

PERSONAL REPORT

Organization - Sarvagnya Solutions Pvt. Ltd.

Competencies	Client Scores	
Achievement Drive	Dominant 23%	Accepting 77%
Execution Focus	Realistic 45%	Creative 55%
Self Management	Reliability 100%	Agility 0%
Adherence	Compliance 67%	Flexibility 33%
Work Orientation	Task 78%	People 22%
Workplace Outlook	Optimistic 45%	Inspecting 55%
Mobility	Growth 89%	Routine 11%
Decision Making	Decision Making 100%	Exploring Options 0%
Conflict Management	Confrontation 45%	Avoidance 55%
Leadership Orientation	Leader 67%	Follower 33%

Time Taken- 00 Hr 11Min 32Sec

Date - 23 Jun 2017

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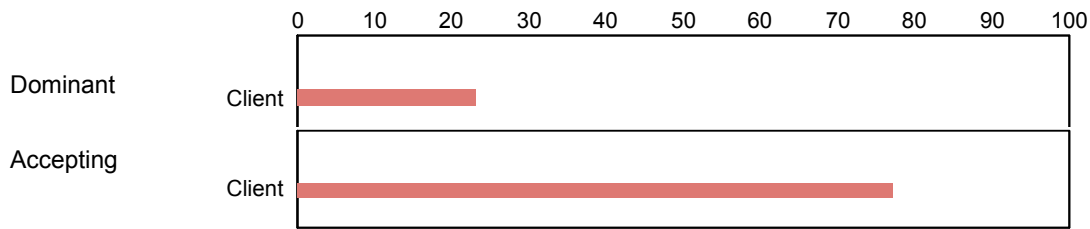
Competency Scale Description

Achievement Drive	
<p>Dominant</p> <p>A dominant person exercises control and influence over others. A forceful person by nature, will persist to achieve results by pushing self and others.</p>	<p>Accepting</p> <p>An accepting person understands and accommodates others. A soft and sensitive person, accepts the view points of others & understands them as they are.</p>
Execution Focus	
<p>Realistic</p> <p>A realistic person likes the practicalities of life. Takes a pragmatic approach and handles things in a sensible and logical manner.</p>	<p>Creative</p> <p>A creative person is inspired by the possibilities of future. Is innovative in approach and looks at bringing new changes.</p>
Self Management	
<p>Reliability</p> <p>A reliable person stabilises the environment with consistency and self control. Is deliberate and careful in performance. Has patience to work steadily.</p>	<p>Agility</p> <p>An agile person moves quickly from one thing to other. Is flexible to respond to urgenices with pace. Handles diverse work requirements.</p>
Adherence	
<p>Compliance</p> <p>A person who adheres to rules or standards, adopts an accurate and careful approach to work. A self disciplined person, values social norms and principles.</p>	<p>Flexibility</p> <p>A person who needs flexibility, likes to work in an independent environment that doesn't impose rules, yet provides freedom to experience life.</p>
Work Orientation	
<p>Task</p> <p>A task oriented person objectively focuses, applies logical thinking, analyses the things to complete the task or trouble shoot. Trusts efficiency and works in a step by step manner.</p>	<p>People</p> <p>A people oriented person understands people & their feelings. Focuses on nurturing people, creating harmony, building affiliations and maintaining the relationships.</p>

Competency Scale Description

Workplace Outlook	
<p>Optimistic</p> <p>An optimistic person is hopeful of future and helpful to others. With a practical outlook, the person is obliging and influences positive change. Sees goals as important.</p>	<p>Inspecting</p> <p>An inspecting type of person is doubtful and unsympathetic to others based on past experiences. Is cynical and plays victim. Sees goals as worthless.</p>
Mobility	
<p>Growth</p> <p>A growth oriented person seeks an optimal utilisation of skills. Seeks inspiration to change with a larger picture in mind. Plans to build on potential and seeks newer opportunities.</p>	<p>Routine</p> <p>A routine type of person has the comfort of a daily routine. Looks for security than new challenges. Doesn't change present if it is working well.</p>
Decision Making	
<p>Decision Making</p> <p>A decisive person who is systematic, early starter, organised, methodical in completing tasks ahead of time.</p>	<p>Exploring Options</p> <p>A person who explores various options before deciding. Usually keeps things open and takes more time to decide. May rush into taking decisions last minute.</p>
Conflict Management	
<p>Confrontation</p> <p>A person who confronts others with openness and engages in dialogue. Persuades and convinces other in an objective manner. Negotiates solutions and middle paths with the focus on issues and not people.</p>	<p>Avoidance</p> <p>A person who is either restrains self from opening up or seeks to appease others, escapes from the issue. Has fear of derailing things, hence holds back and appears resigned.</p>
Leadership Orientation	
<p>Leader</p> <p>A leader drives self and others towards achieving goals. Communicates clearly the goals, details of plan. Leads a dynamic environment. Develops systems and procedures to facilitate achievement.</p>	<p>Follower</p> <p>A follower supports in delivering assigned goals. Shows rigour in repetitive tasks. Understands instructs and performs to the brief. Doesn't take initiative, needs to be told.</p>

