

Job Profile Report

Personal Details

Id	Bam1511250001	Date of Test	05/11/2017
Name	Bama Arunkumar		
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Contact Phone No			

Behavioural Competencies : Nurse

Profile Compatibility Details

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

Profile Compatibility - 64.6%



Competency Details in Profile



Helping attitude	Very Good (84.75%)	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.
Accountability	Good (64.5%)	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.
Assertiveness	Very Good (77.0%)	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.
Collaboration	Good (57.9%)	The high scorers will build mutually beneficial social relationships within and outside the organisation to uncover and capitalize on new opportunities, and to establish links to existing and future customers. Being casual and efficient in their approach, they will collaborate with different groups of people and make them comfortable. They will instinctively identify critical stakeholders, build rapport with them, and strategically target their activities to exchange information, values and talents, leaving a lasting impression on those who come in contact with them.
Crisis Management	Very Good (78.75%)	Ability to identify and contain adverse effects. High scorers will be able to identify the problem, find the right solution and act immediately.
Customer focus	Good (70.8%)	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.
Effective Communication	Good (60.7%)	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.
Dexterity	Fair (46.5%)	Ability to use hands with ease and grace. High scorers will be able to work with their hands, have fine motor skills, and like to fix the things around.
Follow Instructions	Insufficient (16.5%)	Ability to understand verbal and written instructions. High scorers will listen carefully, take instructions as orders and execute them appropriately.
Health Management	Very Good (77.0%)	Paying attention to the state of health, food and environment of the community. High scorers will be sensitive to the health and wellbeing of people and plan activities to promote them.
Managing Stress	Very Good (84.75%)	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.
Quick Action	Fair (55.75%)	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.

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 Bama Arunkumar

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|--|
| * Prefers to work on the overview or at the conceptual level |
| * Sees the big picture all at once |
| * Lives in the present and responds willingly to the demands of the moment |

* Is calm and reassuring at home and outside
* Is very fascinated by future possibilities
* Is very much aware of the potential of new and old ideas and products
* Can easily identify the positive effects and potential consequences new ideas and products
* Is practical, economical and looks for value for money
* Wants to fit in with everybody else
* Is considerate, caring and accepting
* Makes people feel important and believes that everyone is interdependent
* 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
* Is very visual and has good imagination
* Takes dry ideas and enlivens them with images and metaphors
* Makes own decisions without any external influence
* Rarely relies on the recommendations of others
* Is motivated from within
* Is motivated by opportunities and possibilities
* Prefers to develop and setup new ventures rather than maintain the status quo activities

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.

* Be more democratic
* Be more spontaneous
* Complete what you start
* Focus on long term goals
* Learn to express feelings openly
* Practice self management
* Practice speaking slowly
* Take a stand and stick to it

