

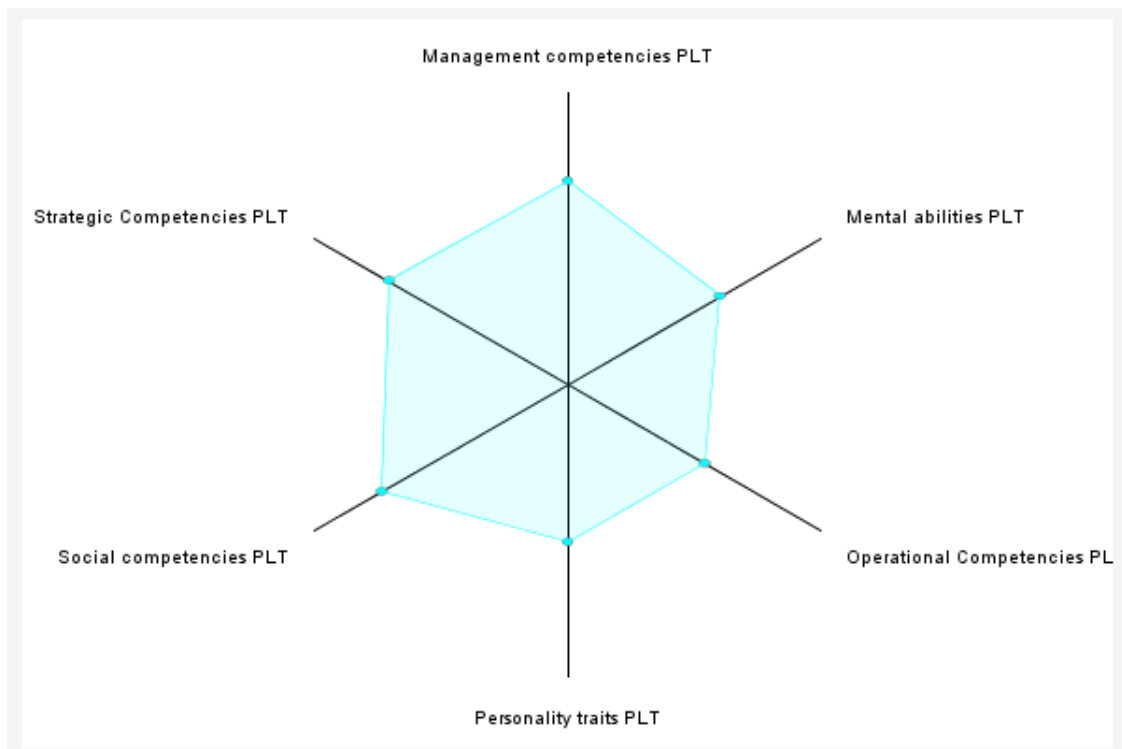
ComPAS Now™ Assessment for Pilots Behavioural Competencies

Personal Details

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Behavioural Competencies Test Details

