

JOB COMPATIBILITY REPORT

Job Title - Associate

Organization - Sarvagya Solutions

Competencies	Ideal Scores		Client Scores	
Achievement Drive	Dominant 23%	Accepting 77%	Dominant 12%	Accepting 88%
Execution Focus	Realistic 34%	Creative 66%	Realistic 67%	Creative 33%
Self Management	Reliability 78%	Agility 22%	Reliability 67%	Agility 33%
Adherence	Compliance 78%	Flexibility 22%	Compliance 67%	Flexibility 33%
Work Orientation	Task 78%	People 22%	Task 12%	People 88%
Workplace Outlook	Optimistic 89%	Inspecting 11%	Optimistic 67%	Inspecting 33%
Mobility	Growth 34%	Routine 66%	Growth 45%	Routine 55%
Decision Making	Decision Making 34%	Exploring Options 66%	Decision Making 67%	Exploring Options 33%
Conflict Management	Confrontation 23%	Avoidance 77%	Confrontation 45%	Avoidance 55%
Leadership Orientation	Leader 34%	Follower 66%	Leader 0%	Follower 100%

Time Taken- 00 Hr 11Min 02Sec

Date - 17 Nov 2017

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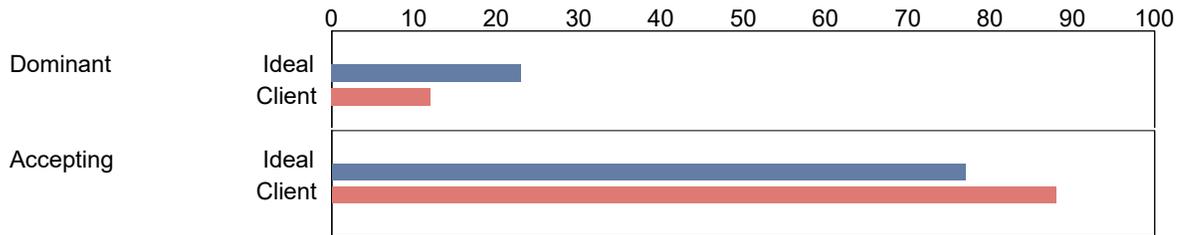
Competency Scale Description

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 affliations 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



Job Requirement :

An accepting person understands and accommodates others. A soft and sensitive person, accepts the view points of others & understands them as they are.

Core Personality

- Karmachari believes that people have their own strengths & limitations and one should accept them.
- He is a passive observer and may need guidance in moving forward.
- He is tolerant of others views and accepts them as they are.
- He tends to be flexible with his expectations and also accommodate others expectations as well.
- He is sensitive to the needs of people and their deep feelings.
- He tends to be gentle and soft while dealing with people.
- He believes that people have their own space and one should respect it while dealing with them.
- He would like to accommodate the viewpoints of people.

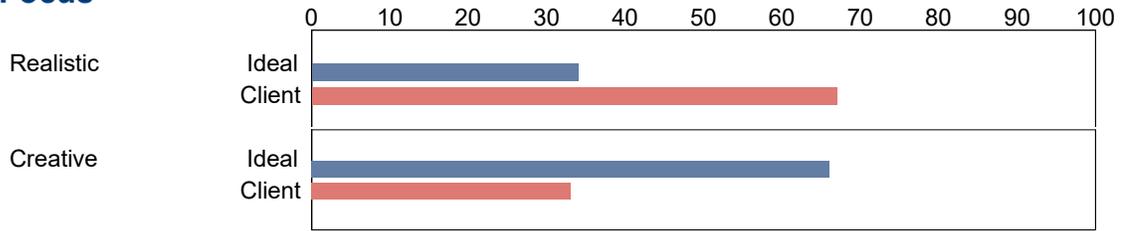
However, Karmachari's personality also indicates the following behaviours:

- He is persistent in achieving the goals despite opposition and difficulty .

Tips to be Effective

- He may want to be watchful of becoming complacent because of other people's limitations.
- He should ensure that he is taking initiative to move forward.
- He should be mindful of his tolerant nature and be watchful of others taking him for granted.
- He may want to ensure that he clarifies expectations right in the beginning to avoid bending backwards to accommodate others.
- His ability to be sensitive to people's needs shouldn't come in the way of executing work.
- He may want to ensure that he is not being soft when he is expected to be tough.
- He should ensure that one doesn't take him for granted for respecting others freedom to do things their way.
- He may want to take an objective view by taking care of his interests as well.
- Be watchful that he is not appearing stubborn, and maintains relationships as well.

