



Career Analysis

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Class	
Test Language	English

Career Analysis based on competency

Supports ISCO (International Standard Classification of Occupation)

Supports NOS (National Occupational Standards)

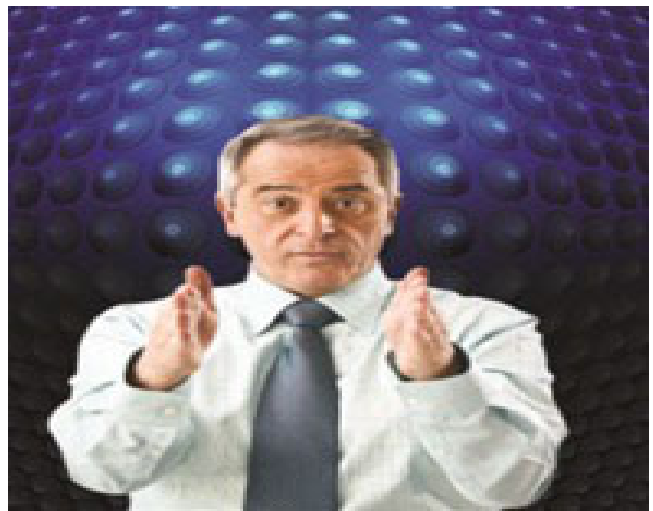
After completing 10th std, pre-university, or even Degree, the students and the parents are confused about which academic stream would be the best suited to succeed and excel.

There are tools that do the career analysis based on subject knowledge / numerical ability and English knowledge of a person. However, most of the time a person fails in a job not due to subject knowledge or aptitude, but the inability to apply the knowledge in the work place. If anyone do not have the subject knowledge it can be acquired through subject training, provided the person has the right competency to learn. However, getting the right behavioural competency to do a job is not easy.

Take an example of an IAS officer. S/he has proved that s/he is very good in academics, aptitude and other general knowledge, that is why s/he could successfully complete IAS. However, in the real work scenario, s/he may have problem with behavioural competencies.

The interest of a student can vary from time to time based on many external factors and cannot depend on that. By seeing TV ads etc., a student may develop an interest to become for e.g., a pilot due to the pompous life style and chance to travel around the world. However, what matters is, whether s/he has the competencies to become a pilot.

ComPAS Now measures the internal reality of a student through a large number of traits, combine the traits to form the competencies in the right mix, check these competencies against thousands of pre-defined job profile competencies based on the industry requirements and bring out the best career options and higher study choices. Job options are printed based on the competencies exhibited by the student. And then, based on the family back ground and situation, together with the help of a career counselor, students and parents can arrive at the right career choice.



Career Assessment Details

Strengths in General

(Note: The characteristics included in "Strengths in General" are descriptions of basic patterns exhibited by the person/student.)

The Strengths in General are as follows for Uttam

- * Makes own decisions without any external influence
- * Rarely relies on the recommendations of others
- * Is motivated from within
- * Prefers to work on the overview or at the conceptual level
- * Sees the big picture all at once
- * Wants the situation in a given context to remain the same
- * Does not like change and may refuse to adapt
- * Looks back to the past to understand the present
- * Sees the roots of the present and the future in the past
- * Is practical, economical and looks for value for money
- * Wants to fit in with everybody else
- * Always sees the potential in others
- * Is focused on people and their feelings
- * Understands people and their motives
- * Sees the self in relation to the environment
- * Has a strong sense of being connected to the place of living and work
- * Is very visual and has good imagination
- * Takes dry ideas and enlivens them with images and metaphors
- * Thinks analytically, logically and rationally
- * Relies on established facts
- * Lives in the present and responds willingly to the demands of the moment
- * Is calm and reassuring at home and outside
- * Is impatient for action and is good at going out and getting jobs done
- * Takes initiative and does not wait for others to act
- * Is motivated by opportunities and possibilities
- * Prefers to develop and setup new ventures rather than maintain the status quo activities

Top Competencies

(Note: Competencies are combinations of several basic patterns coming together to create specific abilities. They are interactive and not static. They may interact with other patterns apart from the basic patterns shown above, and modify the behaviour and response of the individual in specific situations.)



