

Competency Mapping Report

Personal Details

Id	Asw19041000008	Date of Test	15/04/2019
Name	Aswanth P	Contact Email	sample@gmail.com

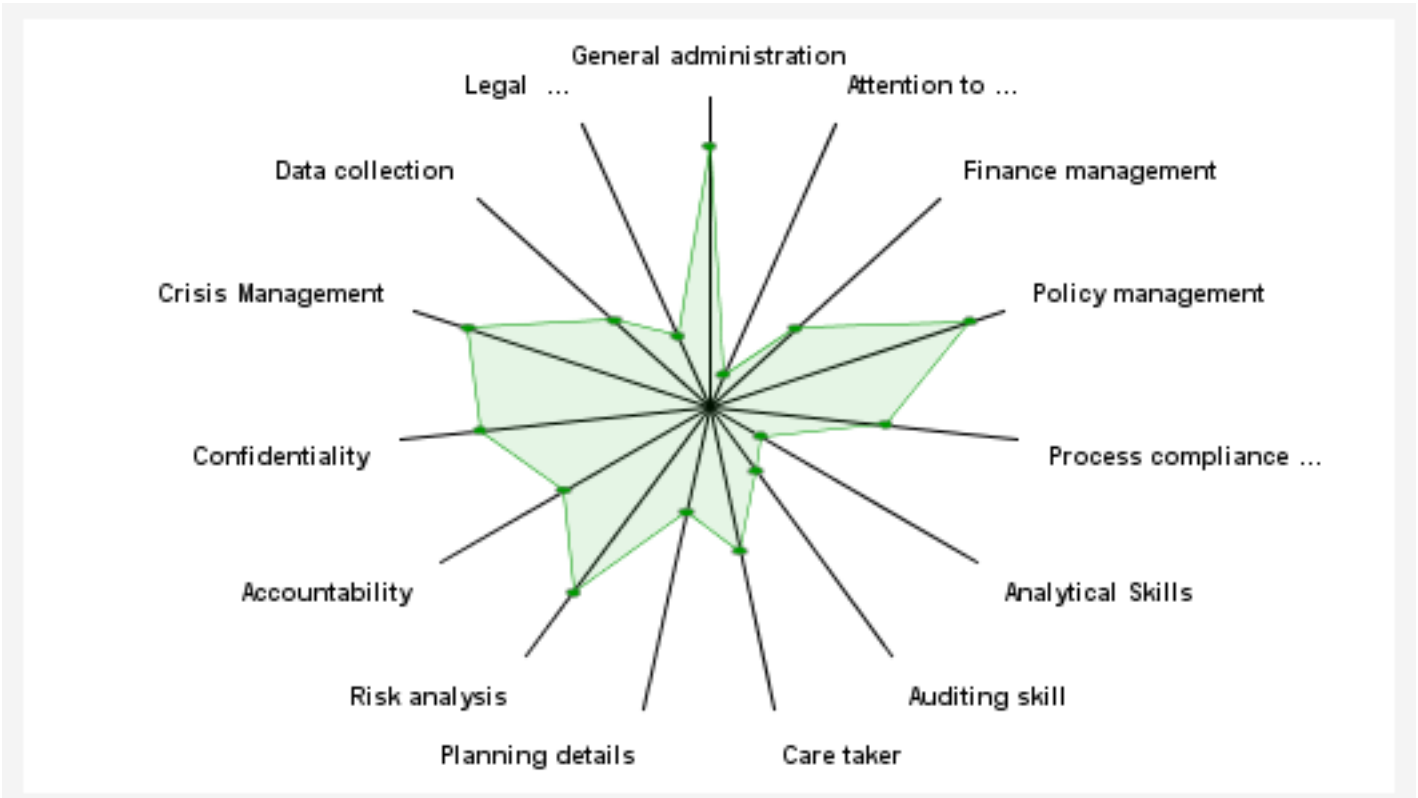
Profile Compatibility Details

(Note: Profile compatibility gives an understanding of the overall capability of an individual to deliver the expected performance in a specific job. One should consider the profile compatibility % only if the profile competencies are well defined.)

MBA Finance	: 50.5%
MBA Marketing	: 50.5%
MBA- HR	: 62.8%
MBA Business Analytics	: 52.6%
MBA Operations	: 61.1%