Execution Focus



Job Requirement :

A creative person is inspired by the possibilities of future. Is innovative in approach and looks at bringing new changes.

Core Personality

- Karmachari approaches life in a realistic manner and comes to terms with the current realities.
- He is a data person and drives to conclusions on the basis of factual data.
- He may give importance to facts and gather evidence.
- He may work well on concrete plans.
- He will check the practical application of ideas.
- He will use his past experience to understand things and people.

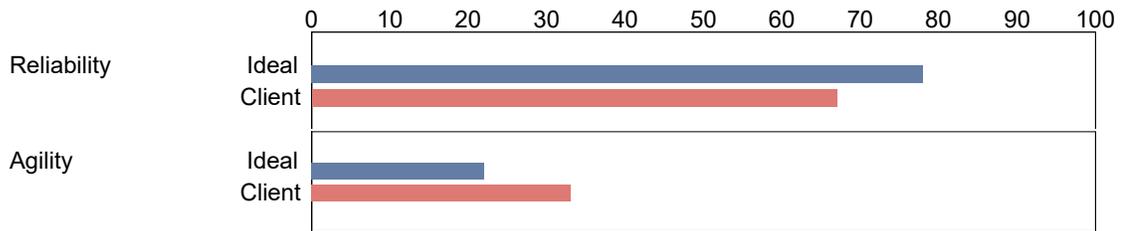
However, Karmachari's personality also indicates the following behaviours:

- He may take decisions intuitively seeing a pattern in the information.
- He may be guided more by ideals.
- He tends to be original and ingenious.

Tips to be Effective

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

Self Management



Job Requirement :

A reliable person stabilises the environment with consistency and self control . Is deliberate and careful in performance. Has patience to work steadily.

Core Personality

- Karmachari believes in a steady pace to complete the tasks.
- He focuses on working on one thing at a time with an intent to be reliable.
- He prefers to deliberate and plan in a careful manner.
- He tends to produce consistent results by working on one thing at a time.
- He tends to stabilise the work by working carefully.
- He wants to patiently deal with the present realities.

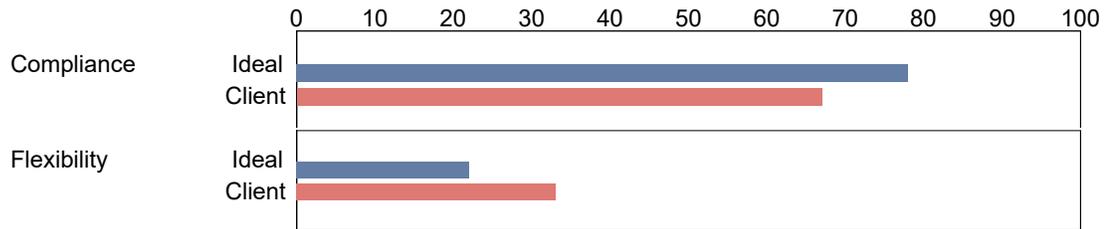
However, Karmachari's personality also indicates the following behaviours:

- He prefers to work by quickly responding to others requirements.
- He tends to be active and dynamic and takes initiative to move forward.
- He tends to show his emotions like an open book.

Tips to be Effective

- He tends to maintain a steady pace to avoid any errors in quality of output.
- He tends to perform one task at a time to make reliable contributions. He may find multi-tasking challenging.
- His ability to deliberate and plan in a careful manner may ensure quality results.
- His focus to be consistent yields results in a structured environment. He may face challenges when he has to work on diverse tasks.
- He may work tenaciously to stabilise the work environment. He may establish order at work, but may have flexibility challenges.
- His ability to be patient and deal with the present realities is a practical approach. He fights the fire and resolves issues.
- He should be aware that doing things quickly can make him commit unintentional and unexpected errors. Therefore, it's important to measure the work before delivering.
- He may tend to be active and dynamic and willing to take the initiative to move forward quickly.
- He tends to respond quickly and shows his emotions. He needs to be wary about his negative emotions such as anger.

Adherence



Job Requirement :

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.

