

Employability Profiling Report

Personal Details

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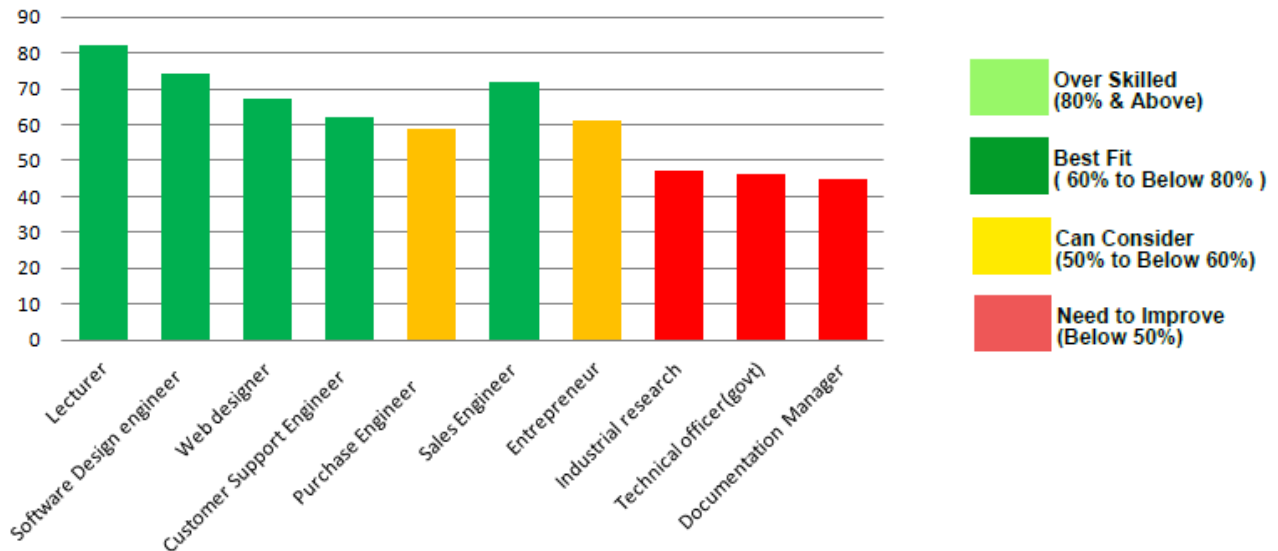
Career Options with Compatibility %

The Career options given below are the top 10 job options based on the analysis of core competencies required for the branch of study and additional 200+ competencies. The % and the legend shall indicate which job can be chosen from the below list.

(Note: ComPAS Now™ suitably combines the thinking 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.)

