



Competency Report



ComPAS NowTM
Identify Success Patterns

International Competency Olympiad (ICO)

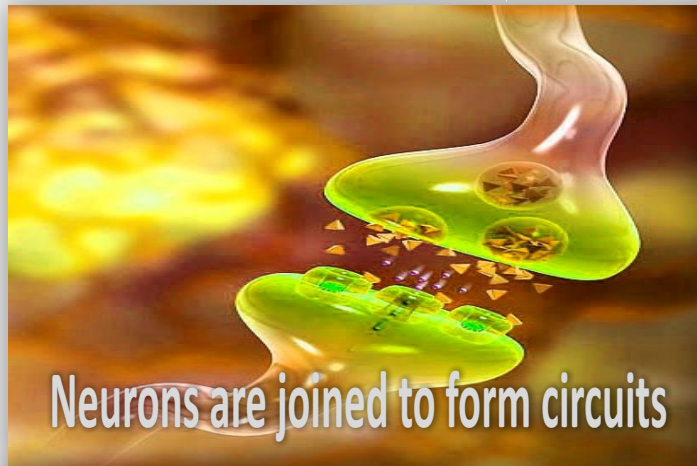
According to modern psychology our mind is what our brain does. In other words our brain is the hardware and the mind is the software. And our thoughts are the functional units of the mind. Repeated and reinforced thoughts sink deep into our subconscious mind and form our beliefs, values, responses, behavior, attitude and skill sets.

Our subconscious mind uses these patterns as a reference base for our actions, judgments and decision making. It motivates us, as per our patterns, to respond and behave in specific ways in different contexts. Some of these patterns help us to be successful and achieve excellence in life and work. Some others can pull us down and make our life miserable. ICO picks up and measure these subconsciously controlled patterns through an online test.

How ICO is unique?

- ❖ ICO is not based on Interest, because interest can change from time to time
- ❖ Not based on subject knowledge, because you already know it from the school mark card
- ❖ Not based on aptitude because attitude is more important than aptitude

Everything is based on thoughts, mind and psychology
ICO can drive the students to success!!!



Neurons are joined to form circuits



Neurons secrete neuro-chemicals
and circuits are formed
in the brain (neural pathways)



Formation of neural pathways



Neural pathways are the base for the thoughts, the thoughts are responsible for the actions, actions are responsible for the **beliefs**, habits, **values**, **aptitudes**, **attitudes**, skills & **competencies**.

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ComPAS Now
Identify Success Patterns

ComPAS Now Assessment & Training Services Pvt. Ltd.

Authorised Assessment Partner - B S S, National Development Agency, Govt. of India.



International Competency Olympiad Report

Name	Mahesh Madhav
ID	Mahesh Madhav
Date of Test	12-07-2019
Email ID	sample@gmail.com
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Class	X
Test Language	English





Message from The Principal

Dear Student,

Co-curricular activities facilitate the development of various domains of mind and personality such as intellectual development, emotional development, social development, moral development and aesthetic development. Creativity, Enthusiasm, Positive thinking are some of the facets of personality development.

By the time the children reach Standard V they already have their set patterns of response and behaviour in different situations in life. Some of these patterns, like the interests in sports, academics, music, etc. are visible to teachers and parents. Some other patterns are invisible and hidden to others. Attention to details, process orientation, planning, risk analysis etc. are some of the examples of hidden patterns. It is on these hidden patterns that the children build their future skills and competencies to face their life and career.

Now-a-days, schools and colleges have been giving more importance to bringing out the hidden potential of the students. Great educational thinkers like Rousseau, Spencer and Dewey had advocated the importance of extracurricular activities among students in order to develop social relationship and interactive intelligence.

In this regard, we, the **<school Name>**, in association with ComPAS Now™ conducts continuous Emerging Strengths Analysis tests for all of you.

We are sure this innovative step from the management will have a long term positive effect in your life, being an eye opener, the test will help you aware of your hidden potentials, make necessary corrections needed and set you ready to face the real realm of the future to excel in life and career.