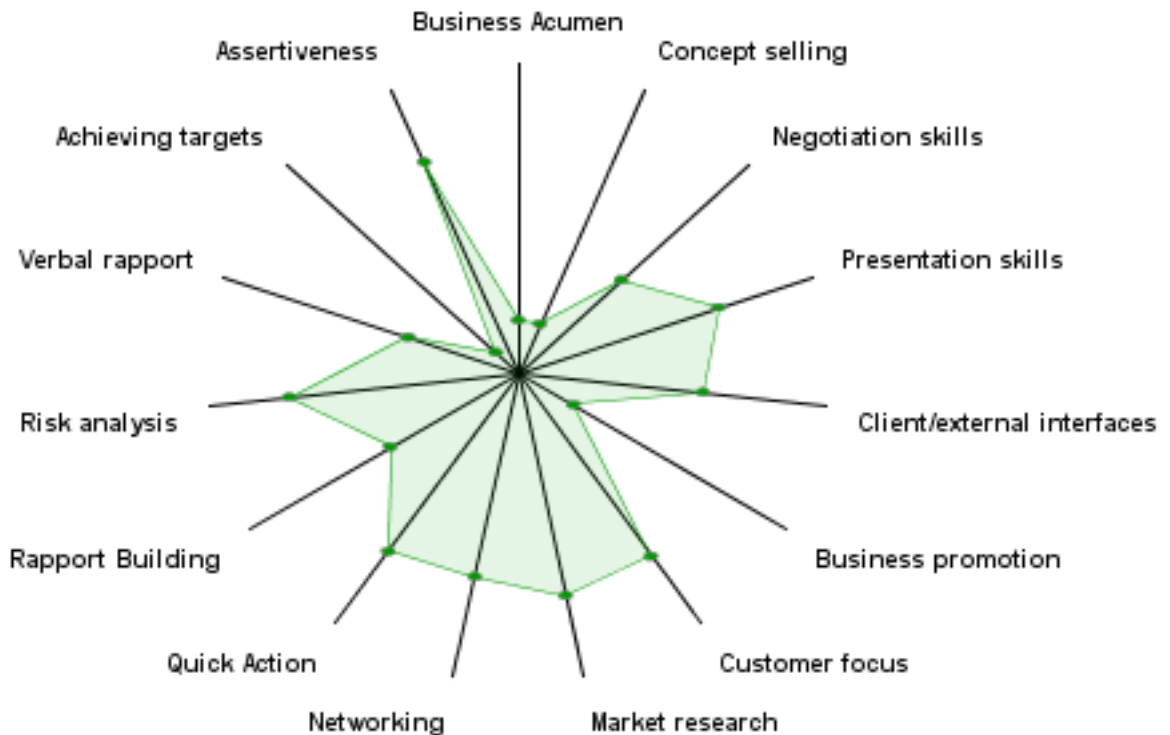
MBA Finance



General administration	84.0%	Ability to plan, execute and achieve the objectives of the organization. High scorers will take decisions without external influence, work systematically, manage priorities and exhibit leadership qualities.
Attention to Details	11.25%	Ability to work with details, step by step, in an orderly manner. High scorers will handle small pieces of information well, work systematically and in sequence.
Finance management	37.5%	Ability to plan and track revenue, expenditure, profit and loss of financial operations. High scorers will focus on wealth generation, think in terms of targets to achieve, have a consistent set of priorities and manage them.
Policy management	88.7%	Ability to set and maintain operating rules to deal with situations likely to occur. High scorers will have a consistent set of priorities, think in overviews and summaries, pay attention to what should be there, and will be good in managing priorities.
Process compliance audit	57.25%	Ability to detect and resolve process compliance related issues. High scorers will be able to enforce compliance to a set of standards, will not bend the rules, and pay attention to what is missing.
Analytical Skills	19.3%	Ability to identify, analyse and solve complex problems. High scorers will think analytically, logically and rationally be objective, look for details, work methodically and step by step.
Auditing skill	25.75%	Ability to ascertain the validity and reliability of information. High scorers will keep track of everything, fully assess the situation before acting, enforce compliance to a set of standards and take well grounded decisions.
Care taker	47.75%	Willingness to look after or take charge of goods, property, or a person. High scorers will not destroy anything, be considerate, caring, accepting and take charge to do everything possible.
Planning details	35.0%	Ability to plan and execute business details to maximize productivity. High scorers will be able to think in terms of future possibilities, analyse symptoms, identify faults and find solutions, and move away from potential dangers.
Risk analysis	74.5%	Ability to evaluate the risk involved in a future course of action. High scorers will be able to pay attention to the risks and threats and move away from the potential dangers. They will be future oriented and think analytically and logically.

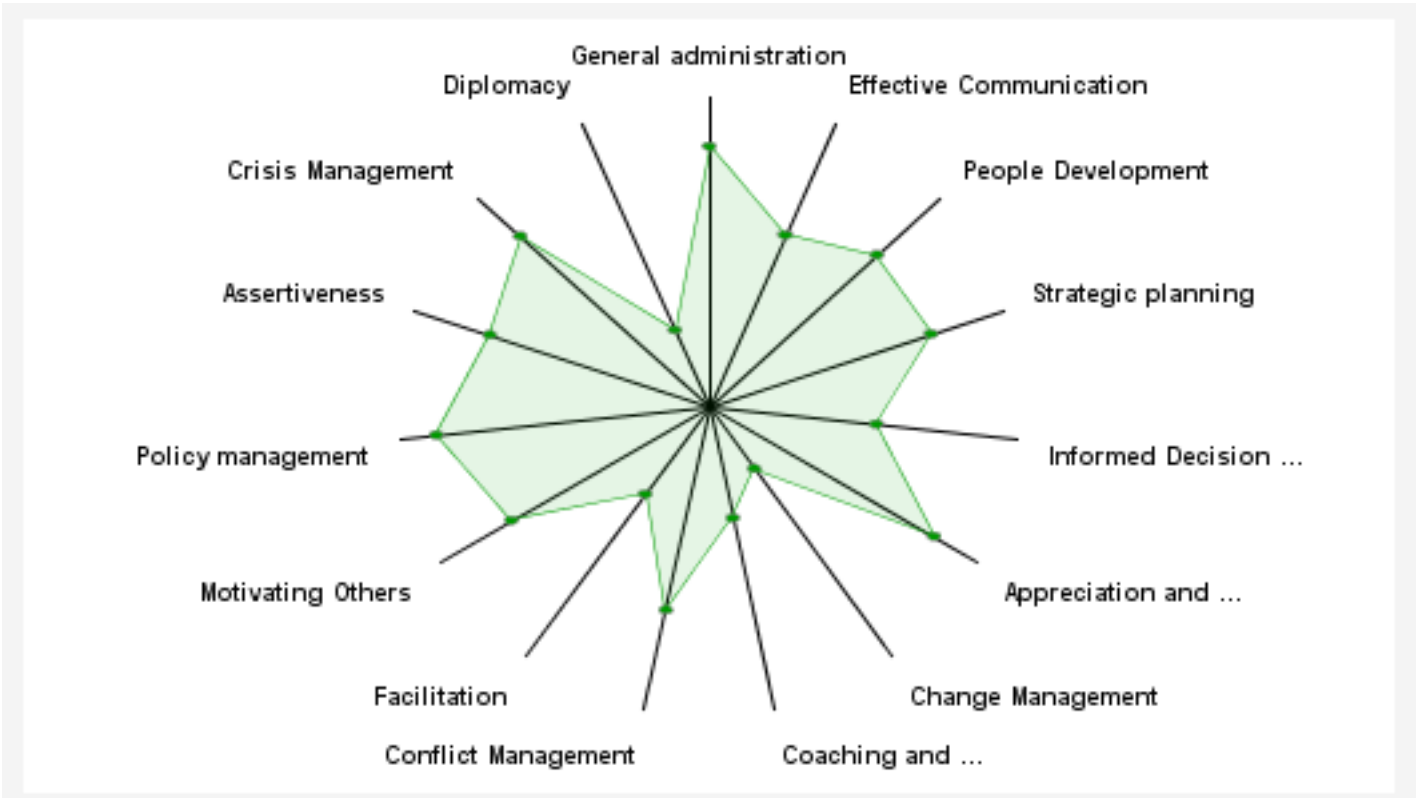
Accountability	54.25%	Ability to assume responsibility for own actions and their implications. High scorers will have a consistent set of priorities and strong personal values. They will go by the rules and will not fall apart under pressure.
Confidentiality	74.5%	Ability to keep secrets. High scorers will be able to keep aloof, will not gossip or give in to outside pressure. They will anticipate problems and avoid them, control emotions and be patient.
Crisis Management	82.0%	Ability to identify and contain adverse effects. High scorers will be able to identify the problem, find the right solution and act immediately.
Data collection	41.25%	Gather systematically observed information for processing. High scorers will be interested to gather evidences, pay attention to the facts and details and be objective.
Legal orientation	24.75%	General inclination towards the systems of law and jurisprudence. High scorers will value justice and fairness, think analytically, logically and rationally, and will put forth their ideas systematically.