Achievement Drive



Core Personality

- You are an understanding and accommodating person.
- You believe that people have their own strengths & limitations and one should accept them.
- You are a passive observer and may need guidance in moving forward.
- You are tolerant of others view and accept them as they are.
- You are sensitive to the needs of people and their deep feelings.
- You tend to be gentle and soft while dealing with people.
- You believe that people have their own space and one should respect it while dealing with them.

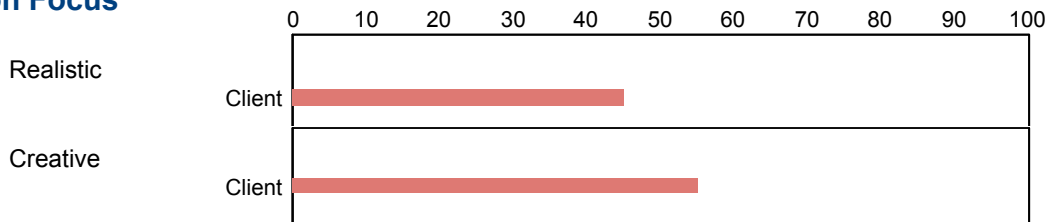
However, your personality also indicates the following behaviours:

- You expect people to deliver to your expectations.
- You will question people to know their intentions and motives.

Tips to be Effective

- Be watchful that you are not over accommodating the views of others that put you in difficult situation.
- You may want to be watchful of becoming complacent because of other people's limitations.
- You should ensure that you are taking initiative to move forward.
- You should be mindful of your tolerant nature and be watchful of others taking you for granted.
- Your ability to be sensitive to people's needs shouldn't come in the way of executing your work.
- You may want to ensure that you are not soft when you are expected to be tough.
- You should ensure that one doesn't take you for granted for respecting others freedom to do things their way.
- You may want to ensure that your expectations are clear right in the beginning to avoid conflicts.
- You may want to question people in a non-threatening and transparent manner without appearing suspicious of their intentions.

Execution Focus



Please note that this Competency Scale is indicating contradictory responses.

Core Personality

- You are driven by the innovation of a new idea.
- You may take decisions intuitively seeing a pattern in the information.
- You may be guided more by ideals.
- You may give importance to the possibilities of future.
- You tend to be original and ingenious.

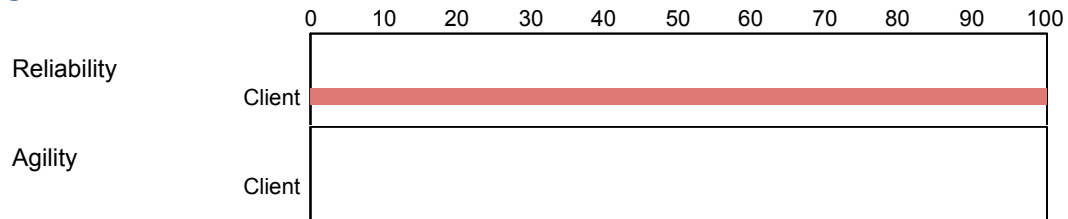
However, your personality also indicates the following behaviours:

- You approach life in a realistic manner and come to terms with the current realities.
- You may work well on concrete plans.
- You will check the practical application of ideas.
- You will use your past experience to understand things and people.