All the best,

(sd/-)
Principal Name
Principal,
School Name

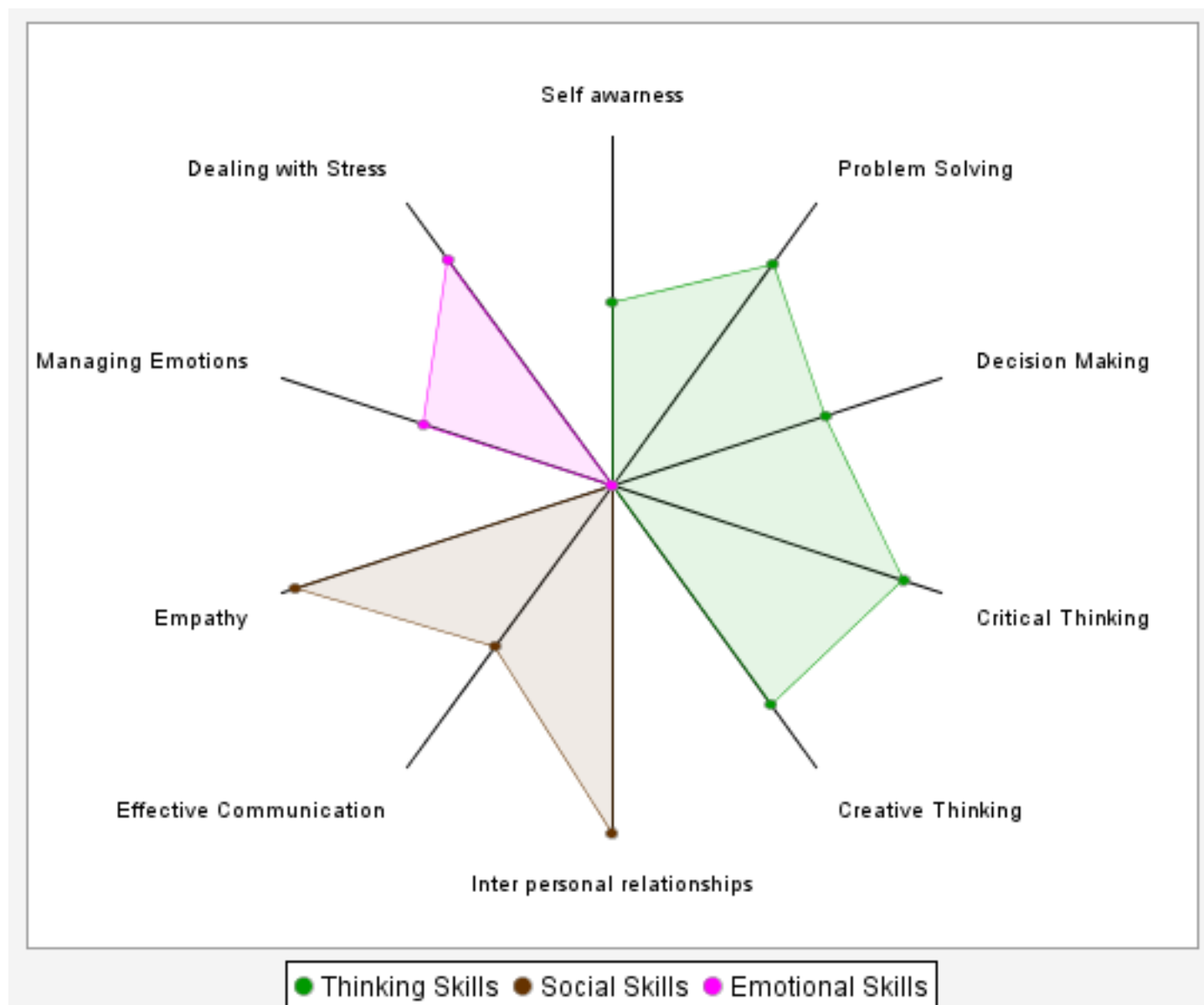
Competency Olympiad - Main Chart

This section describes the over all graph of major 10 competencies under all the three sections (thinking skill, social skill and emotional skill).