MBA Marketing



Business Acumen	17.0%	Ability to think in terms of wealth generation and increased financial claims. High scorers will set and achieve financial goals for the company. They will be good in business and financial planning. They will think in terms of targets to achieve and focus on wealth generation. They will identify patterns in business success and come up with practical ways to achieve them. Low scorers may be more conservative in their approach with a long-term mindset.
Concept selling	17.25%	Ability to position a product or service as the logical choice of the customer. High scorers will be able to clearly communicate concepts and ideas, create verbal rapport, constantly update knowledge of the product and services, and put forth their ideas systematically and powerfully.
Negotiation skills	44.75%	Ability to effectively reach agreements and resolve disputes. High scorers will be able to chart out the path of the least resistance, listen carefully, will be good at creating verbal rapport and never get stuck with any situation.

Presentation skills	68.25%	Ability to present ideas effectively to influence and persuade people. High scorers will be able to communicate powerfully, think graphically, share their ideas with others, and build rapport between the people of different view points.
Client/external interfaces	60.1%	Ability to interface with customers and other external agencies, and maintain long term relationship with them by satisfying their needs. High scorers will put customers at the center of business decisions and think in terms of customer requirements. They will maintain an effective customer relationship, follow through customer feedback, and communicate back to the customer. They will take action regarding quality control, and keep track of deadlines and service delivery.
Business promotion	20.5%	Creating demand for the product by influencing public. High scorers will focus on products, services and their promotion, track transactions, achieve targets, and register steady improvement.
Customer focus	73.1%	Is dedicated to meeting the expectations and requirements of internal and external customers; gets first-hand customer information and uses it for improvements in production and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
Market research	73.5%	Gather and analyse information to identify marketing opportunities and problems. High scorers will be good at collecting data, will have task orientation and will be productive on short term assignments.
Networking	67.25%	Ability to develop mutually beneficial business relationships. High scorers will be able to build a network of people with different view points, be good at establishing rapport and enjoy socializing in groups.
Quick Action	71.25%	Ability to react promptly and sharply to situations. High scorers will be able to react swiftly, quickly work out a plan of action, respond to the demands of the moment and will be always full of energy.
Rapport Building	47.75%	Ability to build relationship, mutual understanding and trust between people. High scorers will be able to establish physical and emotional rapport with people, look for areas of agreement and make people feel important.
Risk analysis	74.5%	Ability to evaluate the risk involved in a future course of action. High scorers will be able to pay attention to the risks and threats and move away from the potential dangers. They will be future oriented and think analytically and logically.
Verbal rapport	37.5%	Ability to communicate with sympathy, support and trust. High scorers will listen carefully, communicate powerfully, look for areas of agreement and build verbal rapport.
Achieving targets	9.75%	Ability to develop and improve own competence to achieve what is desired. High scorers will think in terms of targets to achieve, keep on setting challenging goals and will be motivated from within.
Assertiveness	74.5%	Ability to say "NO" with respect and state own stand in a non-aggressive way. High scorers will look for areas of agreement and focus on peoples feeling, but give voice to own values and priorities, and stand up to the truth whenever necessary.