Tips to be Effective

- Your innovation driven approach brings new ideas and ways to change. You may not pay attention to the factual details.
- You may want to intuitively take decisions by understanding the larger picture or an emerging pattern.
- Your idealism guides you to follow a philosophical vision rather than practical considerations.
- Your approach to explore future possibilities makes you broadly look at the patterns and trends. You may not have the inclination to go through the details of the facts and evidence.
- Your original approach helps you in being inventive. You may not have inclinations to consider the customs and traditions.
- Your realistic approach prepares you to deal with the realities of present. You are affirmative but may have visualisation challenges.
- You may want to work on concrete plans and may seek clarity to move forward.
- You tend to be practical and check out if it can be applied. You may have challenges in supporting untested, new ideas and those that have failed in the past.
- You may have the ability to assess a situation with your past experience. You may have doubts to accept something, if you have not faced such situations.

Self Management



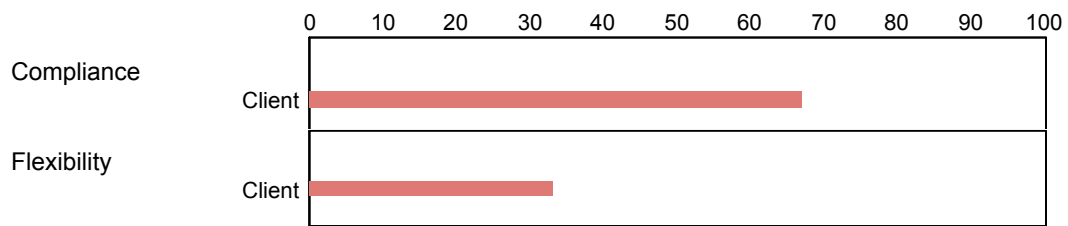
Core Personality

- You believe in a steady pace to complete the tasks.
- You focus on working on one thing at a time with an intent to be reliable.
- You prefer to deliberate and plan in a careful manner.
- You prefer to work in a detailed manner by minutely measuring every aspect.
- You tend to be calm and composed in difficult times.
- You tend to delay your response and do not show your emotions.
- You tend to produce consistent results by working on one thing at a time.
- You tend to stabilise the work by working carefully.
- You want to patiently deal with the present realities.

Tips to be Effective

- You tend to maintain a steady pace to avoid any errors in quality of output.
- You tend to perform one task at a time to make reliable contributions. You may find multi-tasking challenging.
- Your ability to deliberate and plan in a careful manner may ensure quality results.
- You may work in a detailed manner by minutely measuring every aspect, but should modify the approach when urgent matters crop up.
- You tend to be calm and composed in difficult situations. You may demonstrate the abilities of taking the pressure.
- You tend to delay your impulse to respond and shows emotional self control.
- Your focus to be consistent yields results in a structured environment. You may face challenges when you have to work on diverse tasks.
- You may work tenaciously to stabilise the work environment. You may establish order at work, but may have flexibility challenges.
- Your ability to be patient and deal with the present realities is a practical approach. You fight the fire and resolves issues.

Adherence



Core Personality

- You like to be self disciplined and look self controlled.
- You may like to have an uniform approach in the organisation .
- You may like to organise things and appear orderly.
- You may take a careful approach to deal with things.
- You take a logical approach that adherence will work in one's favor.
- You tend to follow rules or standards without deviation.

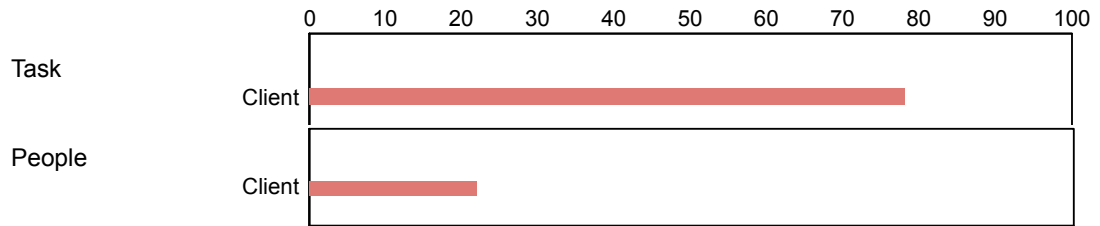
However, your personality also indicates the following behaviours:

- You may want to have the freedom to experience life .
- You believe that rules have limitations and can't define everything. It is best some things are left open.
- You believe in living life in your own way without fear of social norms and bias .