Competency Score - 51 %

Competency Grading

Above 85%	Though the student has scored very high, this level is described as 'overskilled' and restrictive. This is because the student may miss out on other important complementary traits, as her/his focus will be only on a few traits.
61 - 85%	This is the bestfit level and represents the desired capability in performance.
46 - 60%	Within this level the student can satisfactorily perform managerial situations. It may mean that the person may be endowed with other opposite but complementary traits, making her/him an all rounder.
31 - 45%	The competencies plotted within this level comprise a caution that the ability of the individual is not sufficient for the proper execution of the particular leadership style. S/he needs further skills training to achieve the optimum performance.
Upto 30%	The competencies rated within this level do not meet the requirements.



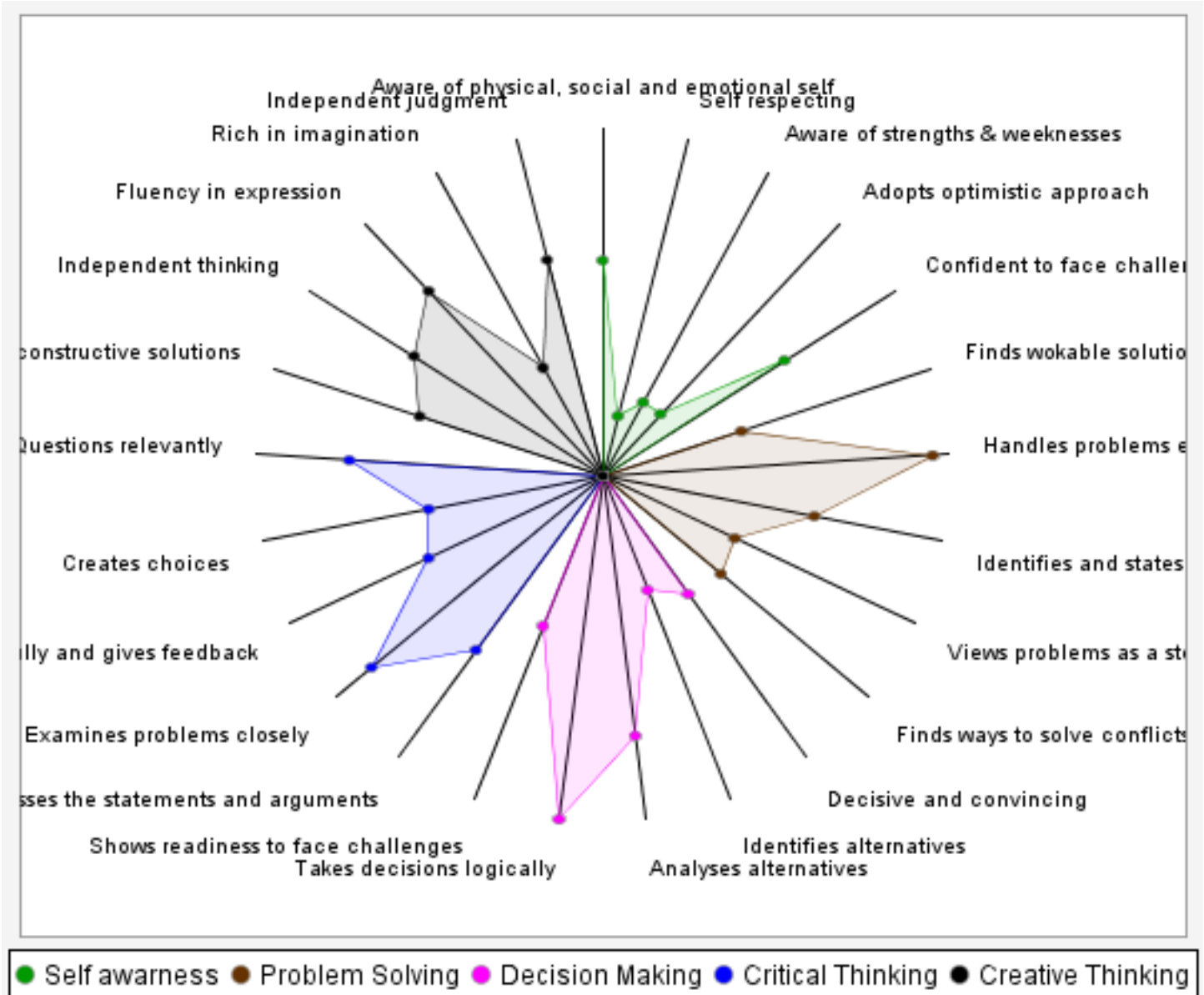
Thinking Skills

Thinking skill enables the students to integrate their experiences, improves the quality of their social response and behaviour, realise their potential, and contribute to the development of themselves and the society.

Self awareness	36.2%	It is the ability to assess the self accurately and respond to the situations appropriately. High scorers will have a clear perception of their personal strengths, skills, and weaknesses, focus their attention on their personal development and move forward confidently to face challenges. They will realistically assess their self-worth, positively interpret the environment and change their response and behaviour to enhance the sense of their self-respect and self-esteem.
Problem Solving	54.1%	It is the ability to identify the objectives and obstacles, and choose the best option. High scorers will see problems are opportunities and look for workable solutions to effectively handle them. They will use logic and creative thinking to identify and analyse the faults, pay attention to what is to be avoided, and choose the best option while keeping their goals in sight. Defining conflict in neutral terms, they will give attention to positive responses, enlist co-operation and facilitate peaceful ending of conflicts.
