

Job Profile Report

Personal Details

Id	Ind17111500001	Date of Test	15/11/2017
Name	Sample	Profile Assessed	Police force
Contact Email	sample@gmail.com		
Contact Phone No	1234567890		

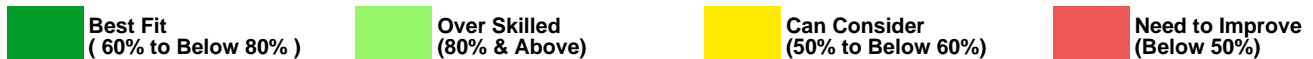
Behavioural Competencies : Police force

Profile Compatibility Details

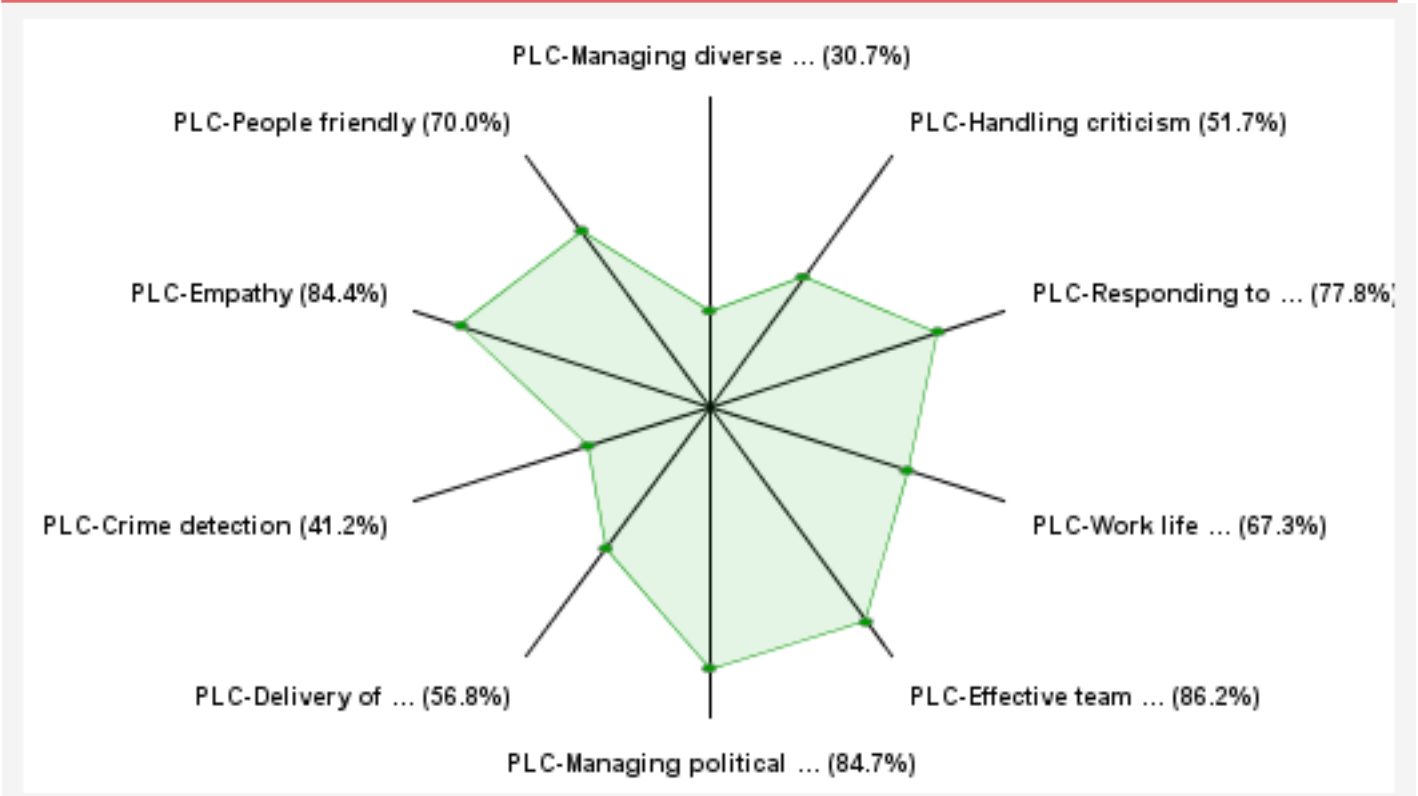
Profile compatibility gives an understanding of the overall capability of an individual to deliver the expected performance in a specific job. One should consider the profile compatibility % only if the profile competencies are well defined. Every person has the potential to succeed and excel, provided she is in the right job.