Team Building Skills	Excellent	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	Excellent	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.
Pragmatism	Excellent	Ability to think and act practically and effectively to transform ideas into action. High scorers will be able to create choices and choose the best option, be able to sum up large chunks of information, will be highly motivated and love taking risks.
Positive attitude	Excellent	Ability to think and act positively when dealing with a difficult situation. High scorers will be calm and reassuring, remain level-headed, quickly recover from setbacks, and assume all is OK unless proved otherwise.
Managing Stress	Excellent	Ability to handle stress and respond appropriately. High scorers will assume all is OK unless proved otherwise, they will control their emotions and think objectively.
Visionary Leadership	Very Good	Ability to create a vision for the organization/group towards achieving a common goal and think in the conceptual level. High scorers will be visionary, see the big picture all at once, move towards a common goal, taking the people along and love to assume leadership roles.
Vision and overview	Very Good	Ability to see the big picture all at once and create a vision for the company. High scorers will think in overview of things to achieve, be able to quickly sum up large chunks of information and manage priorities.
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.
Helping attitude	Very Good	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.

Self Motivation Very Good Ability to draw energy from within to accomplish a task. High scorers will be energetic and motivated to perform, keep setting challenging goals and respond to the demands of the moment.

Additional Competencies

(Note: They describe various skill-sets required to deliver expected performance.)

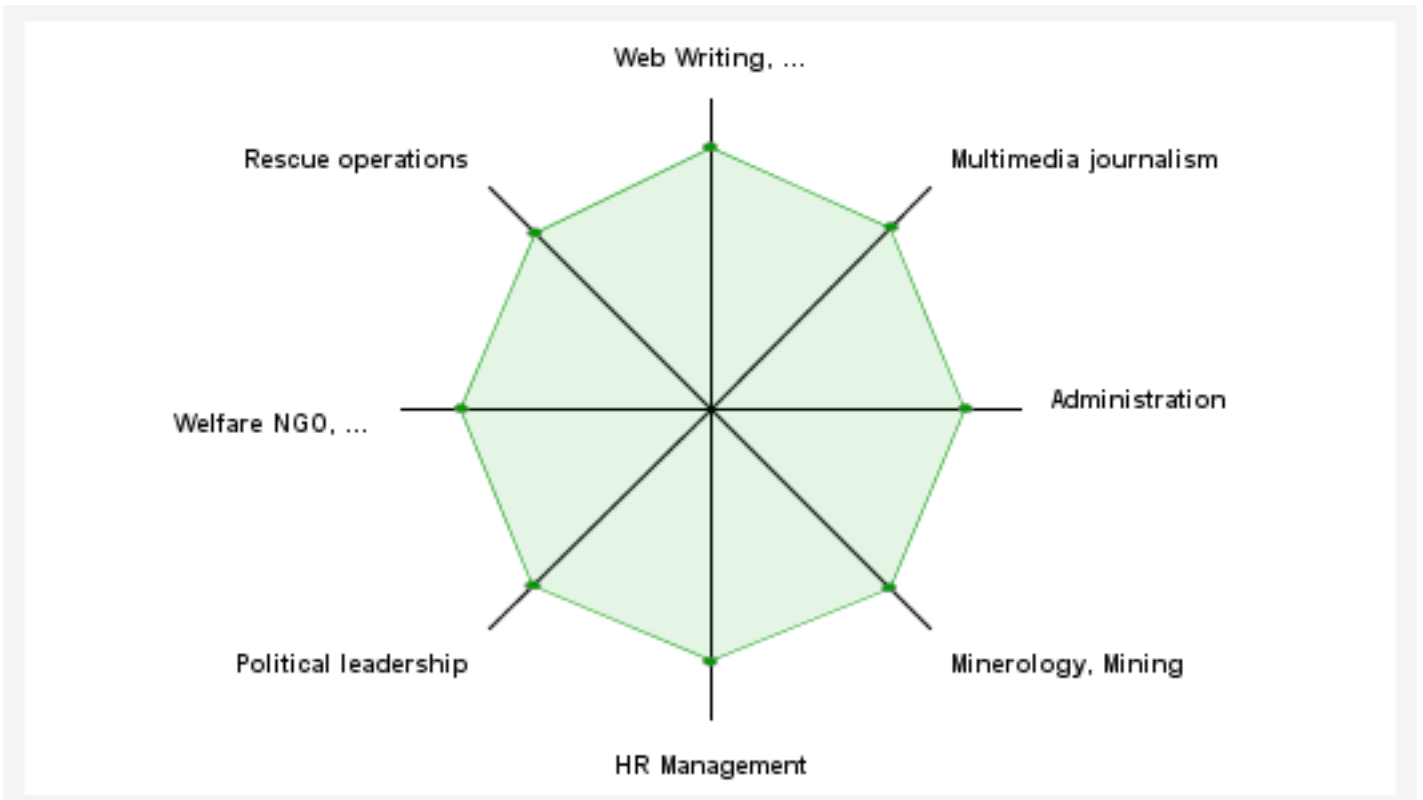
Competency	Description	Personal Score
Rescue Operation	Ability to organise responsive action to save life in danger. High scorers will be highly motivated and love taking risks. They will have a natural tendency to truly care for people and respect human values.	Excellent
Initiative	Ability and determination to take the first step. High scorers will not wait for others to act, they will react swiftly to the situations, respond well to the demands of the moment and be motivated to perform.	Very Good
People Development	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.	Very Good
Environmental protection	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.	Very Good
General administration	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.	Very Good
People Management	Ability to get the best out of people toward achieving a common goal. High scorers will be good at establishing personal rapport, look for the areas of agreement, respect human values and will take decisions without external influence.	Very Good
Exploration and Discovery	A systematic search to access unknown territories. High scorers will enjoy exploring new areas, be interested in locations and marvels of nature.	Very Good
Documentation	Ability to generate authentic and focused information for future use. High scorers will work with overviews and summaries, write in simple sentences, compile and put forth information systematically.	Very Good
Socially relevant activities	Desire to respond to the developmental needs of people. High scorers will be activists, motivated from within, and have a natural tendency to truly care for people.	Very Good
Conflict Management	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.	Very Good
Data collection	Gather systematically observed information for processing. High scorers will be interested to gather evidences, pay attention to the facts and details and be objective.	Good