Decision Making	44.5%	It is the ability to gather data and analyse alternatives before making a decision. High scorers will be careful decision makers. Principled and balanced in their judgment, they will be decisive and convincing, and make logical decisions. They will be rational and coherent in thinking, look for different alternatives, and analyse them critically in order to make sure that they are consistent with their values. They take initiative, explore the limits, and accept challenges.
Critical Thinking	60.7%	It is the ability to identify, analyse and propose solutions to complex problems. High scorers will be able to understand and articulate complex concepts, examine the facts and arguments in detail, and assess them carefully to solve complex issues. They will listen carefully, pinpoint problems, ask relevant questions, give positive feedback and look for outcomes that are meaningful and valuable.
Creative Thinking	53.5%	It is the ability to creatively analyse available data to discover new insights. The creative thinkers will look for many possible answers rather than one, and may see opportunities where others see only obstacles. With imaginative, analytical and interdisciplinary approach to reality, they will sieve the data through their independent experience, express them fluently and graphically, and manage to address the issues from a different perspective.

Thinking Skills - Internal Traits Chart

In this section, all the internal traits pertaining to Thinking Skill are illustrated through a graph. This will give a clear understanding of the traits the student is showing in higher degree, and those that need improvement.



Self awareness

Traits - Satisfactory

Aware of physical, social and emotional self
Confident to face challenge

Traits - Need Improvement

*Self respecting
*Aware of strengths & weaknesses
*Adopts optimistic approach

Problem Solving

Traits - Satisfactory

Handles problems effectively
Identifies and states problem
Finds ways to solve conflicts

Traits - Need Improvement

*Finds workable solutions
*Views problems as a stepping stone

Decision Making



Traits - Satisfactory

Analyses alternatives
Takes decisions logically
Shows readiness to face challenges

Traits - Need Improvement

*Decisive and convincing
*Identifies alternatives

Critical Thinking

Traits - Satisfactory

Assesses the statements and arguments
Examines problems closely
Listens carefully and gives feedback
Creates choices
Questions relevantly

Traits - Need Improvement

Creative Thinking

Traits - Satisfactory

Finds creative and constructive solutions
Independent thinking
Fluency in expression
Independent judgment

