

CAREER KICKSTART - PERSONALITY PROFILE INVENTORY REPORT

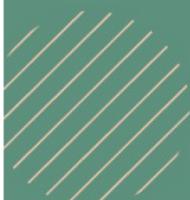


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ABOUT THE ASSESSMENT

The HireMee Personality Profile Inventory comprises 6 behavior clusters and 32 competencies that relate to the skills and behaviors you are likely to exhibit at your workplace. Responses are made on a 3-point scale, i.e., you chose one of the options out of the 3 options that applied the most to you.

The assessment aims to measure personality and its determinants, which include 6 behavior clusters – Dependability, Emotional Management, Motivators, Interpersonal Skills, Intrapersonal Skills, and Derailers.

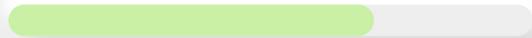
The objective of the assessment is to understand the proficiency in the competencies to perform effectively in the role assigned at work. The assessment is solely intended to act as one of the sources in determining the proficiency levels in the competencies. It will be, by no means, used as a sole criterion to make a decision about the test taker's suitability for the job role.

SCORE INFERENCE



ASSESSMENT SUMMARY

7



Interpersonal Skills/Relationship Management

Definition:

The ability to build and maintain positive relationships, communicate effectively, and collaborate with diverse individuals.

It involves empathy, assertiveness, teamwork, and promoting inclusivity to foster trust and mutual respect in professional and personal interactions.

Key Indicators:

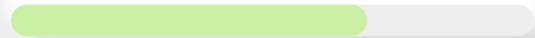
1. Communicates openly, clearly, and respectfully with others.
2. Builds and nurtures meaningful relationships through empathy and understanding.

1. Collaborates effectively within teams to achieve shared goals.

2. Demonstrates assertiveness while respecting diverse perspectives.

3. Promotes inclusivity and values contributions from diverse backgrounds.

6.8



Dependability

Definition:

The consistent ability to uphold commitments, demonstrate accountability, and adapt to changing situations while maintaining honesty, integrity, and focus.

It involves delivering quality work, adhering to organizational values, and fostering trust and collaboration in professional relationships.

Key Indicators:

1. Maintains honesty, integrity, and ethical behaviour in all interactions.
2. Delivers commitments with consistency and professionalism.

1. Adapts effectively to changing workplace demands while staying focused.

2. Takes accountability for actions and meets expectations with reliability.

3. Encourages open communication and trust among team members.

7.4

Intrapersonal Skills

Definition:

The ability to self-regulate, adapt, and confidently navigate personal and professional challenges.

This skill involves planning, self-motivation, self-control, and flexibility, enabling individuals to manage tasks effectively, solve problems, and navigate various situations with confidence.

Key Indicators:

1. Adapts quickly to changing situations and embraces growth opportunities.
2. Plans and organises tasks effectively to meet goals.

- 1. Demonstrates self-motivation and independence in decision-making.
- 2. Recognises and takes ownership of tasks and challenges.
- 3. Exhibits resilience to personal setbacks and maintains a positive attitude.

7.4

Emotional Management

Definition:

The ability to understand, regulate, and express emotions constructively, maintaining composure under stress, managing impulses, and fostering positive interactions.

This involves recognizing emotional triggers, staying composed under pressure, and effectively handling conflicts and frustrations.

Key Indicators:

1. Remains calm and optimistic under pressure.
2. Recognises and understands personal emotions and their impact on others.

- 1. Controls impulses and makes thoughtful decisions.
- 2. Effectively manages frustration and negative emotions constructively.
- 3. Applies positive strategies to cope with challenges and setbacks.

6.7

Motivational Indices/Motivators

Definition:

It reflects the intrinsic and extrinsic factors driving an individual's behaviour, including the desire for achievement, innovation, leadership, problem-solving, social connection, recognition, and security.

Key Indicators:

1. Demonstrates a strong drive to achieve and exceed goals.
2. Innovates by adapting methods and solving problems effectively.