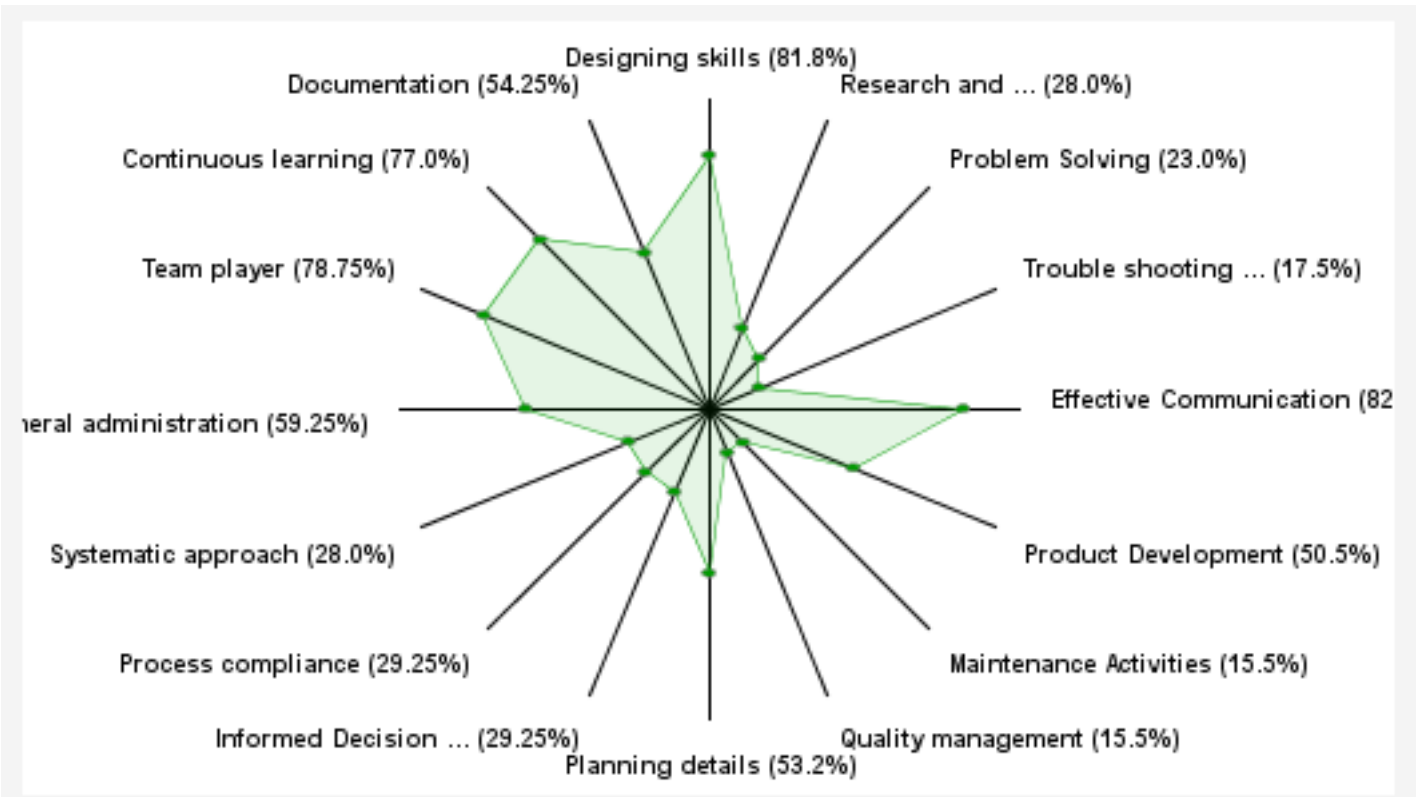
The patterns identified by COMPAS Now™ points to the following career paths for Visali

Top 10 Career Options



Lecturer	82.2%
Software Design engineer	74.0%
Sales Engineer	72.4%
Web designer	67.0%
Customer Support Engineer	62.8%
Entrepreneur	61.5%
Purchase Engineer	59.4%
Industrial research	47.8%
Technical officer(govt)	46.0%
Documentation Manager	45.2%

Behavioural competency mapping details



Designing skills	Very Good (81.8%)	Ability to visually represent ideas and products. High scorers will be imaginative and innovative, think graphically, look for details and work in sequence step by step.
Research and Analysis	Insufficient (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.
Problem Solving	Insufficient (23.0%)	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.
Trouble shooting skills	Insufficient (17.5%)	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.
Effective Communication	Very Good (82.2%)	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.
Product Development	Fair (50.5%)	Ability to develop new products and services. High scorers will be inquisitive about the complexity of things, apply innovative ways to products and services and think in terms of future possibilities.

Maintenance Activities	Insufficient (15.5%)	Activities involving the upkeep of something. High scorers will be good in preventive care, pay attention to the problems and defects, and will be able to manage quality.
Quality management	Insufficient (15.5%)	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.
Planning details	Fair (53.2%)	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.
Informed Decision Making	Insufficient (29.25%)	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.
Process compliance	Insufficient (29.25%)	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.
Systematic approach	Insufficient (28.0%)	Ability to proceed methodically, coherently and step by step to achieve target. High scorers will be able to keep to the processes and procedures, work in sequence, keep track of mistakes and correct them, and work towards achieving quality.
General administration	Good (59.25%)	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.
Team player	Very Good (78.75%)	Ability to function effectively as part of a team for a common goal. High scorers will be able to work with people of different view points, create rapport, will be motivated to perform and improve own competence.
Continuous learning	Very Good (77.0%)	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.
Documentation	Fair (54.25%)	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.