Tips to be Effective

- Your disciplined approach allows you to control your actions . You appear systematic and orderly. You may also appear strict and inflexible.
- You may tend to work well in an organisation that has an uniform and standardized administrative approach .
- Your approach may help you in organizing and prioritizing which may lead to compliance .
- Your careful approach lays emphasize on doing things with reliability . You may tend to be slow and steady .
- You tend to believe that rules are made for everyone's benefit.
- You may tend to follow the rule book to the tee and may appear inflexible or rigid to others .
- You tend to be inspired by the spontaneity of life . You seek the freedom to experience life .
- You may emphasise on leaving some things open without setting any rules .
- Wilfully leading life on your own terms may give desired results. Respecting to social norms could bring balance in handling interdependent realities.

Work Orientation



Core Personality

- You apply logical thinking and follow what is practical.
- You focus your attention on the present and on the work at hand.
- You have the ability to apply logical thinking in gathering and analysing the things .
- You prefer to trouble shoot and sort things out.
- You will be logical in your dealings with people and things.
- You will focus on performing and completing tasks.
- You will trust efficiency and work in a focused and step by step approach that is important to the organisation .

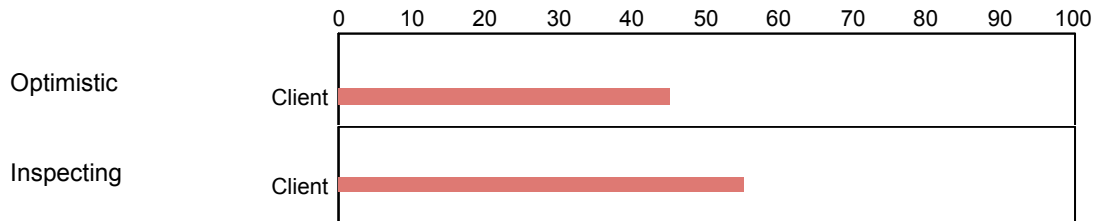
However, your personality also indicates the following behaviours:

- You take a view that every person is different and they need to be handled differently .
- You believe that people should be developed by identifying gaps .

Tips to be Effective

- Your logical thinking and practical approach may not appeal to the people with feelings .
- You should ensure that your attention on the present and work, doesn't ignore the needs of people.
- You may want to understand the people, their feelings and well being.
- While trouble shooting you may have to pay attention to the people aspects.
- You must appreciate the importance of understanding others feelings .
- In the pursuit of completing tasks, you should not rub people on the wrong side.
- Your efficiency is important you should not create an organisational rut .
- While handling things you may want to take an objective view and need to handle using the same yard stick.
- You should understand the limitations of developing people and provide support structures .

Workplace Outlook



Please note that this Competency Scale is indicating contradictory responses.

Core Personality

- You tend to take a watchful view and come across as a person who needs to be convinced .
- You may exercise doubt and caution to trust those you had bad experience .
- You tend to take care of all your interests .
- You tend to suspect others intentions when they are convincing you . You may check for proof and inaccuracies .
- You tend to verify the facts before trusting others .

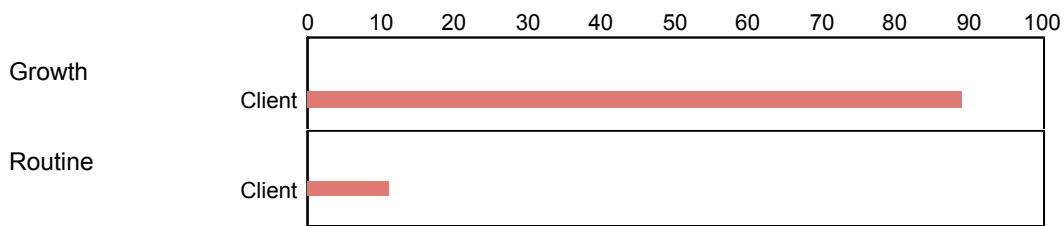
However, your personality also indicates the following behaviours:

- You consider having goals as important .
- You may have a practical view of life that problems will be there and we must face them to move forward .
- You tend to believe that you are responsible for your actions .
- You tend to go the extra mile to help people .

Tips to be Effective

- Being watchful helps you in correcting others, but that also makes others wonder why you paint all with the same brush .
- You may demonstrate trust deficit till others establish credibility and consistency .
- Your approach to protect and take care of your interests may make you appear mean .
- Your suspicion prompts you to check for accuracies and evidence from others . You mayn't be satisfied till you find all answers .
- You may want to verify the facts before trusting others , but should communicate effectively to avoid trust issues .
- You may have a long term outlook . You may prefer to plan ahead, set meaningful goals .
- You may demonstrate the ability to face problems and find ways of moving forward .
- You may take personal responsibility and may appear accountable .
- Your helpful nature is very useful in team environments to enhance collaboration .