Traits - Need Improvement

*Rich in imagination

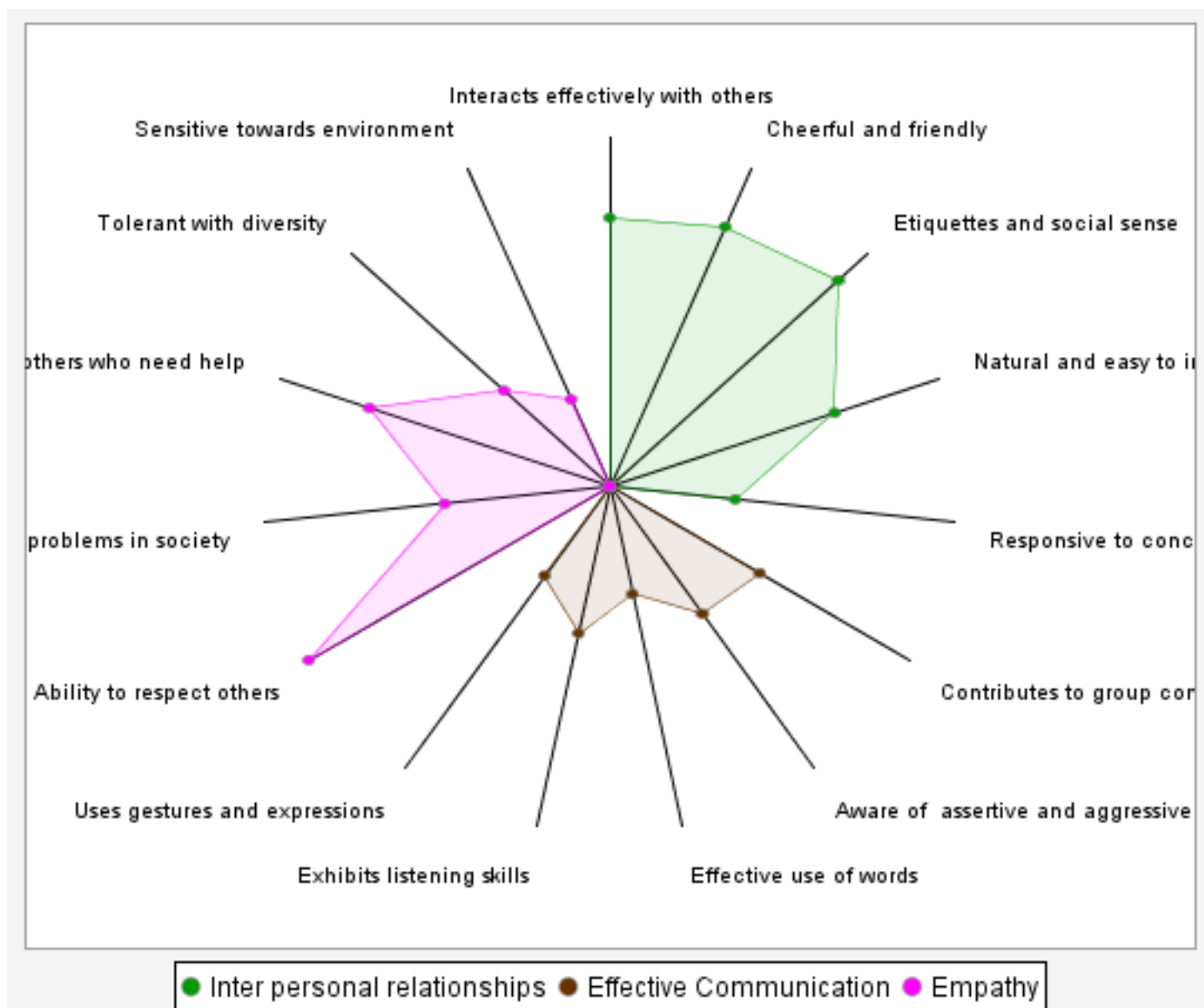
Social Skills

Social skills are character traits that facilitate interaction and communication with others. They help the students to identify and inculcate social rules and values, and positively connect with people. While they project the best self into different life situations, relationships and career, they are also considered as a complement to occupational and technical skills.