General administration	84.0%	Ability to plan, execute and achieve the objectives of the organization. High scorers will take decisions without external influence, work systematically, manage priorities and exhibit leadership qualities.
Effective Communication	60.5%	High scorers will listen carefully to clearly understand the messages people send through words and non-verbal signals and respond back as relevantly as possible. Using rational arguments and factual information, they will formulate and state exactly what they want, ask suitable questions, give right answers, and initiate appropriate responses to influence others. They will employ a rich combination of positive gestures, facial expressions and eye contacts to persuade and convince others.
People Development	73.0%	Ability to develop a team of people and give skill based support through continuous guidance. High scorers will be able to keep the people together, take leadership role, have a helping attitude and like to share the knowledge with others.
Strategic planning	75.5%	Ability to use the information to exploit the emerging possibilities. High scorers will be fascinated by possibilities and choices, have an overview of things to achieve, organise the ideas and work systematically.
Informed Decision Making	54.25%	Ability to choose the best alternative after weighing the pros and cons. High scorers will take decisions without external influence, evaluate the ideas systematically, analyse the symptoms and find solutions.
Appreciation and Fairness	84.0%	Just and honest recognition of achievement and potential of people. High scorers will recognise talents and potential in others, give compliments, build relationship and create rapport.
Change Management	24.9%	Ability to proactively help employees to embrace desired organizational change. High scorers will prepare the ground for major changes, organise the actions systematically, step by step, and manage priorities.
Coaching and Mentoring	37.0%	Ability to give skills based support to subordinates through continuous guidance. High scorers will be able to truly care for people and their welfare, have a helping attitude, like to share their knowledge with others.

Conflict Management	67.25%	Ability to achieve mutual agreement between conflicting interest groups. High scorers will be able to look for areas of agreement, build rapport, generate trust, be impartial, believe in justice and fair play.
Facilitation	35.1%	Ability to consult, design and manage the learning goals of groups. High scorers will support and encourage groups to learn and work together, and do their best. They will select appropriate tools and help trainees to identify and work on their personal learning objectives. They will monitor the process flow and give appropriate feedback. They will get cooperation of the group and bring out result.
Motivating Others	73.7%	Ability to energize and direct a group to achieve a common goal. High scorers will be good at establishing rapport and getting the jobs done, and generate momentum in others.
Policy management	88.7%	Ability to set and maintain operating rules to deal with situations likely to occur. High scorers will have a consistent set of priorities, think in overviews and summaries, pay attention to what should be there, and will be good in managing priorities.
Assertiveness	74.5%	Ability to say "NO" with respect and state own stand in a non-aggressive way. High scorers will look for areas of agreement and focus on peoples feeling, but give voice to own values and priorities, and stand up to the truth whenever necessary.
Crisis Management	82.0%	Ability to identify and contain adverse effects. High scorers will be able to identify the problem, find the right solution and act immediately.
Diplomacy	26.9%	Ability to promote and sustain friendly relationship and handle affairs amicably. High scorers will be able to put forth their ideas systematically, communicate powerfully, create verbal rapport and focus on mutual benefits.

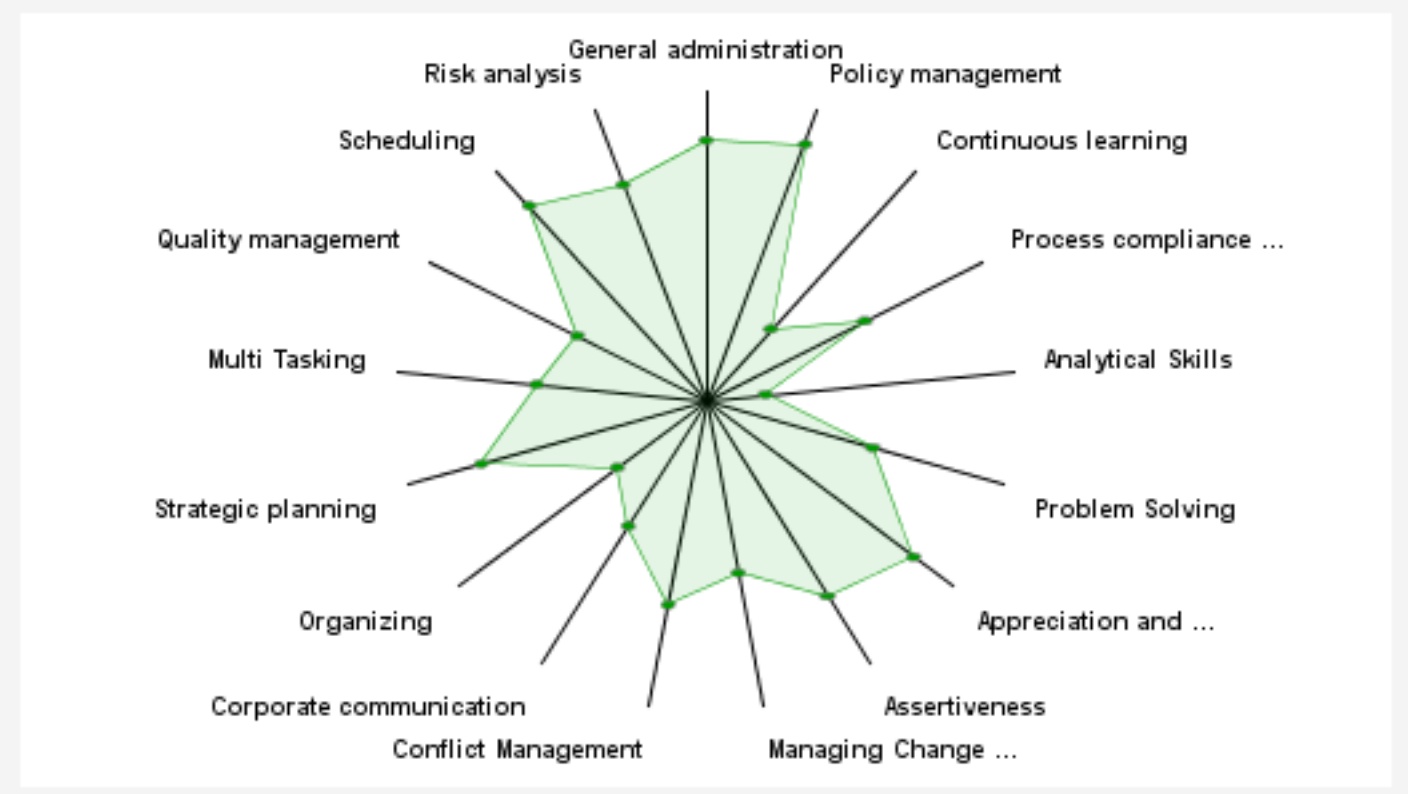
MBA Business Analytics



General administration	84.0%	Ability to plan, execute and achieve the objectives of the organization. High scorers will take decisions without external influence, work systematically, manage priorities and exhibit leadership qualities.
------------------------	-------	--