Mobility



Core Personality

- You explore opportunities and possibilities of doing new things and making the present better .
- You get inspired by change and tend to keep improving and changing for better .
- You like to plan your day and maintain a schedule .
- You may be drawn to roles that offer opportunities .
- You seek roles that offer mobility .
- You seek roles that utilize your skills optimally .
- You seek to be involved in the larger picture .
- You tend to look for doing new things in your role .

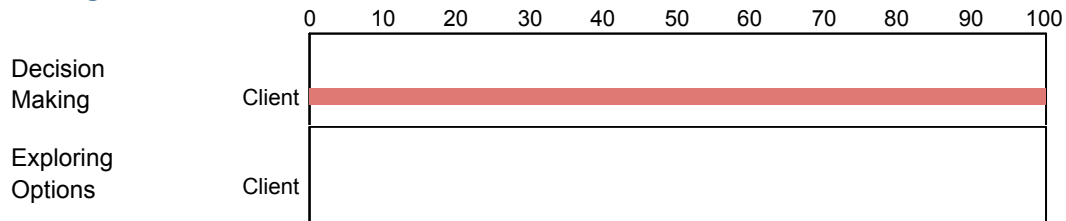
However, your personality also indicates the following behaviours:

- You seek to keep it simple and live an ordinary life .

Tips to be Effective

- You tend to review new opportunities and possibilities to change the status quo . This may allow you to grab opportunities and blur your vision of good in the present .
- You tend to think that change is constant and one needs to adapt to changes . You draw inspiration from change .
- You tend to be proactive by planning your day and prioritizing things .
- You may want to take up roles that offer opportunities to grow .
- You may get inspired to work in jobs that provide mobility and growth . You may find routine roles uninteresting .
- You may fit into roles that utilize your skills and offer challenges .
- You like to be involved in the larger picture . You tend to work through people .
- You may want variety to perform new things . You tend to get bored if there is nothing new in the role .
- You tend to live the day to day as it comes .

Decision Making



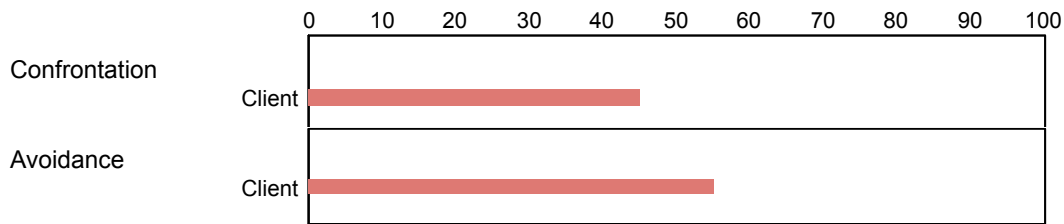
Core Personality

- You like to be decisive by seeking closure of things.
- You like to organize things, events and people and keep them in an order.
- You like to take a methodical and step by step approach.
- You like to take a systematic outlook and decides to move forward in a structured manner.
- You may use a calendar or schedule all the tasks and activities to be performed in a planned manner.
- You tend to find conclusive answers to the problem to decide on them.
- You tend to plan all activities to carry them in a timely fashion.
- You tend to start early to avoid the last minute rush.
- You tends to be driven by projects and tasks that needs to be completed with in a time frame.

Tips to be Effective

- Your ability to be decisive in seeking closure of things hinges on how well you explored all options and delay your impulse to take decision in a hurry.
- Your ability to organize in an orderly manner allows achievement of tasks with ease. You may have challenges in accommodating last minute changes or mid course corrections.
- Your ability to take a methodical and step by step approach allows you to provide clarity of thought and actions. You may want to accommodate a few changes as they emerge rather than being unwilling.
- You tend to be systematic in your approach and seek to bring in clarity in steps to be followed. You may appear formal and strict.
- You may have preference to schedule all activities to be managed in a time bound manner. You may want to consider building flexibility to handle unplanned events or things.
- You usually aim to get all answers to find a solution and act decisively. You may tend to decide on matters quickly rather than exploring all options. So you should not be hasty in taking decisions wi
- Your planful approach brings about clarity of tasks to be performed in a timely manner. Your success largely relies on your ability to plan in a detailed manner and taking care of contingencies.
- You tend to start early with a focused approach to complete things ahead of time. You may tend to stick to a plan and be unwillingly to accept changes or mid course corrections.
- Your ability to be decisive tends to drive projects and tasks to be completed within time. Your expectations with team will be that of efficiency.

