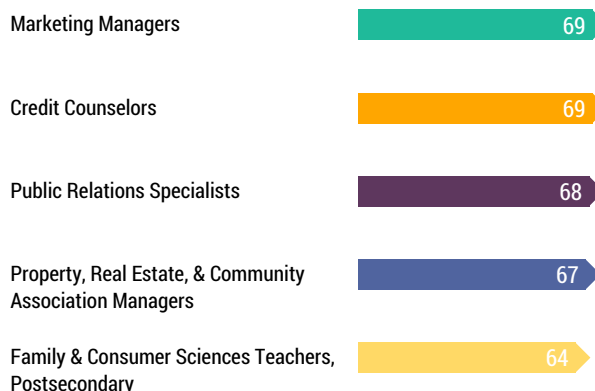


5. CONSUMER SERVICES



The consumer services pathway includes occupations related to helping individuals with decisions & problems relating to finance, real estate, insurance & consumer goods.

Top Matches : 1. Marketing Managers [69%], 2. Credit Counselors [69%], 3. Public Relations Specialists [68%], 4. Property, Real Estate, and Community Association Managers [67%], 5. Family and Consumer Sciences Teachers, Postsecondary [64%]



RECOMMENDATIONS CONTD..

6. FINANCIAL AND INVESTMENT PLANNING



The financial & investment planning pathway includes workers who support the flow of funds from investors to companies & institutions. Include financial planning, asset management, hedge fund management, & custody services.

Top Matches : 1. Personal Financial Advisors [71%], 2. Credit Counselors [69%], 3. Business Teachers, Postsecondary [69%], 4. Treasurers and Controllers [67%], 5. Securities, Commodities, and Financial Services Sales Agents [67%]

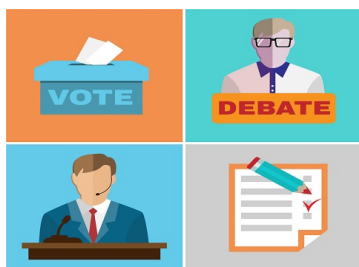
7. MARKETING



The marketing pathway includes occupations related to the management of policies, operations & staff working in marketing activities that include advertising, promotions, sales, marketing research or public relations in businesses & corporations, nonprofit institutions, & other organizations.

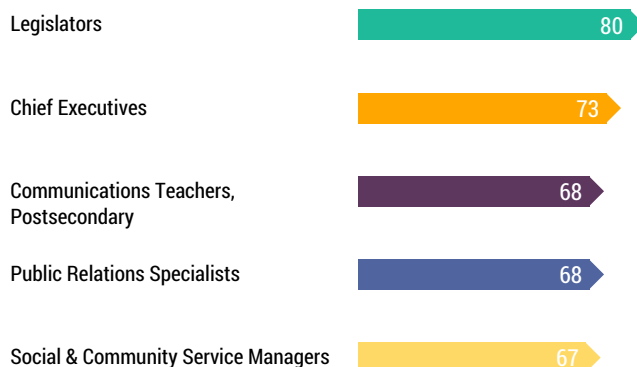
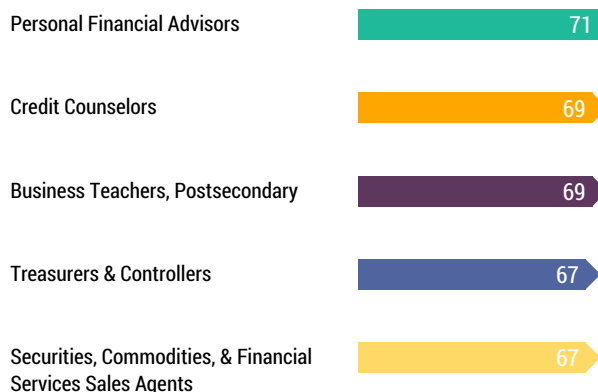
Top Matches : 1. Advertising and Promotions Managers [69%], 2. Editors [69%], 3. Search Marketing Strategists [69%], 4. Business Teachers, Postsecondary [69%], 5. Marketing Managers [69%]

8. GOVERNANCE



The governance pathway includes workers involved in making & executing public policy by working with other officials, constituents, & interest groups. Includes officials elected or appointed to government positions & support staff.