Research and Analysis	28.0%	Ability to systematically gather and interpret scientific data to gain new insights. High scorers will be able to think analytically, logically and rationally. They will be objective and look for well established facts. They will exhibit a thirst for new knowledge, work methodically, put forth the ideas systematically.
Data collection	41.25%	Gather systematically observed information for processing. High scorers will be interested to gather evidences, pay attention to the facts and details and be objective.
Attention to Details	11.25%	Ability to work with details, step by step, in an orderly manner. High scorers will handle small pieces of information well, work systematically and in sequence.
Risk analysis	74.5%	Ability to evaluate the risk involved in a future course of action. High scorers will be able to pay attention to the risks and threats and move away from the potential dangers. They will be future oriented and think analytically and logically.
Reporting skill	65.5%	Ability to extract relevant information and prepare reports accurately. High scorers will be able to work on overviews and summaries, sum up large chunks of information, compile data methodically and put them forth systematically.
Problem Solving	56.0%	Ability to identify objectives and obstacles and choose the best option. High scorers will be able to analyse the symptoms, identify the faults and find solutions, complete the task methodically and will keep track of everything.
Continuous learning	31.0%	Ability to gather relevant information to enhance knowledge and capabilities. High scorers will be interested in what they can learn, will grasp ideas faster and spend time in updating their knowledge.
Informed Decision Making	54.25%	Ability to choose the best alternative after weighing the pros and cons. High scorers will take decisions without external influence, evaluate the ideas systematically, analyse the symptoms and find solutions.
Market research	73.5%	Gather and analyse information to identify marketing opportunities and problems. High scorers will be good at collecting data, will have task orientation and will be productive on short term assignments.
Positive criticism	89.0%	Study, evaluate and interpret data for further improvement. High scorers will think in conceptual level, pin point problems, give overviews, and be aware of how their words would affect people feelings.
Strategic thinking	75.5%	Ability to organise the overall thought process to achieve a vision and an advantage. High scorers will have rare insights, think graphically in images and metaphors, have an overview of things to achieve, organise the ideas and work systematically.
Technical inclination	17.25%	A natural disposition toward technical field. High scorers will be able to think analytically and logically, be objective, complete the tasks systematically and pay attention to details.
Transaction Monitoring	47.0%	Periodic observation of transactions to know if they proceed according to plan . The high scorers will be able to regularly collect and analyse data. They will seek to establish whether the resources invested the quality of activities undertaken and the results obtained are in line with the principles and policies
Trouble shooting skills	36.5%	Ability to diagnose and repair faults in a system. High scorers will pay attention to the problems first, analyse them and find solutions, look for details and work systematically.
Process compliance	21.75%	Ability to perform in accordance with the guidelines and the work flow systems. High scorers will be able to keep to the processes and procedures, follow set ways, keep track of mistakes and correct them.
Policy management	88.7%	Ability to set and maintain operating rules to deal with situations likely to occur. High scorers will have a consistent set of priorities, think in overviews and summaries, pay attention to what should be there, and will be good in managing priorities.

MBA Operations



General administration	84.0%	Ability to plan, execute and achieve the objectives of the organization. High scorers will take decisions without external influence, work systematically, manage priorities and exhibit leadership qualities.
Policy management	88.7%	Ability to set and maintain operating rules to deal with situations likely to occur. High scorers will have a consistent set of priorities, think in overviews and summaries, pay attention to what should be there, and will be good in managing priorities.
Continuous learning	31.0%	Ability to gather relevant information to enhance knowledge and capabilities. High scorers will be interested in what they can learn, will grasp ideas faster and spend time in updating their knowledge.
Process compliance audit	57.25%	Ability to detect and resolve process compliance related issues. High scorers will be able to enforce compliance to a set of standards, will not bend the rules, and pay attention to what is missing.
Analytical Skills	19.3%	Ability to identify, analyse and solve complex problems. High scorers will think analytically, logically and rationally be objective, look for details, work methodically and step by step.
Problem Solving	56.0%	Ability to identify objectives and obstacles and choose the best option. High scorers will be able to analyse the symptoms, identify the faults and find solutions, complete the task methodically and will keep track of everything.
Appreciation and Fairness	84.0%	Just and honest recognition of achievement and potential of people. High scorers will recognise talents and potential in others, give compliments, build relationship and create rapport.
Assertiveness	74.5%	Ability to say "NO" with respect and state own stand in a non-aggressive way. High scorers will look for areas of agreement and focus on peoples feeling, but give voice to own values and priorities, and stand up to the truth whenever necessary.