Conflict Management



Please note that this Competency Scale is indicating contradictory responses.

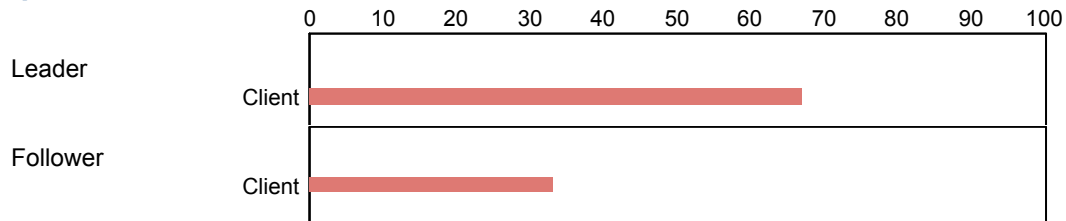
Core Personality

- You tend to avoid saying things to prevent situations from derailing .
- You could visualise ways of solving problems and provide insights .
- You may yield to the pressures of situation and end a difficult problem by simply agreeing to solutions of others .
- You will restrain yourself from expressing your emotions and feelings .
- You could be more wary of others feelings and may please them without raising disagreements .
- **However, your personality also indicates the following behaviours:**
- You tend to resolve conflicts by finding middle paths .
- You will always take care of your interests and needs in all interactions of life .
- You will be looking forward and eager to do things .
- You will focus on issues than on the person involved while resolving conflicts .

Tips to be Effective

- Your idea is to prevent things from derailing largely arising from the fear of failure . You must practice to be assertive and initiate action.
- You may want to apply your insights of resolving problems by checking the practicalities of such solutions .
- It is important to find solutions to resolve pending problems, which usually become difficult to solve due to lapsed time. Instead of yielding, attempt to find middle paths to resolve.
- By applying self restraint you will contain your emotions and feelings. You may want to practice giving and seeking feedback more often.
- Appeasement works well in some cases. You may want to present your disagreements by maintaining emotional balance.
- You must continue to resolve conflicts by finding middle paths . However, care should be taken to achieve higher standards.
- You may want to listen carefully to the concerns on the other side to help collective efforts while negotiating your interests and needs.
- You may want to support your eagerness to do things with proper planning of contingencies .
- Focusing on the issue than the person will make stakeholders feel at ease and will not appear as if they are targeted.

Leadership Orientation



Core Personality

- You believe in thinking ahead and plan the future course of action .
- You may have been recognised by others for your ability to drive and achieve best results .
- You may have the ability to give instructions in a manner that people understand .
- You tend to get energised while dealing with the complexities of a dynamic environment .
- You tend to take the lead in fixing gaps in the environment by developing systems and processes to tackle them .
- You would prefer to visualise the big picture and see how the various parts of the work fit in .

However, your personality also indicates the following behaviours:

- You tend to align yourself well to the goals and targets assigned to you .
- You would like to be the follower and follow a process , procedure or a leader .
- You feel inferior to others in some way , and hence that other people have greater rights and more valid truths than yours .

Tips to be Effective

- Your ability to think ahead and plan the future rely on how well you use your past experiences and pragmatism of ideas .
- You may want to be watchful of your tendency to land in interpersonal challenges with people while achieving goals and that others may think such goals are either very high or unreasonable .
- Your ability to share the information or get things done hinges on your command of interpersonal communication skills .
- Your energy to deal with the complexities and dynamics may have to be supported well with detailed analysis .
- You may want to analyse why a new , revised system or process will work better than the previous one in bridging the gaps .
- Your ability to connect your vision to reality makes the difference for you . You tend to develop an insight or concept and its success lies in the pragmatic application .
- You tend to work to the brief and align yourself well . You may need guidance to initiate work on your own .
- Your ability to follow a process , procedure or a leader gives best results if what you is following is fundamentally sound .
- It is important to overcome the submissive behavior . A continued inferiority with falling self esteem will lead to psychological problems , if you are unable influence your way through with teams .