Inter personal relationships	68.7%	It is the ability to connect with others and work for mutual interests. Students with good interpersonal relationships will develop correct attitude, fine etiquettes and social sense, and interact effectively with their friends and teachers. Being cheerful and friendly, they will look for areas of agreement, willingly share information and knowledge, and respond with concern to the needs and interests of others.
Effective Communication	39.2%	It is the ability to convey information effectively. It should not be confused with conversational ability and language skills. High scorers will use all the communication channels to convey information to their listeners, making use of effective speech, action and expression. With good listening skills, they will know how to present, persuade, and exchange information meaningfully, using gestures, imagery and voice tone.
Empathy	65.8%	It is the ability to focus on the needs of another person and emotionally channelise a supportive response. High scorers will show respect to others, display care and concern to the problems in the society, reach out to friends in need, and enter into a meaningful dialogue with everyone. With helpful patterns of response and behaviour, they will be tolerant with diversity, build support networks, and foster sensitivity towards the environment.

Social Skills - Internal Traits Chart

In this section, all the internal traits pertaining to Social Skill are illustrated through a graph. This will give a clear understanding of the traits the student is showing in higher degree, and those that need improvement.



Inter personal relationships

Traits - Satisfactory

Interacts effectively with others
Cheerful and friendly
Etiquettes and social sense
Natural and easy to interact

Traits - Need Improvement

*Responsive to concerns of others

Effective Communication

Traits - Satisfactory

Contributes to group conversations
Aware of assertive and aggressive manners

Traits - Need Improvement

*Effective use of words
Exhibits listening skills
*Uses gestures and expressions

Empathy

Traits - Satisfactory

Ability to respect others
Concerns about problems in society
Reaches out to others who need help