Managing Change and Situational Leadership	56.7%	Ability to create the desired change and influence people to work towards achieving it in the given context. High scorers will prepare the ground for the desired change and work systematically towards it. They will show natural leadership qualities and reach out to people. They will explore the capacity and the skills of the people involved and look for ways to truly fit them to achieve the stated purpose. They will have a clear vision about what they want to achieve and work for the common good. The low scorers may be ardent followers and execute the ideas of their leader.
Conflict Management	67.25%	Ability to achieve mutual agreement between conflicting interest groups. High scorers will be able to look for areas of agreement, build rapport, generate trust, be impartial, believe in justice and fair play.
Corporate communication	47.75%	Ability to compile and transmit information credibly and coherently. High scorers will be able to compile information methodically, put forth ideas systematically and be objective.
Organizing	36.0%	Ability to co-ordinate ideas, events and processes to achieve organizational goals. High scorers will be good executives, they will be good at organising events and handling logistics, and will keep track of everything.
Strategic planning	75.5%	Ability to use the information to exploit the emerging possibilities. High scorers will be fascinated by possibilities and choices, have an overview of things to achieve, organise the ideas and work systematically.
Multi Tasking	55.0%	Ability to frequently switch from one task to another. High scorers will take decisions spontaneously and on the spot, prefer to fix things around and they will be good at assignments that require immediate action.
Quality management	46.5%	Maintain the desired level of excellence to satisfy customer preferences. High scorers will be good at Total Quality Management, bring continuous improvements into the process, work systematically and will be motivated from within.
Scheduling	85.0%	Ability to plan, assess and delegate responsibilities of an event or project. High scorers will be able to treat the tasks in linear sequence, step by step, work out things precisely and exactly, distribute the tasks and keep track of everything.
Risk analysis	74.5%	Ability to evaluate the risk involved in a future course of action. High scorers will be able to pay attention to the risks and threats and move away from the potential dangers. They will be future oriented and think analytically and logically.

Strengths in General

The characteristics included in "Strengths in General" are descriptions of basic patterns in personality which the candidate exhibits generally. They may or may not have a direct impact on the specific job to be considered.

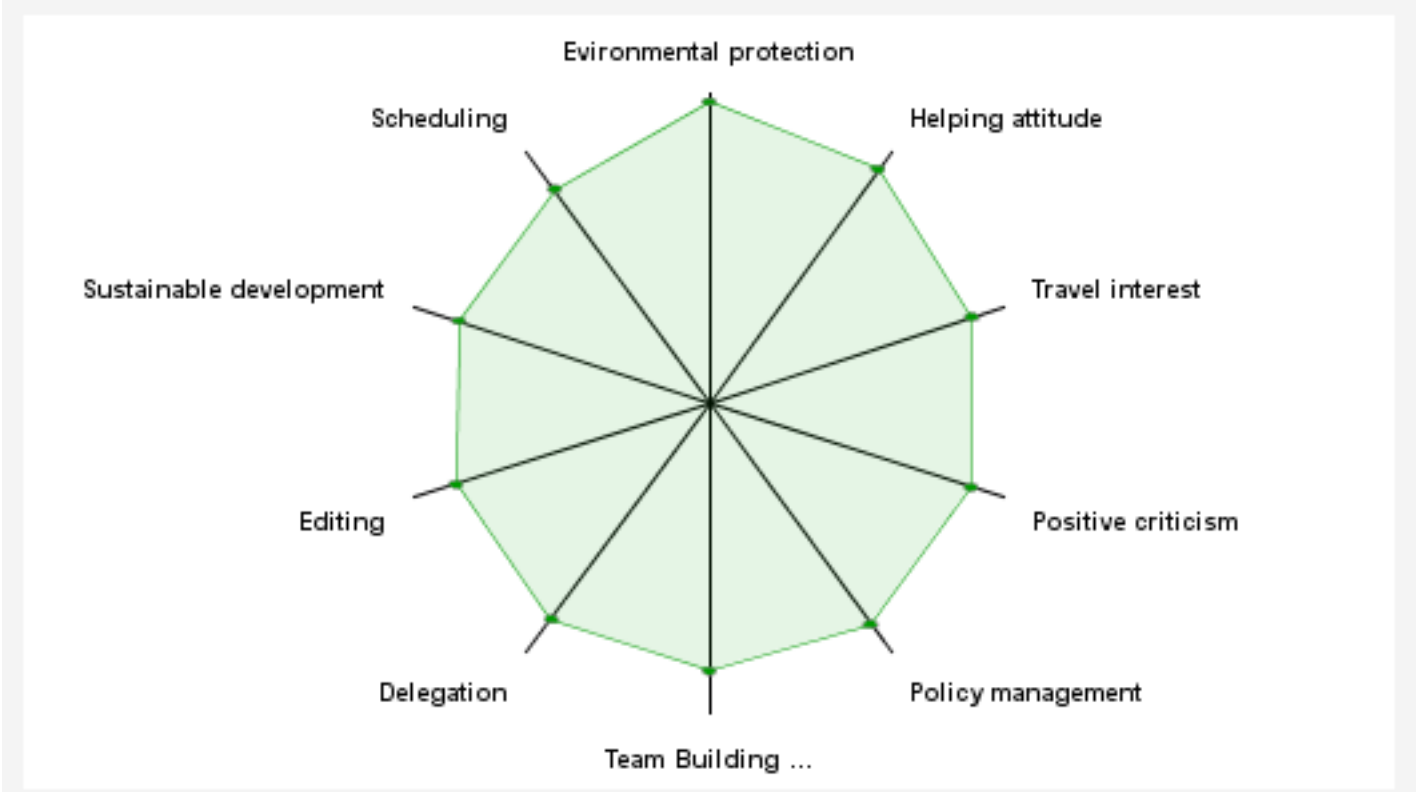
The Strengths in General are as follows for Aswanth P

* Prefers to work on the overview or at the conceptual level
* Sees the big picture all at once
* Looks back to the past to understand the present
* Sees the roots of the present and the future in the past
* Is considerate, caring and accepting
* Makes people feel important and believes that everyone is interdependent
* Sees the self in relation to the environment
* Has a strong sense of being connected to the place of living and work
* Likes to be always doing something
* Plans free time around sports, exercises, hobbies and other activities
* First pays attention to what should be avoided
* Enjoys analyzing the symptoms, identifying the faults and finding solutions
* Always sees the potential in others
* Is focused on people and their feelings

* Understands people and their motives

Top Competencies

(Top competencies show the best employability skills of an individual. They are not related to any job profile. Competencies, in general, are combinations of several personal patterns coming together to create specific abilities of the individual. They are interactive and not static. They may interact with other patterns and situations and can be consciously improved as the individual takes in more information in specific situations.)