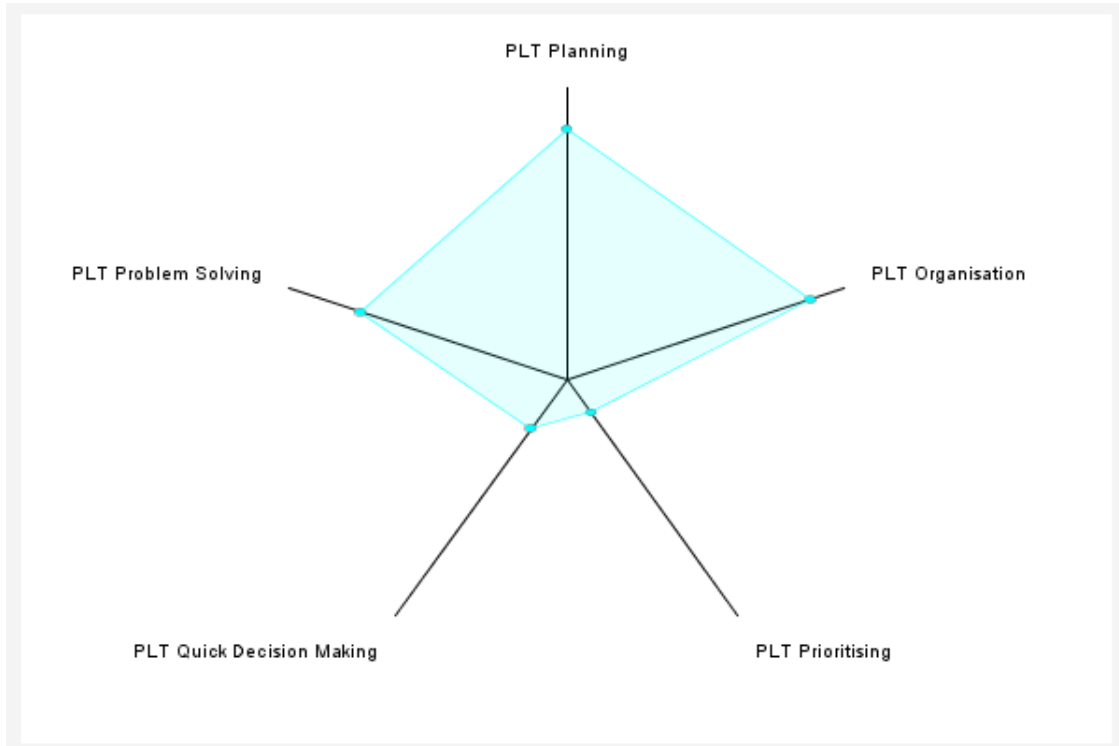
Overall Summary



Management competencies PLT	69.8%
Mental abilities PLT	60.3%
Operational Competencies PLT	54.3%
Personality traits PLT	54.1%
Social competencies PLT	73.6%
Strategic Competencies PLT	70.9%