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 Uttam

Option 1 (Above 80%)



- * Web Writing, User manual
- * Multimedia journalism
- * Administration
- * Minerology, Mining
- * HR Management
- * Political leadership
- * Welfare NGO, MSW, Social Work
- * Rescue operations

Option 2 (70 - 80%)

- * Event management
- * Archeology, Astronomy
- * Excavation
- * Nursing, Counselling, Therapy, Physiotherapy, Psychology
- * Emergency health care, Casuality
- * Environmental NGO
- * Political science
- * Cultural tourism, Tourism
- * Environmental Science
- * Explorariion (Oil, Gas, Coal)
- * Journalism, Print media reporting, Report writing
- * Health and Fitness industry
- * IAS officers, Govt. Secretaries, Ambassadors, Diplomat

Option 3 (60 - 70%)

- * Forest officer
- * Fisheries, Oceanography
- * Geology
- * Grass root political work
- * Production supervision, Warehouse management
- * Market research
- * Health Tourism
- * Anti Corruption
- * Finance Management
- * Confidential work, Jobs of sensitive nature
- * Labour welfare
- * Web Design
- * Coast guard
- * Army Officers, Police Officers
- * Sports, Games, Athletics, Physical Training
- * Independent activities
- * Adventerous Sports
- * IT Management
- * Fire Force
- * Policy Management
- * Mediation
- * Farming
- * Technical support
- * Dietitian
- * Animation, Graphics design
- * Editing
- * Marketing Management

Careers To Be Avoided

Further studies/career like the following should be avoided by Uttam Adult test

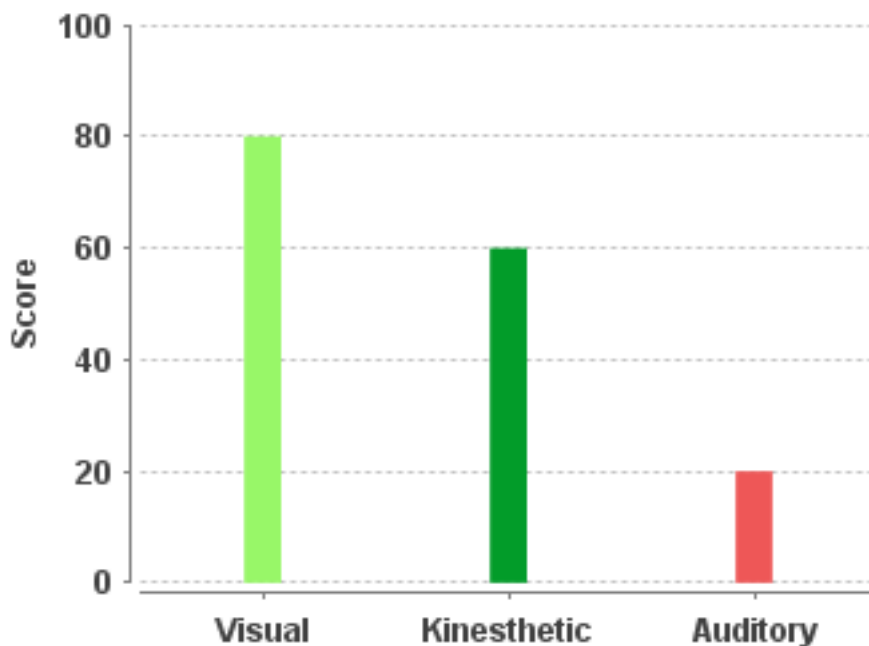
Accountant, Advocates, Legal Advice, Law firms, Aeronautical Engineering
Army, Defence establishments, Police force, Border security, Security, Art direction, Assembly line work
Auditing, Bomb Squad, Mine Clearing, Brand building
Business Promotion and Business management, Business/Financial Analyst, Care Taker
Chartered Accounting, Chemical Engineering, Chemist, Chemistry
Concept selling, Contract work, Credit Analyst
Dentistry, Economics, Executive jobs
Finance, General medicine, Medical science, Hand craft, Sculpture, Clay modelling
Income tax, Law enforcement, Excise, Revenue recovery, Customs, Industrial research, ISO auditing, Quality consultants
IT Security Management, Land development, Construction business, Library science, Museum caretaker (curator)
Literature, Loan disbursement, Property assessment, Logistics Management
Medical lab, Pathology, Miming, Music composition
Pilot, Air traffic control, Merchant navy, Captain, Poetry, Lyrics, Production engineering
Proof reading, Quality Control, Radio journalism
Rapid action force, Real estate, Research assistant
Sales and marketing, Share trading, Stock management, Single ownership business