Top Matches : 1. Legislators [80%], 2. Chief Executives [73%], 3. Communications Teachers, Postsecondary [68%], 4. Public Relations Specialists [68%], 5. Social and Community Service Managers [67%]



RECOMMENDATIONS CONTD..

9. MANAGEMENT



The general management pathway includes occupations that plan, organize, coordinate, direct, control & evaluate all or part of a business organization through the allocation & use of financial, human, & material resources or controlling the resources needed to produce or provide a business' goods and/or services. Includes quality control, scheduling, procurement, & warehousing.

Top Matches : 1. Chief Executives [73%], 2. Fundraisers [73%], 3. Investment Fund Managers [73%], 4. Agents and Business Managers of Artists, Performers, and Athletes [72%], 5. Advertising and Promotions Managers [69%]



Chief Executives	73
Fundraisers	73
Investment Fund Managers	73
Agents & Business Managers of Artists, Performers, & Athletes	72
Advertising & Promotions Managers	69

10. ADMINISTRATION AND ADMINISTRATIVE SUPPORT



The administration & administrative support pathway includes workers who provide direction, leadership, & day-to-day management & support of educational activities in schools, preschools, child care centers, colleges, universities, businesses & industries, correctional institutions, museums, & job training & community service organizations.

Top Matches : 1. Education Administrators, Postsecondary [70%], 2. Education and Childcare Administrators, Preschool and Daycare [68%], 3. Education Administrators, Kindergarten through Secondary [68%], 4. Fitness and Wellness Coordinators [68%], 5. Instructional Coordinators [65%]

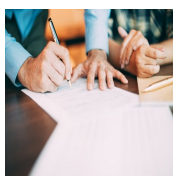


Education Administrators, Postsecondary	70
Education & Childcare Administrators, Preschool & Daycare	68
Education Administrators, Kindergarten through Secondary	68
Fitness & Wellness Coordinators	68
Instructional Coordinators	65

RECOMMENDED INDUSTRIES



Self-Employed



Professional Scientific and Technical Services



Government

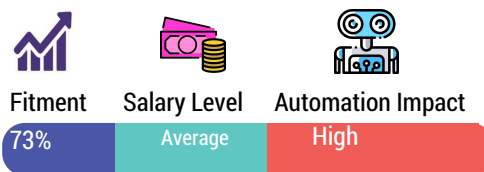


TOP 10 MANAGEMENT RECOMMENDATIONS

Given below your top occupational matches based on your chosen stream. These are ranked and you can click on them to read more about them.

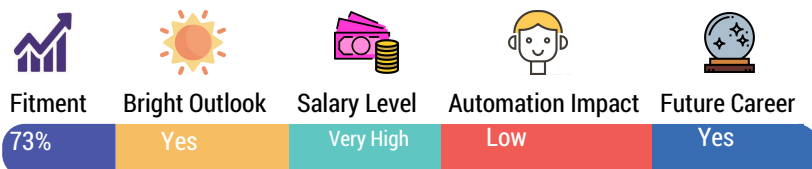
1. Labor Relations Specialists

Also Called :Business Agent | Business Representative | Field Operations Coordinator | Labor Relations Specialist



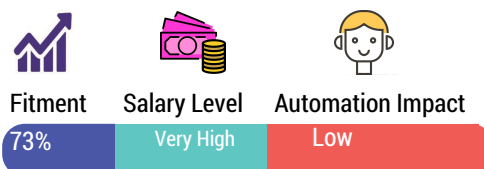
2. Investment Fund Managers

Also Called :Fixed Income Portfolio Manager | Fixed Income Vice President (Fixed Income VP) | Investment Analysis Vice President (Investment Analysis VP) | Portfolio Manager