Management competencies PLT : Competency Details

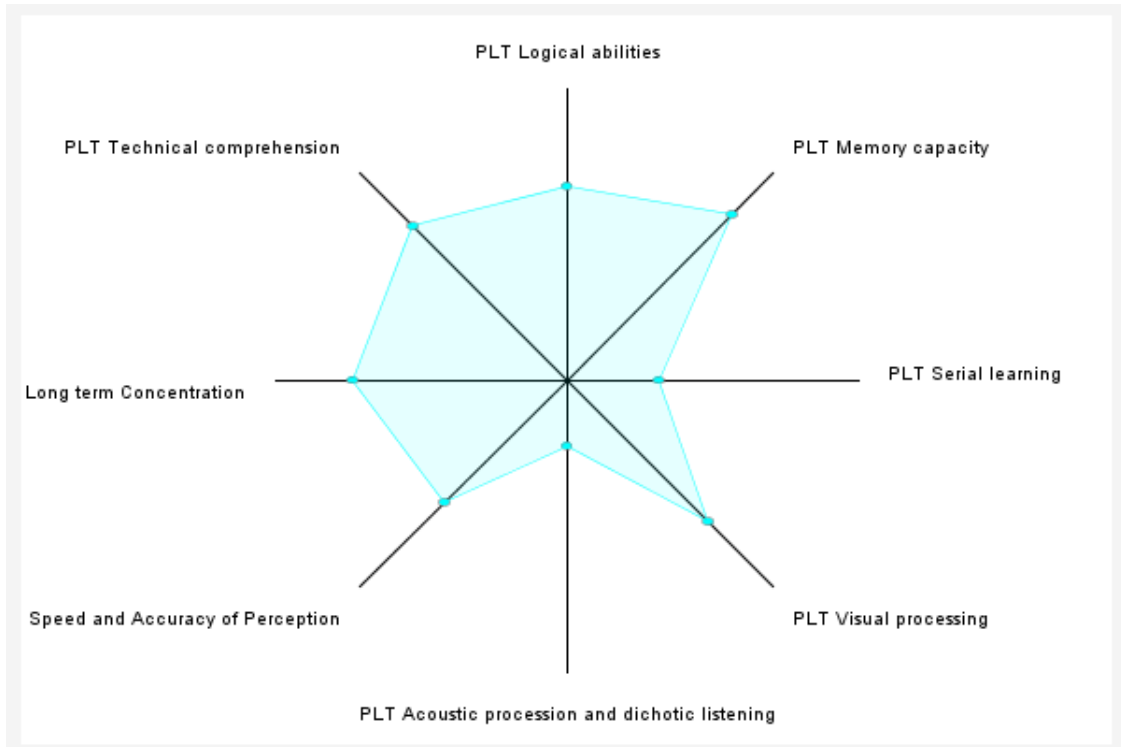
Profile Compatibility - 69.8%



PLT Planning	85.8%	Ability to use the information to exploit the emerging possibilities. High scorers will formulate multiple strategies to achieve optimum balance, implement, direct, and monitor all steps in their proper sequence, organize the ideas and work systematically.
PLT Organisation	88.0%	It is the ability to bring together ideas, people and processes to achieve organizational goals. High scorers will be detailed thinkers and will be able to put together ideas, people and materials to organize an event. They will take leadership roles and clearly define authority, responsibility and relationships leading to the event. Having good people skills, they will see the potential in others and trust them with the job delegating the work effectively to lower levels.
PLT Prioritising	14.25%	Ability to recognize what is important and act on it. High scorers will be able to manage priorities, think in terms of overviews and summaries, and sum up large chunks of information.
PLT Quick Decision Making	20.9%	Ability to identify alternatives with available data and take action. High scorers will be able to quickly identify the overall picture, take decisions spontaneously and on the spot, quickly work out a plan of action and respond to the demands of the moment.
PLT Problem Solving	74.5%	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.

Mental abilities PLT : Competency Details

Profile Compatibility - 60.3%

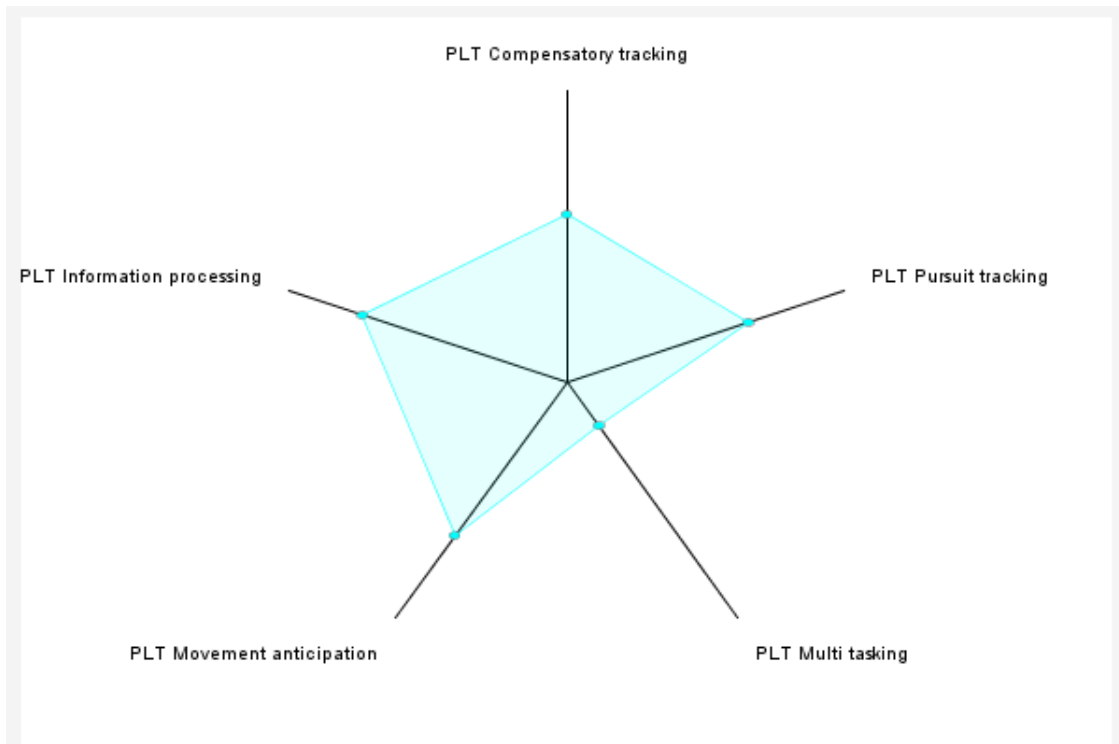


PLT Logical abilities	66.5%	Ability to think consistently, coherently and sequentially to solve complex problems. High scorers will be able to make sound operational decisions before and during the flight. Being very precise in their thinking, they will pick up all the relevant information and keep track of the emerging situations. They will be objective, predictable and dependable and take the assigned task to its logical end.
PLT Memory capacity	80.25%	Ability to recall an idea, method or a strategy and apply it effectively in new situations. High scorers will use all their senses in acquiring information and link the new experience with prior knowledge. They will create a mental picture of space, action, things and ideas, by imagining how they look, sound and feel and develop their ability to remember.
PLT Serial learning	31.5%	ability to understand and comply with operational briefings and procedures. High scorers will listen carefully to the operational updates, understand exactly how the new information can be used, and execute them appropriately. Having an excellent ability for details, they will have all the specifications of the task in their mind and take care of all tiny and crucial particulars. They believe that there is a right way of doing things and do it accordingly. Methodical in their approach, they will go by the rules and procedures, and complete the task assigned to them to the best of their ability.
PLT Visual processing	68.75%	ability to explore the data using images and metaphors to have an in depth understanding of information. High scorers will be able to make mental images of everything, including all the sensory inputs, and graphically represent ideas in relation to the past, present and future. They will think imaginatively by associating ideas and concepts with images, and organise them in their mind. They will analyse the data randomly, develop multi-dimensional perspectives and come out with innovative ideas. They will express their thoughts vividly and with impact using graphics, colours and metaphors, speak faster than others as they see so many things at once in their mind, and will have a photo graphic memory.