7.5

Derailers

Definition:

It reflects tendencies that hinder personal and professional growth, such as arrogance, negativity, impulsiveness, inflexibility, and manipulative behaviour.

Key Indicators:

1. Overestimates abilities and refuses to acknowledge limitations.
2. Focuses on negatives, doubting others' motives and intentions.

STRENGTHS

Stubborn

Is open towards others' perspectives and considers changes by others.

Impulsive Behaviour/Modification Behaviour

Are thoughtful in situations by applying a reflective approach.

Planning and Organizing Skills

Proactive tasks and allocate resources based on multiple protocols to accomplish the goal effectively.



AREAS OF DEVELOPMENT

Social Relationships

Is inattentive to others' needs and finds it difficult to provide the support required to build reciprocal relationships.

Achievement Orientation

May lack the motivation to succeed and goals or consistently meet high performance standards.

Appreciation/Recognition

May lack the need to be recognized for their work.



COMPETENCY

1. INTERPERSONAL SKILLS/RELATIONSHIP MANAGEMENT

Affective Communication



Empathy



Relationship Building/Networking



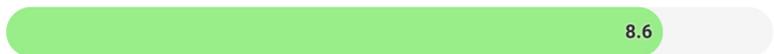
Team Spirit



Assertiveness



Cross-Cultural Sensitiveness/Diversity & Inclusion



Affective Communication - High



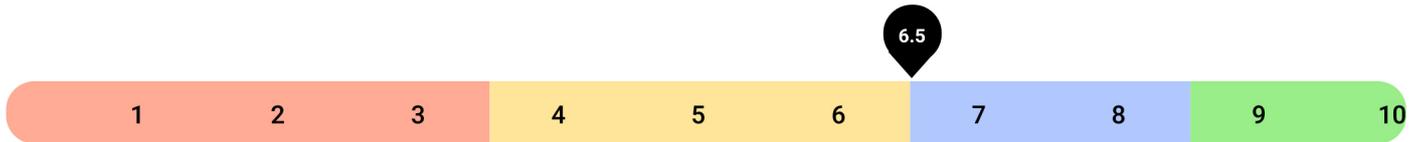
Is able to speak and write fluently while communicating with others. Promotes open communication with the organization by being genuine and forthcoming in such communication. Pays in an effort to learn more about others' attitudes. Expresses concepts clearly and completely in an interesting way to hold attention. Is sensitive of gender and ethnic sensitivity in oral and written communications.

Empathy - High



Has a great understanding of others' attitudes. Displays a genuine concern for others by putting one's self in others' shoes. Shows concern over others' work and non-work related problems. Is approachable and ready to help others as and when required.

Relationship Building/Networking **Below**



Is polite and respectful. Finds ways to maintain healthy relationships at work. Builds rapport with others by meeting others' needs. Tries to build work network by supporting or assisting others without an obvious intent.

Team Spirit **Below**



Tries to be warm and friendly towards team members. Contributes to the team to accomplish the shared goals. Is open to the team members' suggestions. Assists and guides the teammates on the relevant information when needed. Coordinates with the team members to achieve shared goals. Is enthusiastic about collective achievements.

Assertiveness **High**



Is frank and straightforward in work approach at work. Takes a stand based on what they believe is right. Steps needed to work past it when. Explains work stand when needed. Reports work areas to ensure compliance with quality standards. Influences stakeholders to reach a common goal by communicating effectively.

Cross-Cultural Sensitivity/Diversity & Inclusion **Very High**

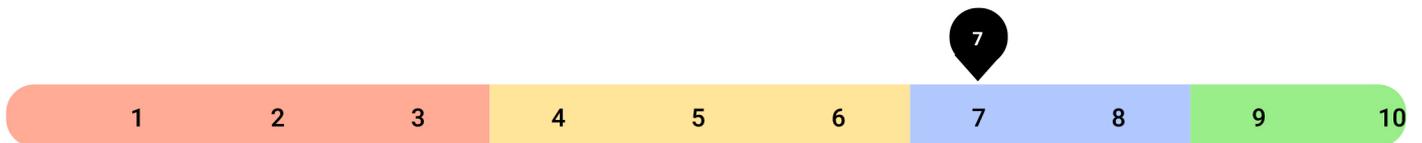


Recognizes and incorporates diverse viewpoints. Works effectively and respectfully with people from varied backgrounds. Creates an inclusive environment and proactively reflects on their own behavior to eliminate biases. Considers differences as opportunities to learn. Positively encourages others to report diversity at work by addressing others' concerns.