Profile Compatibility - 65.1%

Profile Compatibility (considering competency order) - 58.3%



Competency Details in Profile



PLC-Managing diverse activities	Insufficient (30.7%)	It is the flexibility to shift attention to different activities at short notice, while remaining productive. High scorers can take up assignments that require immediate and short-term action. They will respond to the concerns of the moment, take quick decisions on the spot, and figure out ways of doing things when something is not working.
PLC-Handling criticism	Fair (51.7%)	It is the ability to think positively and act responsibly when faced with negative criticism. High scorers will be calm and reassuring, remain level-headed, and quickly recover from setbacks. They will move ahead, rehearsing success in their mind. They will be relaxed and accommodating when pressure builds up. They will not look for compliments from others to remain motivated, and will not get upset easily in any situation.
PLC-Responding to conflicting instructions	Very Good (77.8%)	It is the ability to balance conflicting instructions from power centers and transform them into positive action. High scorers will explore their limits, push boundaries, and consistently create choices in times of uncertainty. They will stress the usefulness, workability and practical application of ideas, and promote concepts and objectives around, till they get insight to translate them into action.
PLC-Work life balance	Good (67.3%)	It is the ability to Prioritise work and balance family relationship. High scorers will have a clear idea of what needs to be done, and review work regularly. Ignoring irrelevant things, they will focus on key targets, review progress, and stretch themselves to their best. They will handle family issues with great sensitivity and discretion, and know how to balance between work and relationship.
PLC-Effective team leadership	Very Good (86.2%)	It is the ability to lead an effective team to achieve common objectives. High scorers will be good at establishing rapport with and between the team members, and look for areas of agreement for smooth functioning. With unity of purpose, they will work out goals, roles and procedures for the team. They communicate clearly the objectives and targets, and develop mutual accountability.
PLC-Managing political persons	Very Good (84.7%)	It is the ability to state own position non-aggressively and with respect. High scorers will be neither passive nor aggressive in their interactions with political persons and express their thoughts and feelings with emotional balance. Acting in the best interest of the department, they will build personal and working relationship.
PLC-Delivery of result	Good (56.8%)	It is the ability to assume responsibility for own actions and complete the assigned tasks in spite of external pressures. High scorers will be clear about their roles and responsibilities, have a good working relationship in the organisation and deliver the results promptly. With a consistent set of priorities and strong personal values, they will be honest with themselves and with others.
PLC-Crime detection	Fair (41.2%)	It is the ability to gather evidences, analyse the data and give effective recommendations. High scorers will be disciplined in their search for truth, with an open-minded and systematic approach. They will discretely examine evidences from several sources, check their validity, and identify accurately the patterns and trends, and synthesis them to draw logical conclusions.
PLC-Empathy	Very Good (84.4%)	It is the ability to understand and accept the reality of others. High scorers will accurately perceive feelings of others and create around them a situation that is safe, accepting, caring, open and objective. They will find commonalities in everyone they meet and establish meaningful connections.
PLC-People friendly	Good (70.0%)	It is the ability of a person to relate to others and show respect and concern. High scorers will build trust, establish working relationship on personal and professional levels, and make everyone feel comfortable and important. They will respect human values and take socially relevant decisions.