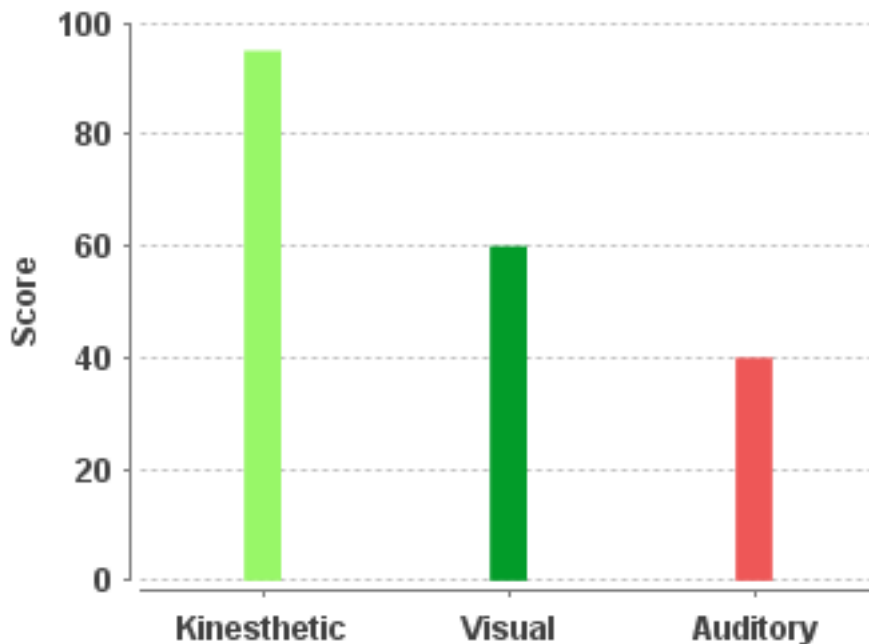
Environmental protection	Excellent	Interest in taking care of the environment and natural resources. High scorers will usually be also the activists who like to take care of the planet and they will not feel comfortable to see the destruction or wastage of resources.
Helping attitude	Excellent	Quality of a person to contribute to the performance of others. High scorers will have a natural tendency to truly care for people, be ready to help them and show empathy.
Travel interest	Very Good	Desire to move temporarily out of familiar environment for leisure or business purposes. High scorers will be fascinated by varying locations, movement and travel. They will plan their time in organising such events.
Positive criticism	Very Good	Study, evaluate and interpret data for further improvement. High scorers will think in conceptual level, pin point problems, give overviews, and be aware of how their words would affect people feelings.
Policy management	Very Good	Ability to set and maintain operating rules to deal with situations likely to occur. High scorers will have a consistent set of priorities, think in overviews and summaries, pay attention to what should be there, and will be good in managing priorities.
Team Building Skills	Very Good	Ability to build an effective team and achieve common objectives. High scorers will be good at establishing rapport, look for areas of agreement, solve conflicts, will be self-motivated, motivate others, and take leadership roles.
Delegation	Very Good	Clearly and comfortably delegates both routine and important tasks and decisions; broadly shares both responsibility and important task and decision; broadly shares both responsibility and accountability; tends to trust people to perform; lets direct reports and others finish their own work.

Editing	Very Good	Ability to modify and integrate data to improve formatting and comprehension. High scorers will be able to pay attention to the mistakes and correct them, value quality and suggest the right way.
Sustainable development	Very Good	Ability to ensure the environmental sustainability and its relevance to the core business. High scorers will be able to work with vision and overview for the future, think in terms of future welfare, and prefer to conserve resources.
Scheduling	Very Good	Ability to plan, assess and delegate responsibilities of an event or project. High scorers will be able to treat the tasks in linear sequence, step by step, work out things precisely and exactly, distribute the tasks and keep track of everything.

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 Aswanth P's best learning preference(s) are by 'Doing' and by 'Observing'.

First Preference for Aswanth P :

- * Do lots of self experiments on the subjects
- * Listen to some soft music while studying
- * Use markers to highlight or underline key points while taking notes
- * Take frequent breaks while studying / revision
- * Involve in activities related to subjects

- * Use colour pens / pencils while taking notes
- * Do imagine or visualise what has been taught / notes taken
- * Try to transfer the subject information from the text to other formats like bullet points, mind maps and sign language
- * Combined study with group activities / acting, role-playing on the subject will help a lot
- * Always take notes

Aswanth P may also use the following :

