

Behaviour Instability Report



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Introduction

Everyone has got immense potential in him/her. Similarly different jobs need different potential or skill. The potential / skill in a person and the skill required in a job can be identified. When the potential /skill in a person is synchronized with the skills required in the job he is working on, s/he performs the best. As the Chinese proverb says "Choose a job you love and you will never have to work a day in your life.", one can be fully satisfied in the job and can produce the maximum output..

A person, as s/he grows from childhood, picks up information through different senses by hearing, seeing, feeling, tasting etc.. These information are stored in the brain and based on these information the person starts thinking. This thinking motivates a person for action and s/he does his/her action by the way s/he thinks. At times, when the same thinking repeats the same action repeats and that becomes his/her habit and attitude. The patterns are formed based on how each person thinks. The patterns are also inherited from the parents or grandparents through genes. The resultant thought patterns put together by the inherited patterns and developed patterns over the period of time controls the complete habits and attitudes of the person.

Some people are very active, most of the time and some people are very passive most of the time. Some people like to do the same thing again and again while some people like to do different things most of the time. Some people will always talk in brief whereas some others will talk in detail most of the time. Some people stay in the past, think about the past and talk about the past most of the time when others be in the present or in the future. These are all examples of different patterns in people. Since it originates from thoughts it is called "thought patterns" which are responsible for habits and attitudes.

In the work place it is important to recognize these negative personal patterns that can interfere with the healthy atmosphere. ComPAS Now TM is able to identify, assess and describe such traits to caution the management about the high-risk behaviours and take necessary precautions

As this is a negative report about a person on how his/her attitude may affect the work place, ComPAS Now browse through a person's various traits, combining multiple thought patterns and presented with the percentage and the explanation .

Analysis Chart

The chart explains 12 negative unhealthy traits in a person and indicates how a person responds to different situation at work and in life. The score up to 50% is considered **very normal**. If the percentage of score is between 50 and 80 it is considered safe, and **between 80% and 90% is low risk**. It is indicated that the **risk factor is so high** if the percentage is above 90%. "Low Risk" and "High risk" items need special attention to this person and to develop various training / coaching strategies, counseling or psychotherapy depending on the score to over come the problems. The explanation is also provided below in the chart. **The less is the score is the better.**