2. DEPENDABILITY

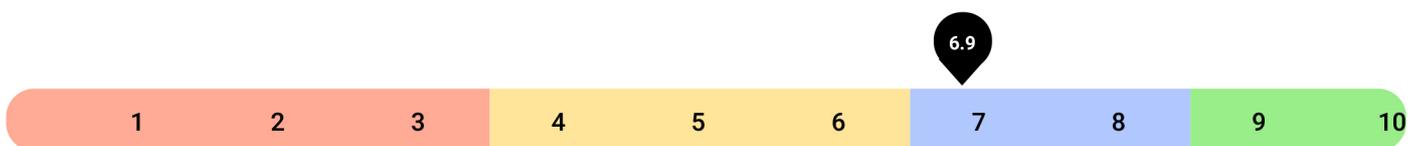


Trusting - High



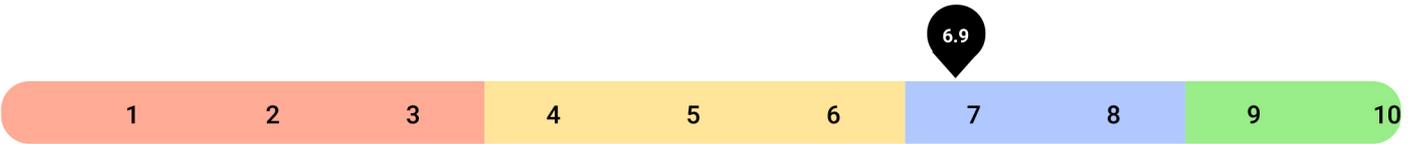
Is transparent about work intentions. Communicates clearly and honestly in all forms of communication. Is fair and objective while dealing with others. Listens intently to others' comments and suggestions. Follows through on work commitments even in demanding situations.

Accountability - High



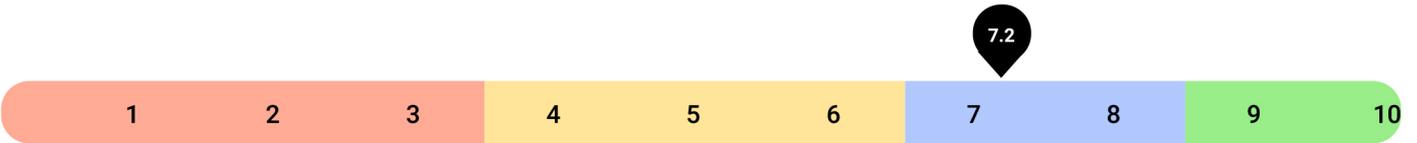
Takes own responsibilities seriously. Meets others' expectations about work by keeping them informed on the timeline and steps. Tries to deliver work well before time. Makes decisions based on the organizational guidelines. Addresses other concerns when needed. Proactively takes ownership of poor performance and accepts criticism without blaming the circumstances.

Power/Influence To Lead



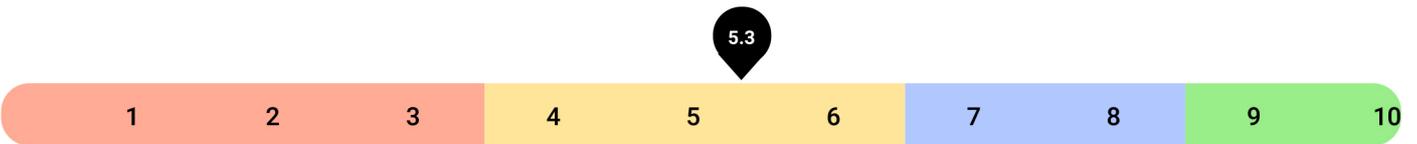
Readily steps forward to take the lead. Has the ability to influence others decisions. Takes initiative in situations demanding a leader. Makes an effort to increase other's levels of influence to improve status and power.