PLT Acoustic procession and dichotic listening	22.5%	ability to accurately receive, interpret and use the information with intent. High scorers will listen carefully to the verbal signals, while focusing fully on the outcome they want. With a sense of purpose, they will process the information and stay on track. They will create visual imageries of the data they need to focus on, and open their mind to clearly understand the messages sent to them and respond back as relevantly as possible.
PLT Speed and Accuracy of Perception	59.25%	ability to understand the information accurately and work with technical and scientific exactness. High scorers will think in details, work out things precisely on an extremely final scale. With eye and muscle coordination, they will systematically engage in maneuvering the aircraft with precision as per the information received from time to time. They will choose, evaluate and monitor every action, and be satisfied only with the best outcome.
PLT Long term Concentration	73.5%	Ability to consistently focus on the desired outcome for higher efficiency. High scorers will be very objective and love to gather and analyze information, and test solutions to the problems. With visual details they will explore the data graphically and integrate all the pieces to draw conclusions that are appropriate for an extended period of time.
PLT Technical comprehension	74.5%	It is the natural disposition towards the technical field. High scorers have an inquiring mind, will be interested in finding facts, retrieve relevant information, and analyze the root cause to clearly understand a problem. Being meticulous they will proceed step by step, have all the specifications of the tasks to be accomplished and stay focused on precise solutions. They will exhibit agility and nimbleness, good reaction speed, integrate movement and perception, and plan and execute synchronized motion to complete a task.