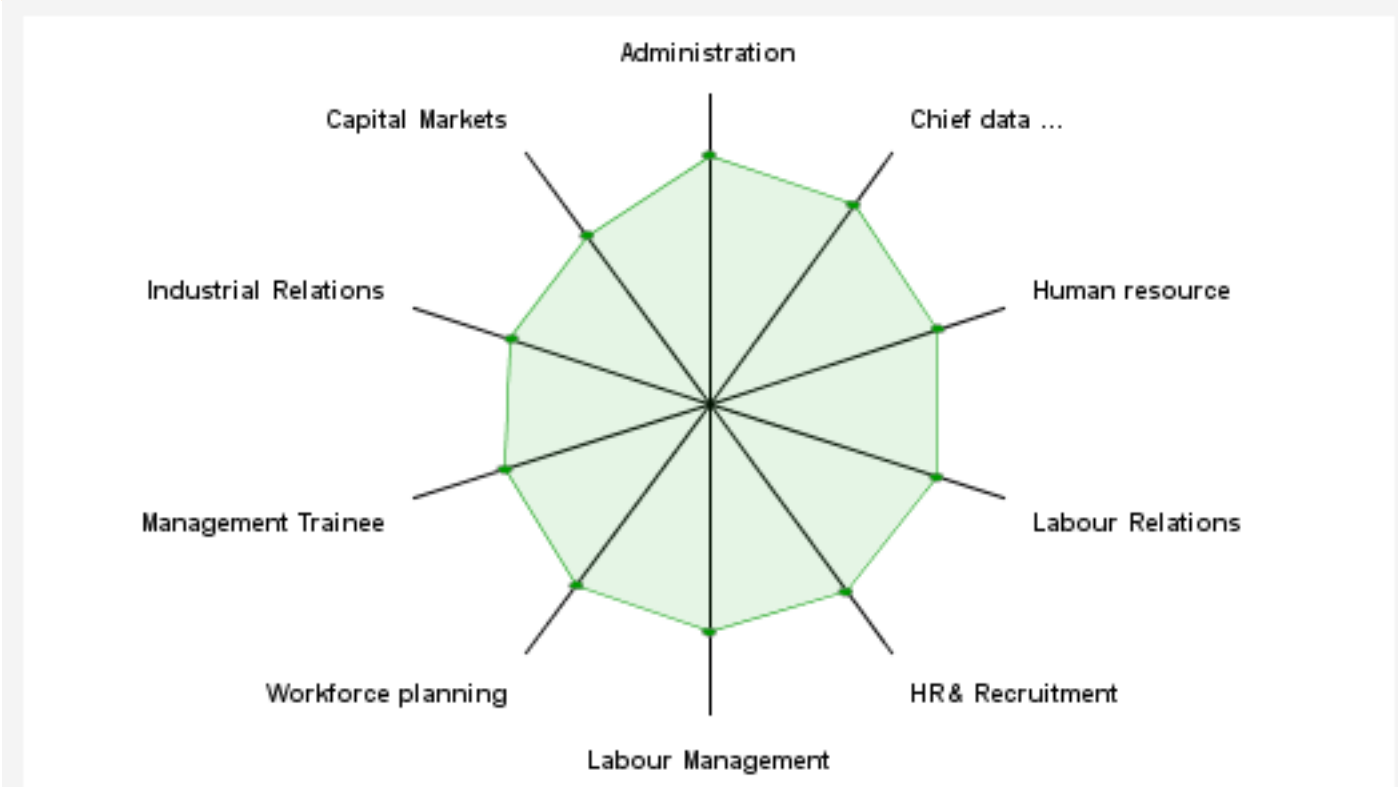
- * Try to read books on similar topics from internet or from other sources, with more pictures to explain the concepts
- * Convert the concepts and key points into pictures, charts and mind maps
- * Re-read the topics after the training session
- * First create a summary or bullet points and then go 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

Career Options with Compatibility %

(Note: ComPAS Now™ suitably combines the patterns and competencies in the right mix in order to arrive at the Career Options because a single pattern is not enough to perform a job successfully. Because of this, the Career Options listed below may have slight variations from the General Strengths and Competencies.)

The patterns identified by ComPAS Now™ points to the following career paths for Aswanth P

Option 1



Administration	80.1%
Chief data officer	79.2%

Human resource	77.7%
Labour Relations	77.3%
HR& Recruitment	75.2%
Labour Management	73.9%
Workforce planning	72.8%
Management consultant	69.3%
Industrial Relations	67.1%
Capital Markets	67.0%

About ComPAS Now™

ComPAS Now™ Competency Profile Test is an on-line skill assessment software to identify and assess the competencies of the candidates and to match them to job profiles. It helps the corporate world to make informed choices regarding their employees at the time of hiring and promotion.

Tools used by 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.

Profile Selection

People develop different patterns that work well in certain contexts. These patterns determine their capabilities and skills-sets, attitudes and preferences, beliefs and values. Each pattern has its own merits and demerits. Understanding the personal patterns and their right mix for specific jobs is the first step towards a successful career and performance excellence.

For example, if a person is very proactive and loves challenges and risks for their own sake, s/he will be good at racing events and adventurous sports. With a bit of process orientation the same person can be employed in jobs requiring quick, structured and daring action like fighter pilots, mine clearing and so on. Along with this proactive nature if s/he has sufficient attention to details and people orientation, s/he will spur people into action and enjoy getting things done.

Suppose we pick up a pattern like, "I can focus on anything only for a short time", it only means that the person needs frequent breaks in the work. By default, s/he will be the one who is able to do multi-tasking which requires short-term focus. On the other hand, a person with long-term focus will be able to concentrate for a long time analysing, criticising and evaluating ideas. However, s/he will not be able to do multi-tasking. Vice-versa, a person with short-term focus cannot do jobs requiring research and analysis.

If somebody is always finding faults, complaining and criticising, we tend to avoid that person. But s/he is the best hand at trouble shooting, because s/he sees first the problems and the mistakes. S/he can also be a great asset in identifying possible threats in strategic planning.

Team work is the buzz word, now-a-days, in the corporate world. Therefore we tend to shun a person who is withdrawn, reserved and aloof who feels uncomfortable to work in a group. However, such a person can be highly productive and very efficient in situations where independent decisions and their implementation are important.

It is possible that a person is uncomfortable with strangers. Sitting next to other passengers in a train, for example, s/he may not speak a word to them for the entire stretch of that journey. We may not consider such people for sales and marketing, but they may be the best choice to work in sensitive and confidential areas.

Every person has the potential to succeed and excel, provided s/he is in the right job.

Notice: Please note that this report does not measure/consider a candidate's education, training, or work experience. This report is provided solely as an HR tool to assist those interviewing, assessing and training this candidate to access more pertinent and in-depth insights into personal behaviour and response patterns in different work situations.