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 Visali

* Is very visual and has good imagination
* Takes dry ideas and enlivens them with images and metaphors
* Thinks in terms of goals in a given context
* Always excited and energized by goals
* Always sets challenging goals to achieve
* Feels constant need for achievements
* 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 interested in learning from wherever, people, activities, things, life and work
* Constantly updates knowledge

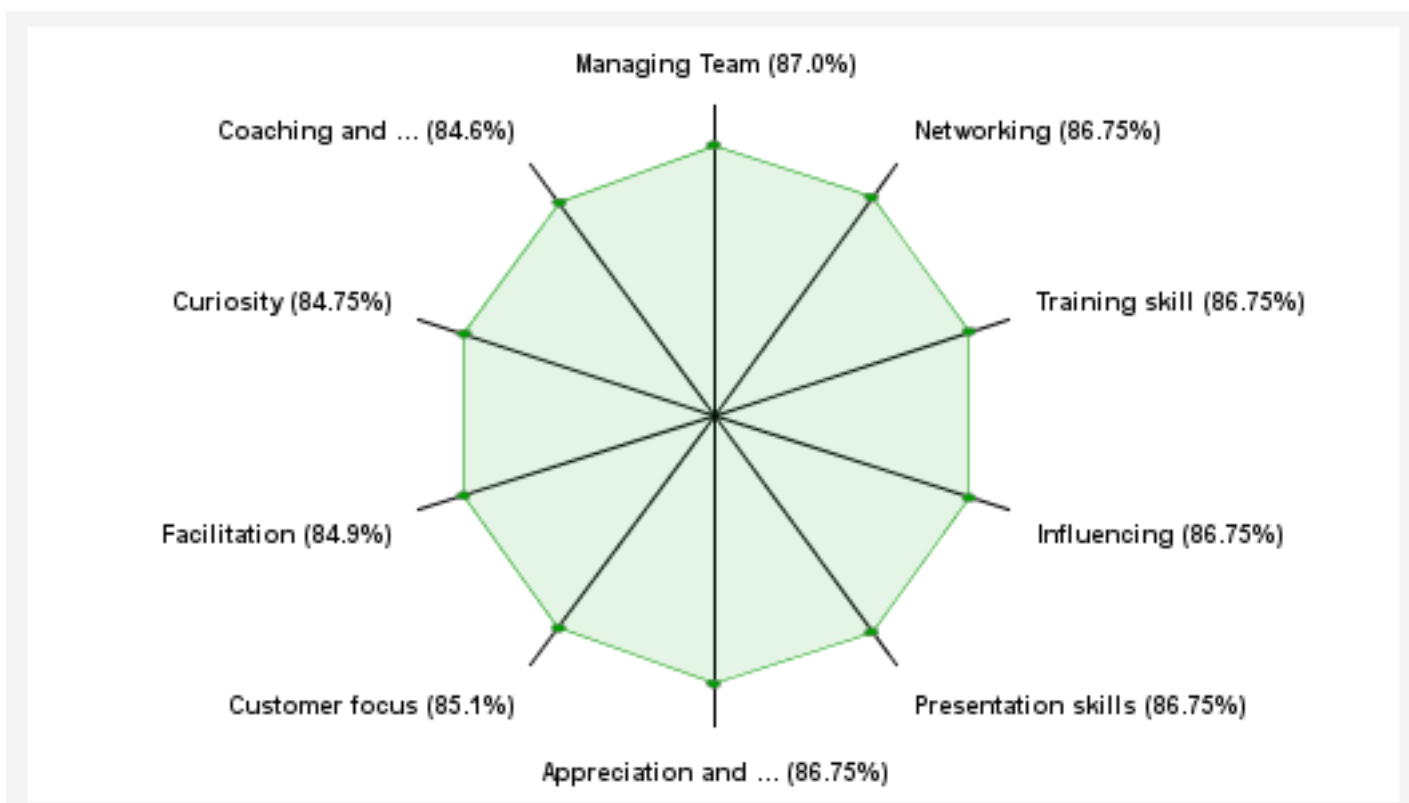
Tips for enhancing efficiency

Even when people get very high rating in certain competencies, the insufficiency of the complementary patterns or the interference of other patterns may result in ineffective responses. The tips will caution them against such possibilities and encourage them to consistently focus on optimum performance.

- * Focus on quality
- * Learn to edit the ideas and make them practical
- * Practice speaking slowly
- * Translate knowledge into action

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.)