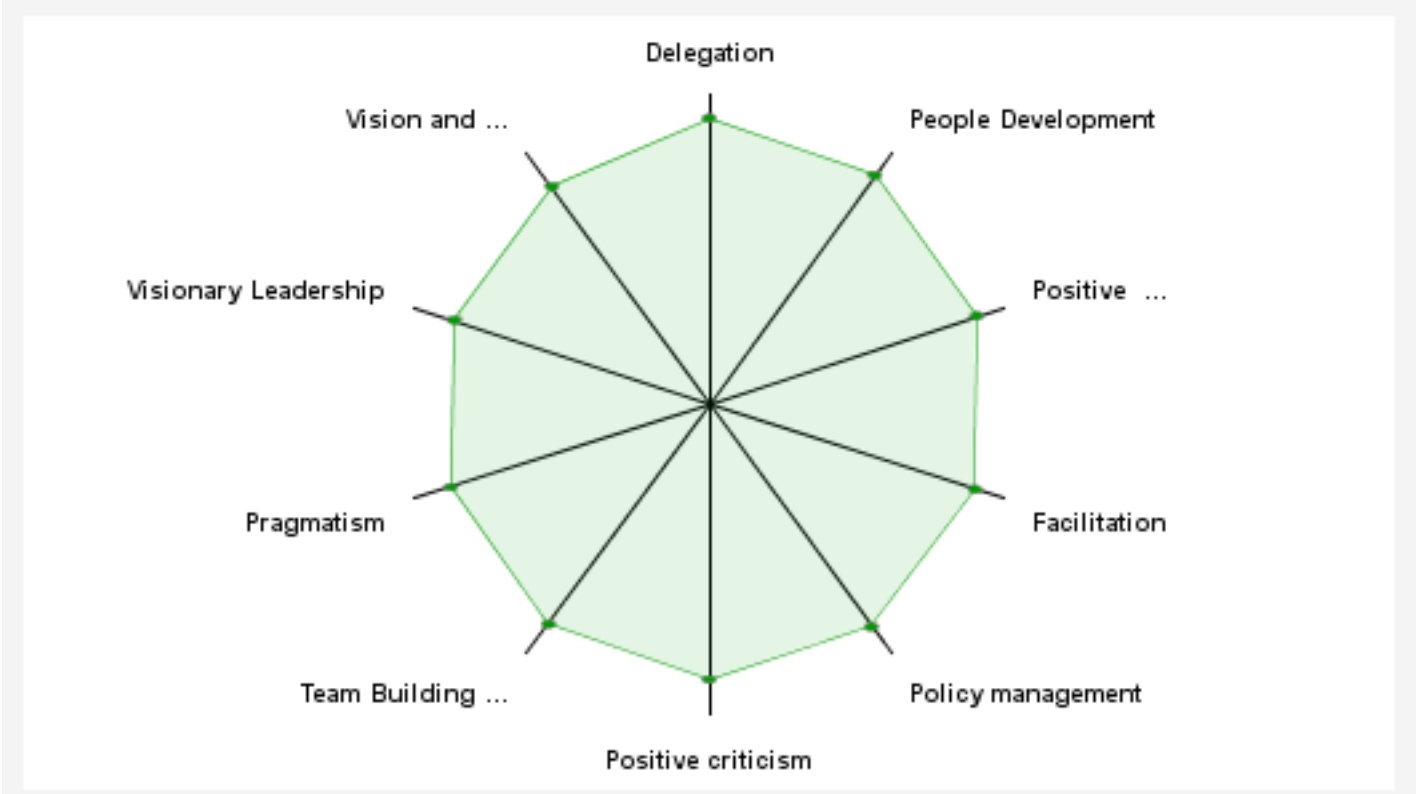
Suggested Training

Suggested training is another feature included in the report. It helps the HR department to identify and fine-tune the individual training needs of the employees so that very specific training can be imparted to improve their work efficiency and overall productivity. The training programmes suggested are relevant to each job profile. They vary with different profiles.

* Active Listening Skills
* Giving and taking Compliments and Criticism
* Goal setting
* Paying attention to details
* Team Skills

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.)



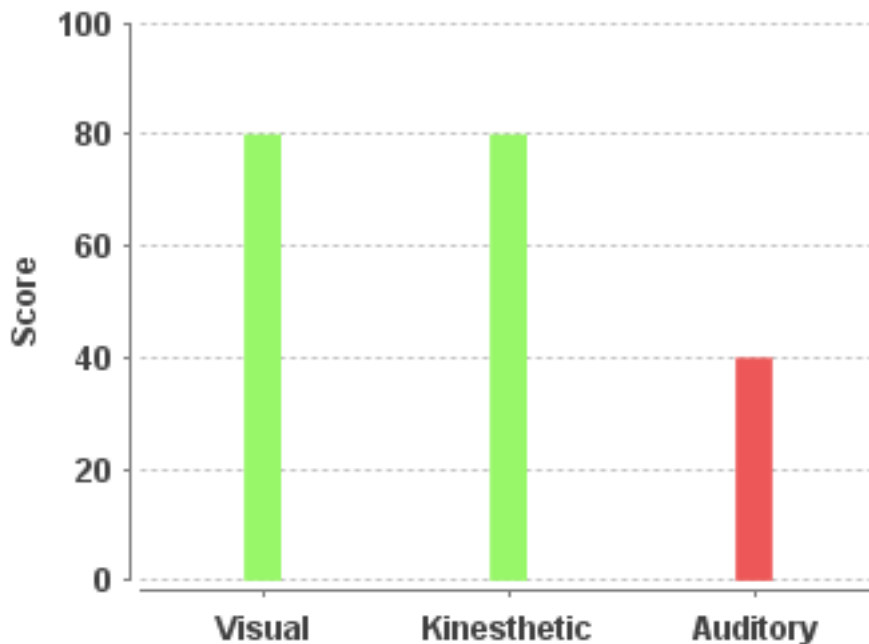
Delegation	Excellent	Clearly and comfortably delegates both routine and important tasks and decisions; broadly shares both responsibility and important task and decision; broadly shares both responsibility and accountability; tends to trust people to perform; lets direct reports and others finish their own work.
People Development	Very Good	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.
Positive attitude	Very Good	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.
Facilitation	Very Good	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.
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.
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.
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.

Pragmatism	Very Good	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.
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.

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

First Preference for Bama Arunkumar :

- * 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

Bama Arunkumar 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™

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.