Operational Competencies PLT : Competency Details

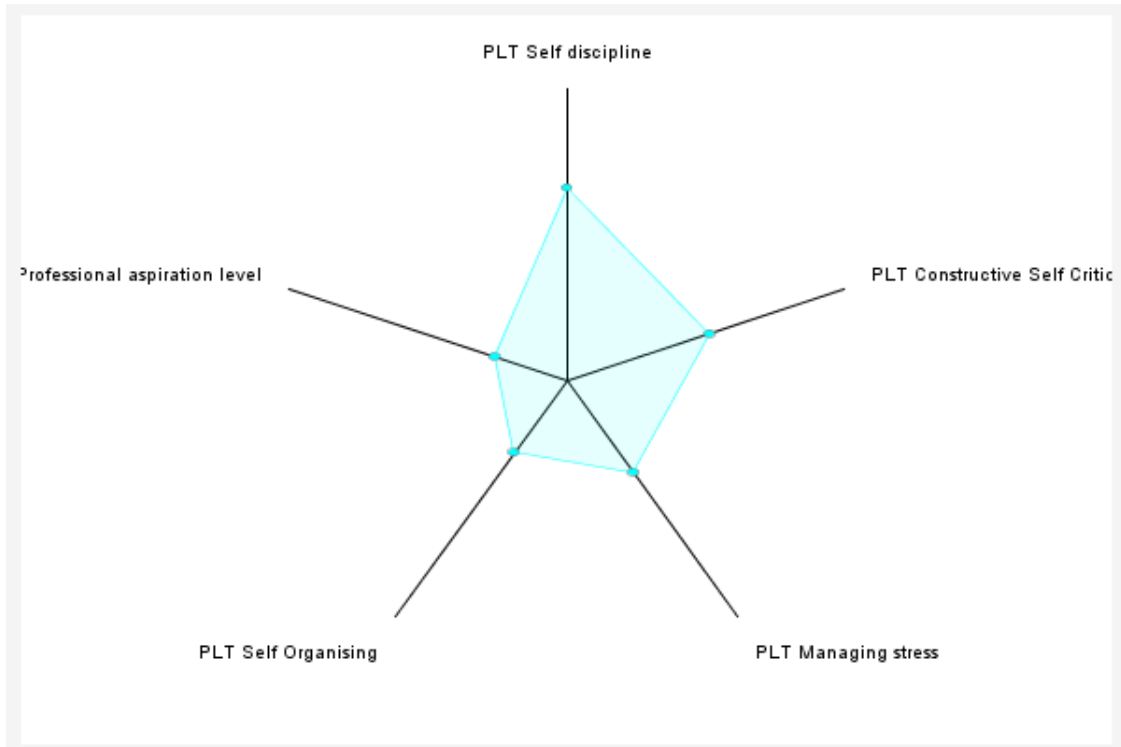
Profile Compatibility - 54.3%



PLT Compensatory tracking	57.25%	Ability to coordinate the eyes, hands and fingers to track the error and take corrective action when using the control system. High scorers will maintain their focus on the moving and stationary targets, exhibit good reaction speed, integrate movement and perception, and execute coordinated motion to complete a task. They will be able to position their body correctly and apply the required force to match the task accurately, and use all types of tools.
PLT Pursuit tracking	65.5%	Ability to maintain visual attention on moving materials in the environment. Pursuit tracking is a crucial skill for the safe navigation in the sky. It helps the pilots to understand their flying environment faster and to respond with the best decision as quickly as possible. High scorers will visually explore the surroundings to locate information at a distance, maintain a steady gaze on moving targets, and make accurate spatial judgement regarding speed and distance of the objects in the environment and their impact. With eye movement and coordination ability they will move quickly and smoothly from one object to another to gather and interpret the information.
PLT Multi tasking	18.9%	Ability to focus on several tasks one after the other in quick succession. High scorers will respond to the needs of the moment and switch frequently from one task to another preferring the assignments that require immediate action. Coordinating their muscles and sensory outputs from the brain, they can easily access and process different information at short notice, and rotate several tasks efficiently per small intervals. They will respond with full energy, they will switch contexts and the contents several times and still remain focused without compromising efficacy and productivity.
PLT Movement anticipation	65.4%	Ability to anticipate or predict the upcoming flight information and prepare for an effective response. The high scorers will be able to utilize advanced visual clues displayed by uncertain movements or unexpected appearances and direct their attention appropriately to extract their meaning. They will quickly identify the effective source of information in the environment to make anticipatory judgments. Oriented toward the present moment, they never appear in a hurry to execute an action. In fact they mentally bring the future events to the present moment and experience them as if they are already there.
PLT Information processing	73.6%	Ability to identify, analyse and propose solutions to complex problems. High scorers will extract relevant data from a massive pool of information. organize their information carefully. visualize, articulate, and solve complex problems and concepts. They will be objective and look for relationships, patterns and trends and integrate all the pieces to get appropriate conclusions. Having an innate ability to create mental images they will visually analyse in their mind the facts and figures to get new insights.