Problem Solving



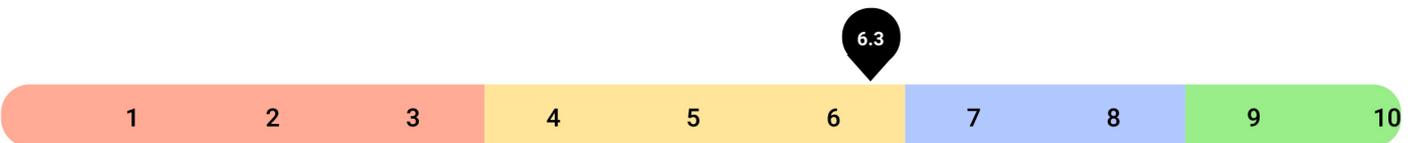
Seeks to understand the root cause of the problem by asking questions. Is aware of the resources available to them to understand the problem in detail. Finds missing information. Considers the risks associated with each solution and chooses the most effective solution with minimal risk or time. Thinks of potential obstacles and develops a contingency plan.

Social Relationships



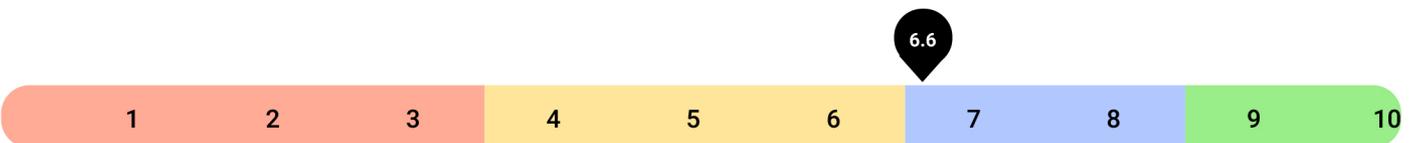
Tries to be friendly towards others. Makes an effort to build healthy relationships at work. Attempts to listen to others' concerns and provides assistance, information, and support when asked. Tries to establish a common ground for improved relationships by using tact and diplomacy.

Appreciation/Recognition



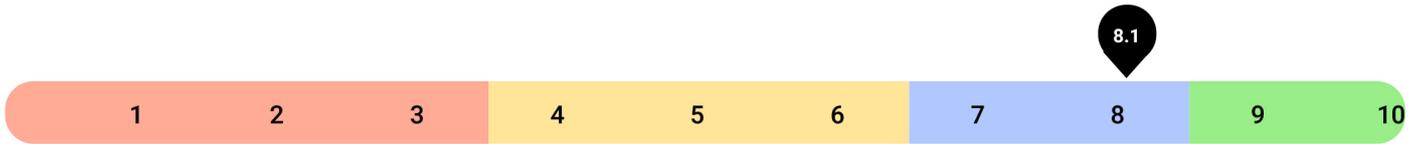
Often feels the need to be recognized as an individual or member of a group. Often receiving recognition for work done. Feels a higher level of satisfaction and enjoyment of work.

Sense Of Security



Feels safe and secure in work environment. Tries an effort into improving the current situation. Tends not to feel secure in work environment.

Builder



Attempts to avoid changes as a result of seeing them as a threat. Strives to work others in the face of opposition from the team members. Reluctantly works on shared goals with the team/manager. Follows an action strategies and resources to protect oneself.

Negotiator



Is creative and intelligent while dealing with others. Finds it tough to adhere to others' boundaries while pursuing one's needs. Strives the best to support one's agenda while solving problems. Attempts to reduce guilt in others to avoid taking responsibility for one's conduct.

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