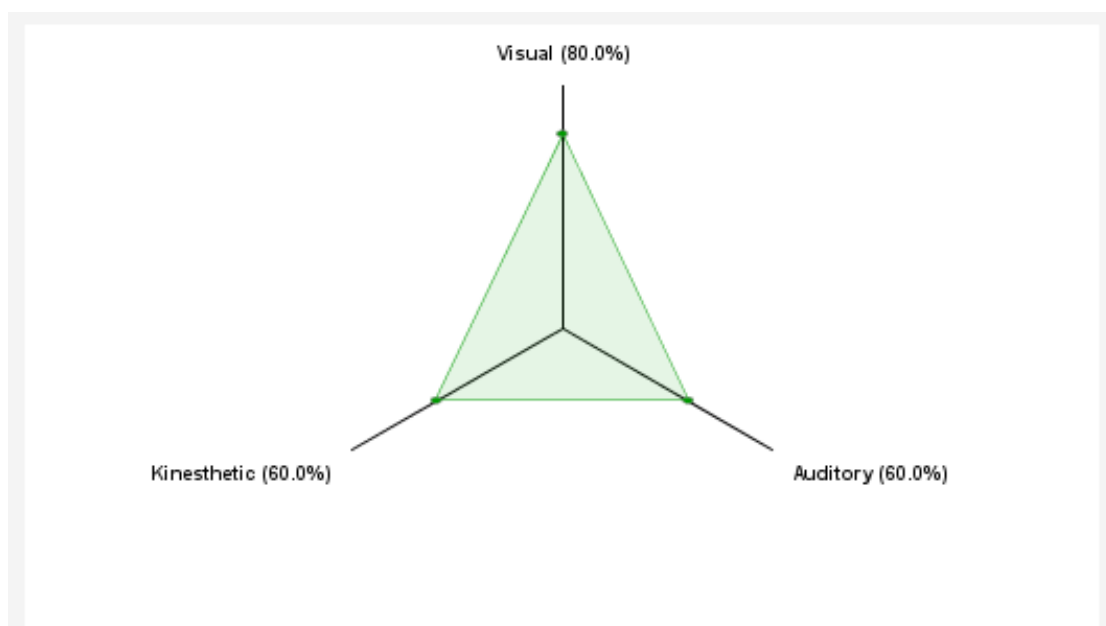
Managing Team	Very Good (87.0%)	High scorers will function effectively and efficiently as part of a team to achieve common objectives, share willingly information, knowledge and expertise, and help themselves and others to make things happen. Consistently reliable and process oriented, they will plan their time, manage their task, seek feedback, and work the best way possible to improve performance. Establishing priorities and staying focused, they will work out well-defined goals with success criteria and performance measures, and achieve the results. With an open mind, they will work on their strengths, identify the developmental needs of themselves and their team members, and adjust their response and behavior based on the cultural environment.
Networking	Very Good (86.75%)	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.
Training skill	Very Good (86.75%)	Ability to transfer skills deliberately, systematically and effectively. High scorers will have a thirst for knowledge and keep updating it, have plan of action to transfer their skills and motivate people to change.

Influencing	Very Good (86.75%)	Ability to inspire, motivate and gain support. High scorers will be good at establishing rapport, communicate effectively and spur others into action.
Presentation skills	Very Good (86.75%)	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.
Appreciation and Fairness	Very Good (86.75%)	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.
Customer focus	Very Good (85.1%)	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.
Facilitation	Very Good (84.9%)	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.
Curiosity	Very Good (84.75%)	An innate desire to know about new ideas and ways. High scorers will have the thirst for new knowledge, grasp ideas and concepts fast and have good imagination.
Coaching and Mentoring	Very Good (84.6%)	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.

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

First Preference for Visali :

* Try to read the books on similar topics from internet or from other sources, with more pictures to explain the concepts, reveal summary in a nutshell or bullet points and then go into details
* Convert the concepts and key points into pictures, charts, maps and create outlines in the revision process
* Re read the topics after the training sessions
* Always take notes
* study in a place where there is no distractions at all as you are easily distracted
* 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 / notes taken

Visali may also use the following :

* Get CDs of the subjects and listen to the topics as many times as you can.
* Repeat loudly / mentally what has been studied / taught
* Ask lots of questions in the learning process (class etc)
* Give more attention to what is being spoken rather than what is being shown in the class
* Record the subjects in your own voice and play back in the revision process
* Talk about the subjects and key points to others
* Combined study through group discussion will help a lot
* 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 media like type the major points and pictures in to a computer
* Combined study with group activities / acting on the subject will help a lot