Traits - Need Improvement

*Tolerant with diversity
*Sensitive towards environment

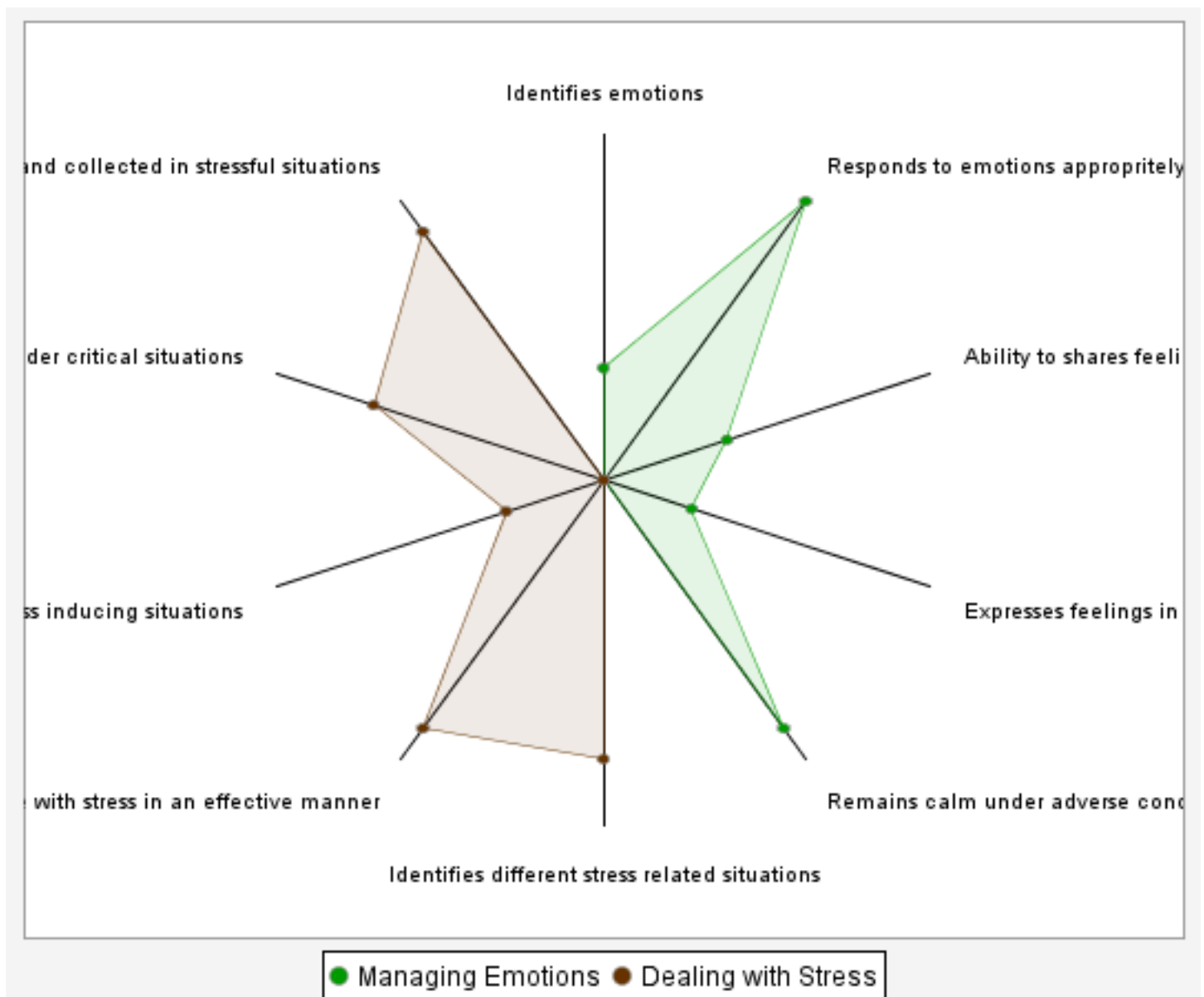
Emotional Skills

Emotional skill refers to the ability of a student to express and manage his/her emotional states. Emotions are the most reliable indicators of how things are going on in their own life. They are the driving force behind the motivation, response and behaviour, and contribute to effective and stress free living.

Managing Emotions	39.1%	It is the ability to keep their own emotional balance and respond appropriately to different life situations. High scorers will have several mental tools to identify, express and manage their emotions in a healthy manner, and handle with ease, everyday responsibilities as students. They will share their feelings with friends, teachers and parents, and integrate their life and work, while remaining cool and calm in critical situations.
Dealing with Stress	55.1%	It is the ability to handle excessive stress and cope with difficult situations. High scorers will be optimistic, anticipate stressful situations, cope with them effectively, and quickly recover from setbacks. Remaining level-headed and composed, they will respond positively to the demands of the moment, shift their focus whenever required, regularly track the outcome they want, and promptly meet the deadlines.

Emotional Skills - Internal Traits Chart

In this section, all the internal traits pertaining to Emotional Skill are illustrated through a graph. This will give a clear understanding of the traits the student is showing in higher degree, and those that need improvement.



Managing Emotions

Traits - Satisfactory

Responds to emotions appropriately
Remains calm under adverse conditions

Traits - Need Improvement

*Identifies emotions
*Ability to shares feelings with others
*Expresses feelings in a healthy manner

Dealing with Stress

Traits - Satisfactory

Identifies different stress related situations
Cope with stress in an effective manner
Reacts positively under critical situations
Remains composed and collected in stressful situations