Personality traits PLT : Competency Details

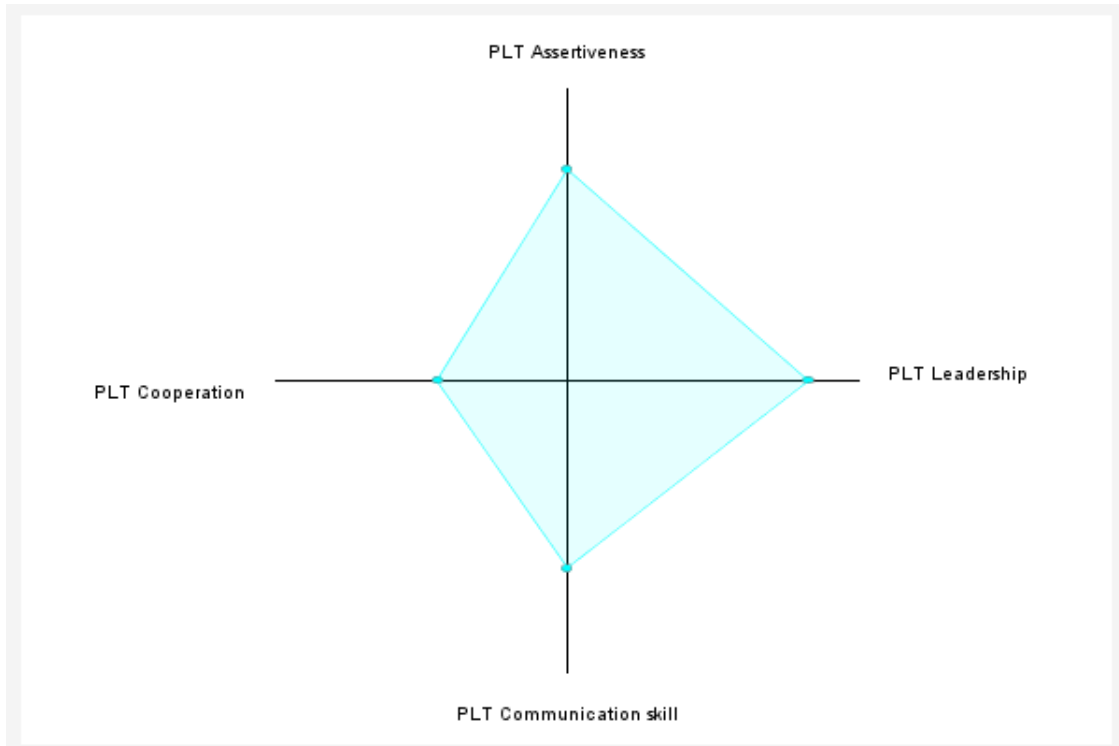
Profile Compatibility - 54.1%



PLT Self discipline	66.0%	It is the ability to control ones feelings and behavior for self-improvement. High scorers will have a personal set of priorities and values, take responsibility for their actions, and control excess emotions. Always doing things the right way, they will go by the rules and procedures, and complete the work assigned to them on time. They will admit their mistakes and put in efforts to improve on them. Usually they will write down individual steps and to-do-lists before starting on a project and move forward step-by-step, keeping track of everything.
PLT Constructive Self Criticism	51.5%	ability to criticise the self compassionately to strike the right balance and reach the full potential. High scorers will have a clear idea about their areas that need enhancement. Aware of their strengths, weaknesses, and the room for correction, they will constantly re-frame their experience for better self-management. With a broader outlook, they will step outside themselves and see themselves from a different perspective. Recognising and accepting the mistakes, they will use the failure as a source of leverage for further improvement. Being sensitive to their own response and behaviour and the impact of their actions on others, they will productively be honest about their shortcomings and reorient their attention to the well being of everyone.
PLT Managing stress	39.0%	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.
PLT Self Organising	30.75%	ability to consolidate the self and career resourcefully to enhance performance. High scorers will establish clear priorities, and allot more attention and energy to deal with them. They will design and streamline their vision and delegate the task to the right people. They will know the right way to do things, create a routine that becomes their habit and work systematically to get the results. Looking ahead, they will plan their strategy on a regular basis and work out contingencies when situation demands.
PLT Professional aspiration level	26.0%	ability to identify and develop own competence to achieve what is desired. High scorers will think in terms of performance targets, put things into perspective, set priorities and challenges, and manage their resources. They will be self propelled and intentionally focused, with performance-directed behaviour. Highly dynamic and active, they also believe in their ability to perform. Always looking for new initiatives and accomplishments, they will know how to center their attention and energy on specific activities to achieve the outcome they want.