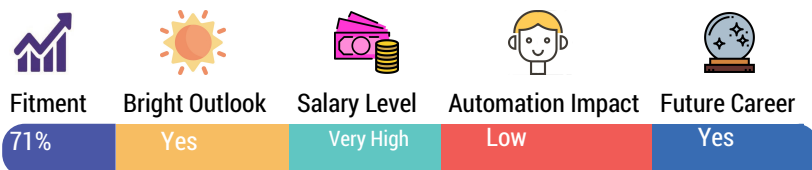
3. Chief Executives

Also Called :Chief Executive Officer (CEO) | Chief Financial Officer (CFO) | Chief Operating Officer (COO) | Executive Director



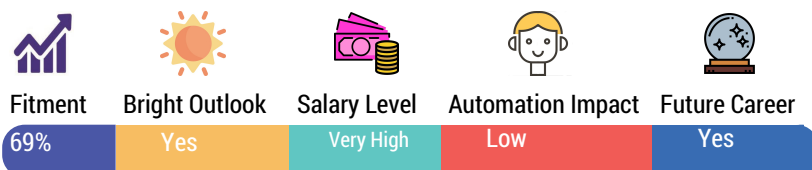
4. Human Resources Managers

Also Called :Employee Relations Manager | HR Administration Director (Human Resources Administration Director) | Human Resources Director (HR Director) | Human Resources Manager (HR Manager)



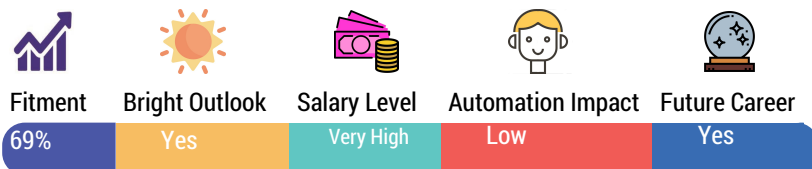
5. Training and Development Managers

Also Called :Education and Development Manager | Education Director | Training Director | Training Manager



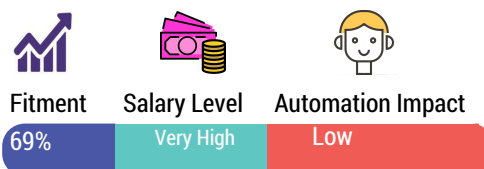
6. Marketing Managers

Also Called :Brand Manager | Business Development Manager | Marketing Director | Marketing Manager



7. Advertising and Promotions Managers

Also Called :Advertising Manager (Ad Manager) | Communications Manager | Promotions Director | Promotions Manager

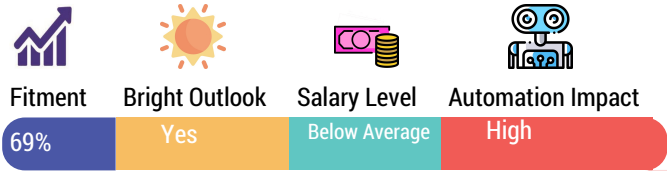




TOP 10 MANAGEMENT RECOMMENDATIONS CONTD..

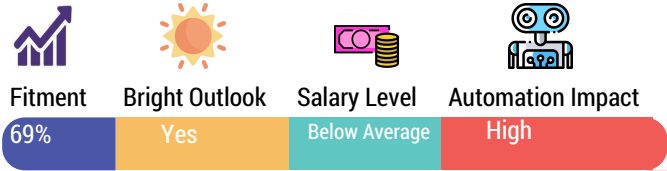
8. Human Resources Specialists

Also Called :HR Coordinator (Human Resources Coordinator) | HR Generalist (Human Resources Generalist) | Human Resources Specialist (HR Specialist) | Recruiter



9. Search Marketing Strategists

Also Called :Digital Media Planner | Online Marketing Consultant | Paid Search Strategist | SEO Strategist (Search Engine Optimization Strategist)



10. Business Teachers, Postsecondary

Also Called :Business Instructor | Business Professor | Instructor | Professor



“Nothing happens until you decide. Make a Decision and watch your life move forward.”

- Oprah



For any Further guidance and clarification contact us

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