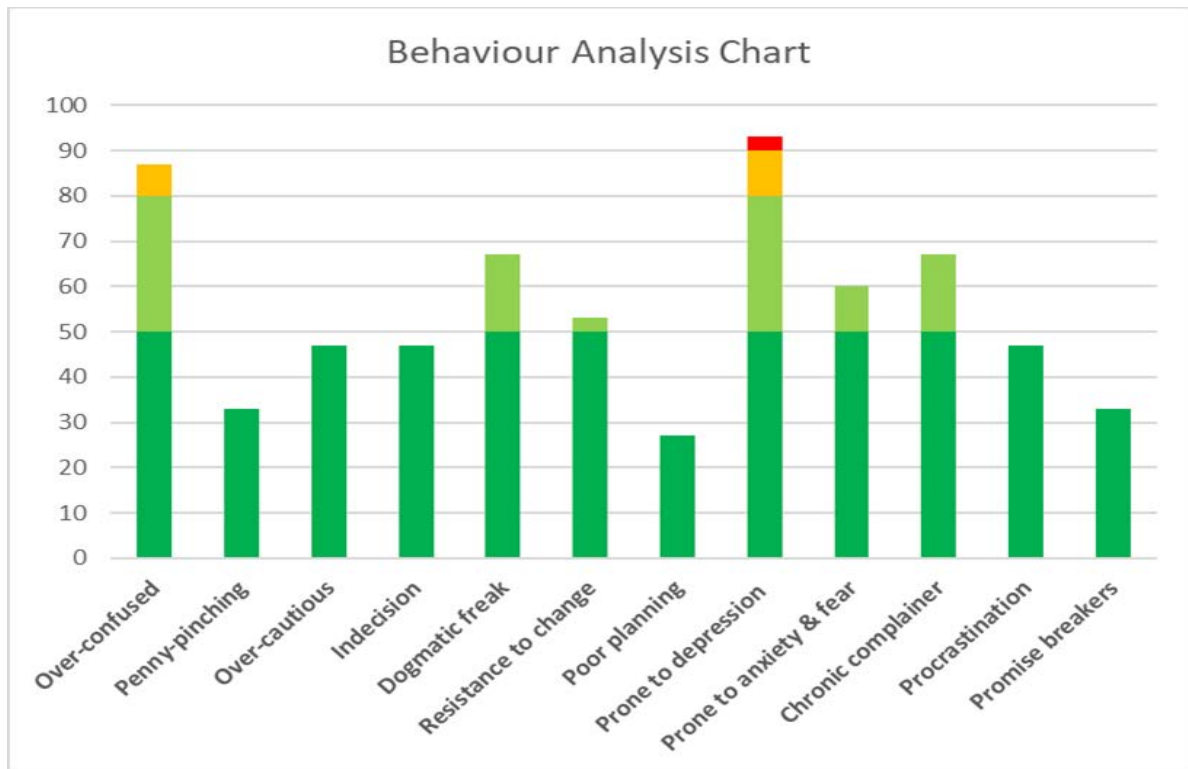


Chart explanation

Over-confused	Low Risk (87%)	Highly imaginative and over active mind, they have too many ideas floating around in their head, the impact of even important ideas may be lost on others. They will start a lot of projects, but may not complete any. The commitment to carry forward a task remains only until the next set of idea come up and confuse them, making them eventually quit the project midway.
Penny-pinching	Safe (33%)	They can be very miserly when it comes to money matters and ignore other people totally. Considering ideas and people as objects, they will think only about their own affairs, lack work-life balance, and may find it difficult to talk to a group confidently and congruently.
Over-cautious	Safe (47%)	Studying situations endlessly in too many details and analyzing data without acting, they will wait for others to solve their problems. They will find it difficult to start anything new, work without deadlines, and consistently underestimate the amount of effort needed for the task. With difficulty in prioritizing, they ay lose sight of overall mission and tend to drift away into an area which is totally unrelated.
Indecision	Safe (47%)	Unable to meet one's own standards and frequently looking for compliments to feel good, they will be easily influenced. Entangled in too many details they will be unable to move forward. Even when they finally make a decision, they will not be confident about it, and may change their mind, bringing the entire enterprise to a standstill.
Dogmatic freak	Safe (67%)	Inflexible in their response and behaviour and a tenacity to hold on to principles of old, they apply dogmatic thinking to their life and work. They follow a rigid life style with unvarying patterns of daily activities, do everything to protect them, and will not consider the evidence or opinion of others. It can be the greatest threat to own development and professional performance.

Chart explanation

Resistance to change	Safe (53%)	They will show low tolerance for change, refuse to support or adopt to new behaviour, perceive change as a threat, and will be uncomfortable with uncertainty. The resistance comes from their dislike to alter their established relationships in the organisation and can seriously affect the professional future of the company.
Poor planning	Safe (27%)	Unable to anticipate possible risk and not having a clear picture of what needs to be done, they will struggle with inadequate planning. They are likely to jump right into a project without gathering sufficient data, or analyzing the necessary requirements. As they do not know where they need to reach, they may reach nowhere.
Prone to depression	High Risk (93%)	They experience persistent loss of interest in things they used to enjoy doing, and fail to mobilise their internal resources to function normally in life and work. It slows down their physical movement, speech, and thought process. As a result they regularly get stuck in the past or the future, grow vulnerable to stress, and isolate themselves from social interaction.
Prone to anxiety & fear	Safe (60%)	Possibly impacted by stressful life events and unable to readjust, they develop anxiety and fear related problems like panic attacks, phobias, obsessive compulsive disorders and general burn out. This condition can impair physical and psychological functioning, emotional wellbeing, and positive thinking.
Chronic Complainer	Safe (67%)	They consistently foster a negative attitude, though it is unrealistic to expect a life without complaining. People who complain regularly focus on the bad and the adverse all the time, leave themselves in a victim-mode, and can create havoc in personal and professional life.

Chart explanation

Procrastination	Safe (47%)	They voluntarily put off an expected action or response over and over again without a rational reason, adversely impacting deadlines, efficiency and achievement. Being less task-oriented, they negatively evaluate their own ability to perform, and disrupt everyday life and work without fulfilling their potential.
Promise breakers	Safe (33%)	People keep their promises because they feel their honour is at stake. For the promise breakers who live in the present moment with too many options, the promise is intended to buy only temporary happiness. For them, promising to do something is as good as doing it, and as they have already fulfilled their intention to help by promising it, they are least likely to feel committed to translate them into action.

Cause and Symptoms

This section furnish more information about the items that has scored 80 and above. This helps to understand the person better and decide what action needs to be taken.

Item	Cause	Symptoms
<p>Prone to depression (93%)</p>	<p>Being stuck in the past, Being stuck in negative thoughts, Lack of motivation, Too rigid, Biased memory, Pursuing unattainable goals</p>	<p>sadness, tiredness, trouble focusing or concentrating, unhappiness, anger, irritability, frustration, loss of interest in pleasurable or fun activities, sleep issues (too much or too little), no energy, isolation, worrying, trouble thinking clearly or making decisions, poor performance at work or school, dropping out of activities, guilt, suicidal thoughts or tendencies, pain, like headaches or muscle aches, drug or alcohol abuse</p>
<p>Over confused (87%)</p>	<p>Over active mind, no discipline, not able to get into details of anything, not in the presence of mind</p>	<p>Rapid heart beat, irregular breathing, slurred speech are some of the symptoms.</p> <p>Confusion affects how a person thinks, sees the world around them, and remembers things. The main signs of mental confusion or delirium are sudden changes in awareness. A person with confusion or delirium might suddenly get very sleepy and unaware of their surroundings or act very upset and nervous.</p>



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Additional information

The characteristics included in "Additional Information " are based on the basic patterns in personality which the person exhibits generally. This gives an idea how the person will interact in various situations. However, due to the influence of the interacting traits, the competency % may have some variations in the score.

- * Ideas may not be always practical
- * Looks at others for planning
- * May get stuck in the past
- * May not focus on details
- * May not translate dreams into reality



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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.

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.