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 sample

* 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
* 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 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

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 practical
* Complete what you start
* Learn to express feelings openly
* Practice self management
* Practice using present tense in your communication
* Take a stand and stick to it

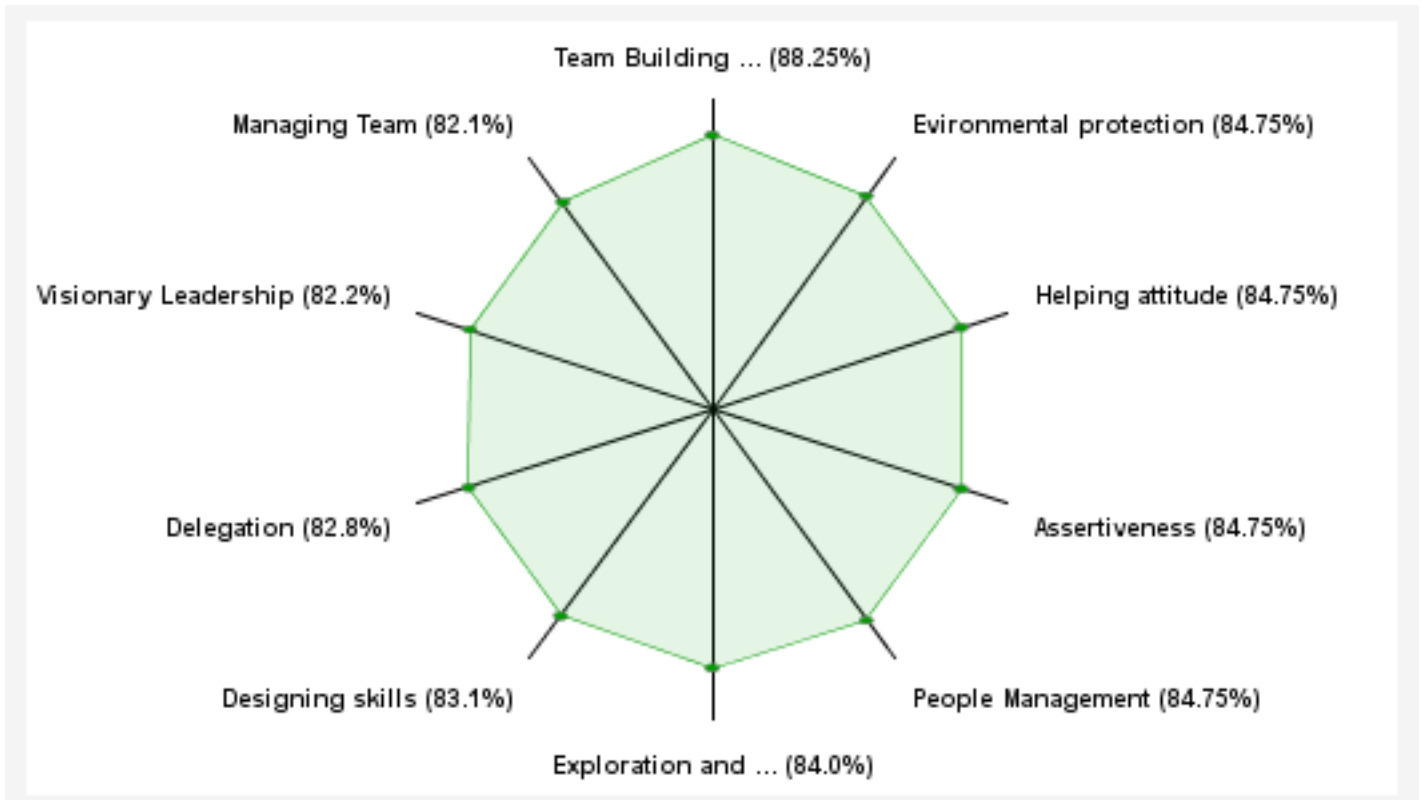
Suggested Training

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
* Consistency
* Giving and taking Compliments and Criticism
* Here and Now
* Paying attention to details
* Processes and Procedures

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.)



Team Building Skills	Very Good (88.25%)	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.
Environmental protection	Very Good (84.75%)	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.
Helping attitude	Very Good (84.75%)	Quality of a person to contribute to the performance success of others. High scorers will have a natural tendency to truly care for people, be ready to help them and show empathy.
Assertiveness	Very Good (84.75%)	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.
People Management	Very Good (84.75%)	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.
Exploration and Discovery	Very Good (84.0%)	A systematic search to access unknown territories. High scorers will enjoy exploring new areas, be interested in locations and marvels of nature.
Designing skills	Very Good (83.1%)	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.
Delegation	Very Good (82.8%)	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.
Visionary Leadership	Very Good (82.2%)	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.

Managing Team	Very Good (82.1%)	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.
---------------	-------------------	---

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.