Social competencies PLT : Competency Details

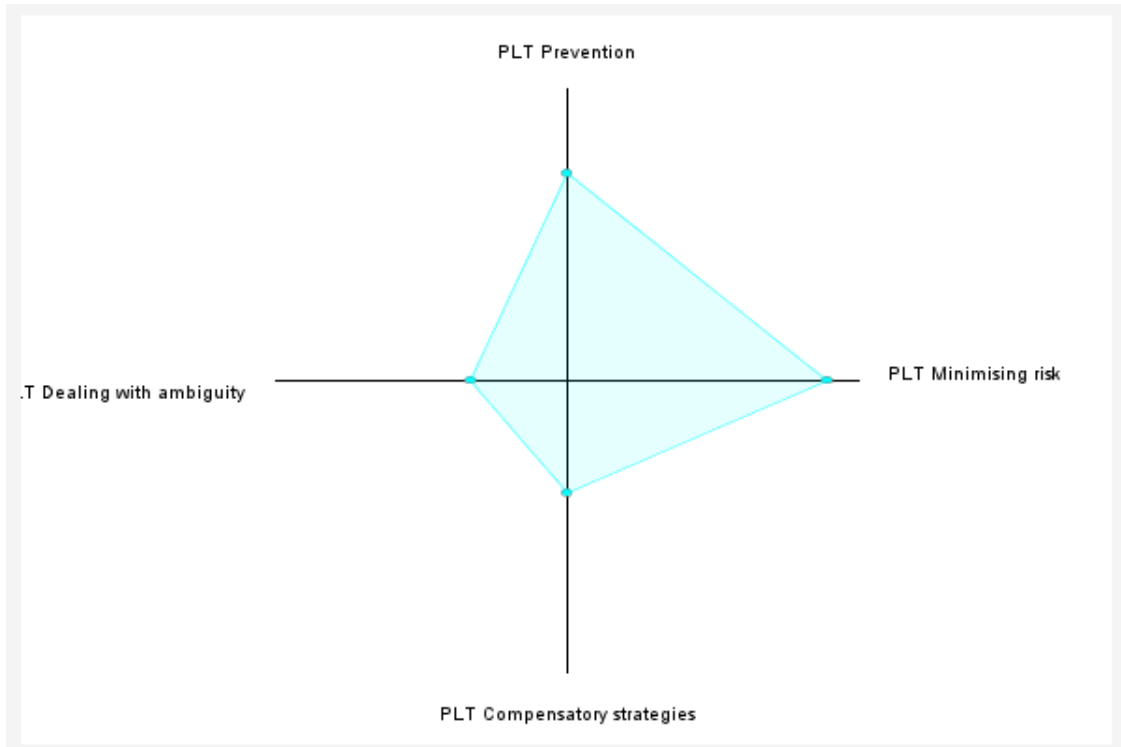
Profile Compatibility - 73.6%



PLT Assertiveness	72.4%	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.
PLT Leadership	82.8%	Ability to set directions, take the people along and move them to the right destination in a smooth and efficient way. High scorers will motivate and inspire people, build respect, see the big picture all at once, devise action plans for a common goal.
PLT Communication skill	64.7%	Interpersonal skill of conveying information effectively. Language skills excluded. High scorers will express ideas clearly and effectively, create verbal rapport, be willing to share their ideas and make people feel important.
PLT Cooperation	44.25%	It is the ability to work effectively in a team with openness and knowledge sharing. High scorers will be able to build trust, receive feedback from others, and work with a common purpose. They will acknowledge the competence, experience and contributions of others, and bring everyone together to complete the assignment. Being effective listeners, they will understand the meaning of what others say, express themselves powerfully, and foster operational communication with congruence. With a sense of purpose, they will have common agenda and joint approach to achieve the flight objectives and higher levels of performance.

Strategic Competencies PLT : Competency Details

Profile Compatibility - 70.9%



PLT Prevention	71.0%	It is the ability to foresee the problems and take preventive action. High scorers will first pay attention to what is to be avoided, easily recognize the problems and come out with strategies to prevent them. Very precise in thinking, they will focus on subtle cues, interpret them accurately, and choose and evaluate every action and approach. They will comply with the established standards and enforce compliance.
PLT Minimising risk	89.25%	It is the ability to evaluate the risks involved in a future course of action and avoid unwanted events. High scorers will focus on the future possibilities, show an optimism and readiness to handle the future prospects, and plan contingencies when situation demands. Paying attention to the possible risks and threats, they will move away from potential dangers. Analytical and logical in their approach, they will periodically review the progress and corrective measures to limit the negative impact.
PLT Compensatory strategies	38.5%	ability to minimise the error occurring due to human factor in navigation. High scorers will be aware of what is happening around, mentally relaxed and show high degree of resilience. They have an inherent adaptability and flexibility to deal with emerging situations. They are motivated from within, able to take independent decisions with available information, and remain as a general source of strength in times of crisis.
PLT Dealing with ambiguity	33.0%	ability to identify alternatives with the available data and take action in an emergency situation. High scorers will act with swiftness and mental coordination, use their instinct and gut feeling to explore the un-chartered territory, and engage the situations which are uncertain and unpredictable. They will be open to new possibilities and consider the uncertainty as opportunities for trying out new approaches. Focused on the moment, they will show more awareness of what is happening around and respond effectively even when the information is vague or incomplete.