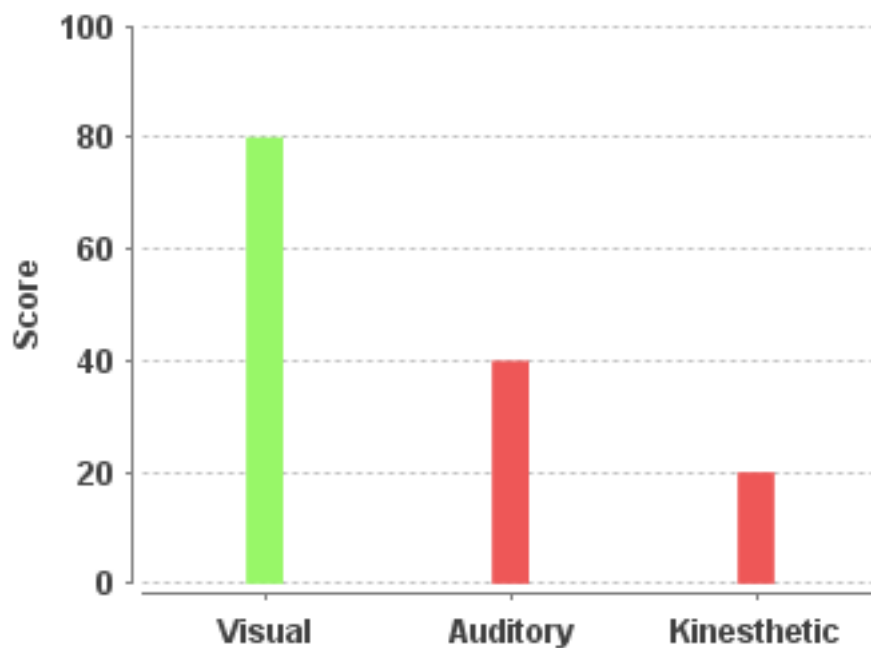
Traits - Need Improvement

*Optimistic in handling stress inducing situations

VAK Analysis

(Note: A person gets information through 5 senses for brain to process. However, 3 senses are more prominent. They are 1) through visuals(eye), 2) through Auditory(ear) and 3) through Kinesthetic - feelings / touch / movements. This will determine the dominant learning style. It is known as VAK Analysis (Visual, Auditory & Kinesthetic). It is based on modalities—channels by which human expression can take place and is composed of a combination of perception and memory. Although we use all of the representational systems, we tend to have a preference, just like there are people who prefer certain types of food.)

The below chart will indicate whether the person's best learning preference is 'by observing' or 'by listening' or 'by doing'.



As per the VAK Analysis Mahesh Madhav's best learning preference(s) is by 'Observing'.

First Preference for Mahesh Madhav :

- * Try to read books on similar topics from internet or from other sources, with more pictures to explain the concepts
- * Convert the concepts and key points into pictures, charts and mind maps
- * Re-read the topics after the training session
- * First create a summary or bullet points and then go into details.
- * Study in a place where there are no distractions at all.
- * Do not need to repeat the subject loudly. Reading once with concentration may be enough.
- * Draw connected pictures in the margins while taking notes
- * Do imagine or visualise what has been taught / taken notes



About ICO (International Competency Olympiad)

ComPAS Now™ International Competency Olympiad (ICO) is a brilliant software-driven initiative that accurately pinpoints student competencies in Life Skills.

Apart from measuring the set Competencies, the tool goes further into the best learning preferences of a student through VAK (Visual / Auditory / Kinesthetic) Analysis.

The report will help:













- ** The school management: to get the life skill scientifically measured and summary scores of all the student. This will help provide personal attention and define the learning requirements of a student.*
- ** Teachers: to understand how well they can take care of the students and communicate to them effectively using VAK scores.*
- ** Parents: to understand in what direction the child is moving and plan the career options in an early stage.*
- ** Students: to understand their best learning styles, the strengths and areas for improvement.*

About ComPAS Now™

All the statements in the Test are based on Neuro-Linguistic Programming (NLP), a branch of Behavioural Psychology of the modern day.

Using NLP Tools we at ComPAS Now™ pick up Behaviour and Response Patterns in people in different life situations. The response patterns may vary in different contexts. Hence the patterns are checked in various contexts.

Services from ComPAS NowTM

-  **Competency Olympiad for Class 5 to 12**
-  **Career Assessment for Class 10 onwards**
-  **Career Direction Report for Degree / PG Students**
-  **Competency Mapping for Engg & MBA Students**
-  **Specialisation Selection for MBA Students**
-  **Competency Mapping for D.Ed/B.Ed/M.Ed Students**
-  **Know Your Teachers (KYT) for Teachers**
-  **Job Competency Analysis for Corporate Staff**
-  **Training Need Analysis for Corporate Staff / College Students before Training**
-  **Behaviour Analysis**
-  **Special Caution Report**
-  **Leadership Style Analysis, etc...**

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