Sound engineering, Surgery, Tools and die making
Voice mimicking, Dubbing artists, Music, Voice training

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

First Preference for Uttam :

- * 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

Uttam may also use the following :

- * 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

About ComPAS Now™

The ComPAS Now™ Career Assessment is an on line skill assessment software to identify the innate talents and competencies of students in schools and colleges and to match them with their further studies/career options. The ComPAS Now™ helps parents and students to identify and understand various success patterns so that they can make informed choices regarding the future career.

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.

Job Options

Every person has the potential to succeed and excel. Identifying the success patterns in each person can lead him/her to the right career path and specialisation. When a basic pattern is combined with other pattern(s), the effect of the original pattern can change dramatically affecting possible job options.

For example, if a person is very proactive and loves challenges and risks for their own sake, 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 and structured action like air traffic control, fighter pilots and mine clearing. Along with this proactive nature if he has sufficient attention to details and is person oriented, he will spur people into action and enjoy getting things done. Suppose we pick up a pattern: "I can concentrate only for a short time", it only means that he needs frequent breaks during his study/work. But, then, he will be the one who is able to do multi-tasking which requires the ability to focus on several things within a short span of time.

On the other hand, a person with long term focus will be able to concentrate for a long time analysing, criticising and evaluating. But, 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 he is the best hand at trouble shooting, because he sees first the problems and the mistakes. He can also be a great asset in identifying possible threats in strategic planning.

Team work is the buzz word in the corporate world. Therefore we tend to shun a person who is withdrawn, reserved, aloof and unable to work in a group. But such a person can be highly productive and very efficient in situations that require him to work independently taking his own decisions.

It is possible that a person sitting next to other passengers in a train 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.

People develop different patterns that work well in certain contexts. These patterns determine their attitudes and preferences, beliefs and values, skill sets and competencies.

Each pattern has got its own merits and demerits. Understanding the personal patterns and their right mix for a particular role is the first step towards a successful career and a happy life.

How To Read The Report

The report has Six main sections: 1. Strengths in General, 2. Top Competencies 3. Additional Competencies, 4. Career Options, 5. Careers to be Avoided and 6. VAK Analysis

- 1. When you read the report consider all the six main sections together, because they influence each other.*
- 2. If a career/subject repeats in other options it means that the particular career/subject is further supported by other patterns. This has to be given weightage*
- 3. In order to get the best choice, the report should be read in combination of options. For example:*
 - With the combination of 'Tourism' and 'Business' you can consider a job in 'Tourism Industry' or start a 'Business in Tourism'*
 - With combination of 'Army' and 'IT', you could consider job in 'Army where IT is involved'.*
 - With combination of 'Speculation' and 'Business Process', you can consider 'Share Trading'.*
 - With the combination of 'Planning' and 'Sales', you may take up a job in 'Sales where Planning is involved'.*
 - With the combination of 'Nurse' and 'Training', you may consider taking up a job as a 'Nurse Tutor'.*
- 4. If any related career option appears again in the "Careers to be Avoided" section, it means that some patterns may negatively influence the efficiency of the person in that field. It is better to avoid such areas.*
 - E.g., Career Option says "Information Technology" and "Careers to be Avoided" contains "Quality Control", one must avoid a career in "Software Testing"*
- 5. The report is only a guideline. It has to be validated with the actual life situations and the desire of the student.*
- 6. Please note that this report does not measure/consider a student's I.Q or E.Q. nor does it claim 100% accuracy. This report is provided solely as a personal tool to help the student, parents and the career counsellors to understand and access in-depth insights into his/her innate behaviour and response patterns in life and work situations.*

Signature :

Name :