Strengths in General

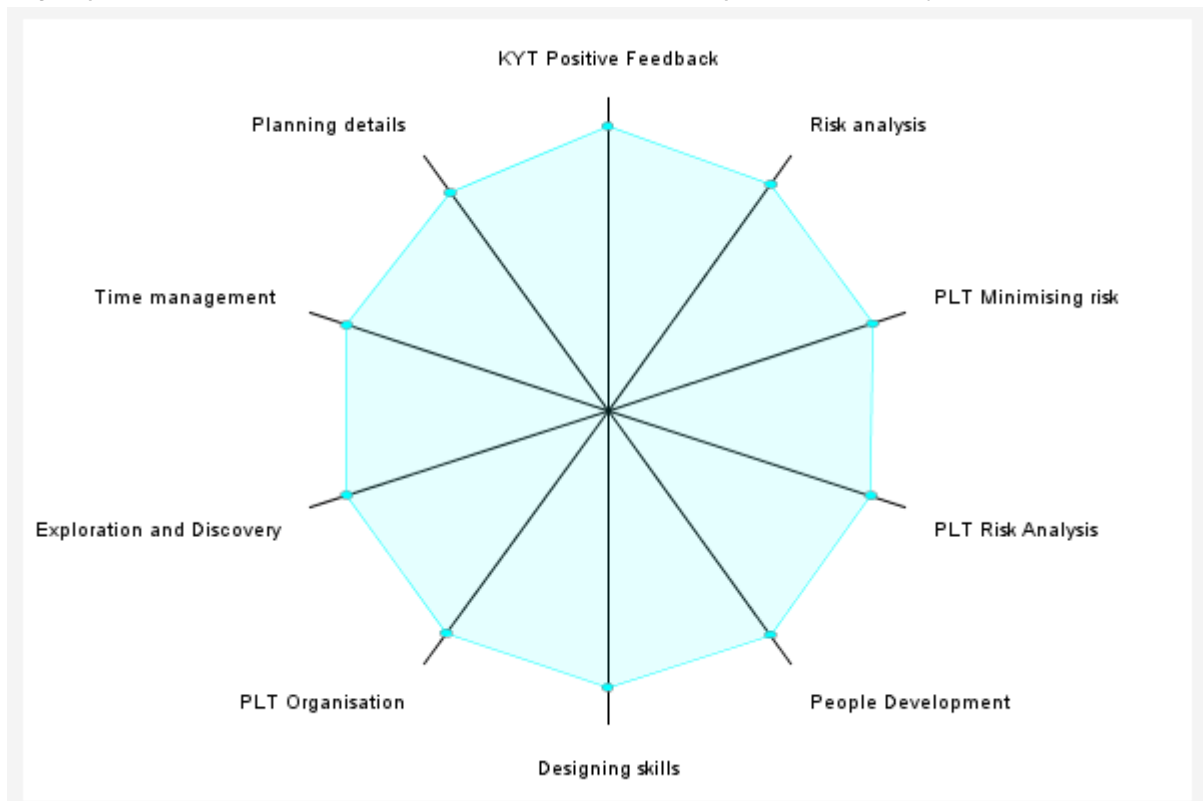
The characteristics included in "Strengths in General" are descriptions of basic patterns in personality which the candidate exhibits generally. They may or may not have a direct impact on the specific job to be considered.

The Strengths in General are as follows for Ajay

* 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
* always sees the potential in others
* is focused on people and their feelings
* understands people and their motives
* is very visual and has good imagination
* takes dry ideas and enlivens them with images and metaphors
* treats information in linear sequence, step by step, in all its detail
* sees the self in relation to the environment
* has a strong sense of being connected to the place of living and work
* first pays attention to what should be avoided
* enjoys analyzing the symptoms, identifying the faults and finding solutions

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.)



KYT Positive Feedback Very Good (90.8%)

Ability to monitor the performance of the students and give supportive feedback. High scorers will keep themselves informed of the performance progress of their students and maintain supportive contact with them so as to give them positive feedback. They will be aware of their students feelings and focus on the behaviour and not on the person while sharing the information. The teacher may also use this insight to continuously evaluate the effectiveness of her/his teaching process.

Risk analysis Very Good (89.25%)

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.

PLT Minimising risk	Very Good (89.25%)	It is the ability to evaluate the risks involved in a future course of action and avoid unwanted events. High scorers will focus on the future possibilities, show an optimism and readiness to handle the future prospects, and plan contingencies when situation demands. Paying attention to the possible risks and threats, they will move away from potential dangers. Analytical and logical in their approach, they will periodically review the progress and corrective measures to limit the negative impact.
PLT Risk Analysis	Very Good (88.8%)	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.
People Development	Very Good (88.75%)	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.
Designing skills	Very Good (88.6%)	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.
PLT Organisation	Very Good (88.0%)	It is the ability to bring together ideas, people and processes to achieve organizational goals. High scorers will be detailed thinkers and will be able to put together ideas, people and materials to organize an event. They will take leadership roles and clearly define authority, responsibility and relationships leading to the event. Having good people skills, they will see the potential in others and trust them with the job delegating the work effectively to lower levels.
Exploration and Discovery	Very Good (87.75%)	A systematic search to access unknown territories. High scorers will enjoy exploring new areas, be interested in locations and marvels of nature.
Time management	Very Good (87.75%)	Ability to manage time efficiently. High scorers will be usually punctual and follow the rules and instructions, keep to the processes and procedures, be very patient, cool and steady.
Planning details	Very Good (85.8%)	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.