Core Personality

- Karmachari likes to be self disciplined and looks self controlled.
- He likes to govern his life with a value system.
- He may take a careful approach to deal with things.
- He may try to understand the rules accurately. This will help in follow them.
- He prefers to obey social norms that are required for coexistence and interdependencies.
- He takes a logical approach that adherence will work in one's favor

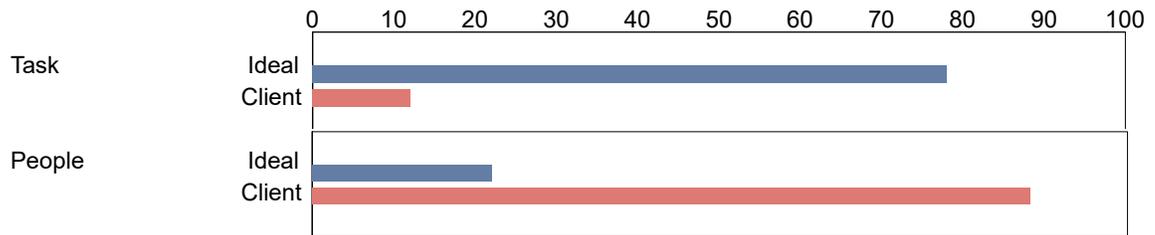
However, Karmachari's personality also indicates the following behaviours:

- He may like independence to highlight individual strengths.
- He may tend to do things spontaneously as they emerge.
- He tends to believe that exceptions should be allowed.

Tips to be Effective

- His disciplined approach allows him to control his actions. He appears systematic and orderly. He may also appear strict and inflexible.
- He tends to be inspired by a values based life. He sees them as a source of strength to lead a life.
- His careful approach lays emphasize on doing things with reliability. He may tend to be slow and steady.
- He may emphasise the accurate definition of rules to help compliance.
- He may benefit from coexistence and independent realities by following social norms but should maintain free thinking to avoid social bias.
- He tends to believe that rules are made for everyone's benefit.
- He may tend to work well where an individual is recognized.
- His approach to deal spontaneously will have the natural flair and flexibility.
- He tends to believe that though rules need to be followed in general, one should have the freedom to make exceptions.

Work Orientation



Job Requirement :

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.

Core Personality

- Karmachari applies independent thinking and follows what is original.
- He focuses his attention on people and their feelings.
- He has the ability to understand the people, their feelings and well being.
- He likes to create harmony among people.
- He believes that people should be developed by identifying gaps.
- He will empathise with people to understand their feelings.
- He will focus on building and maintaining relationships.
- He will trust people who build affiliations that support the organisation .

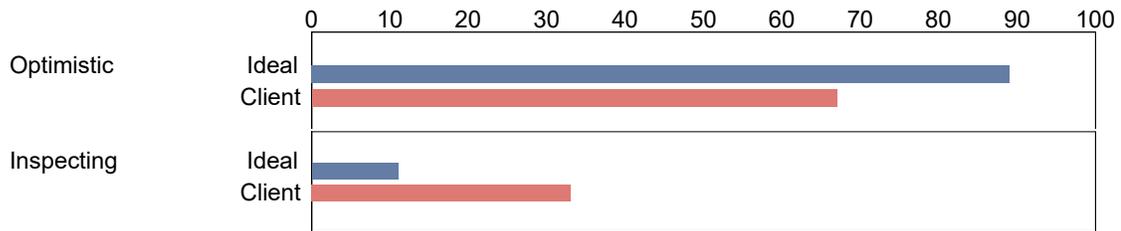
However, Karmachari's personality also indicates the following behaviours:

- He takes a view that things need to be handled in an objective manner.

Tips to be Effective

- His original thinking may appear too theoretical to the practical people.
- He should ensure that his attention to people and their feelings doesn't undermine the work.
- He may want to develop the abilities to apply logical thinking in gathering and analysing things.
- While creating harmony he may have to pay attention to resolution of problem.
- He should understand the limitations of developing people and provide support structures.
- He must appreciate the importance of minimising subjectivity and dealing things in a logical manner.
- In the pursuit of maintaining relationships, he should not compromise tasks.
- While affiliations have its importance he should not miss out on trusting efficient ways of working .
- While handling people he may want to take a subjective view because people are different .

Workplace Outlook



Job Requirement :

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.

Core Personality

- Karmachari considers having goals as important.
- He may have a practical view of life that problems will be there and we must face them to move forward.
- He may trust others and tend to take a view that doors will open if one knocks.
- He tends to be reciprocal and obliging.
- He tends to believe that he is responsible for his actions.
- He tends to influence others by using convincing skills with a hope to make his point of view clear.

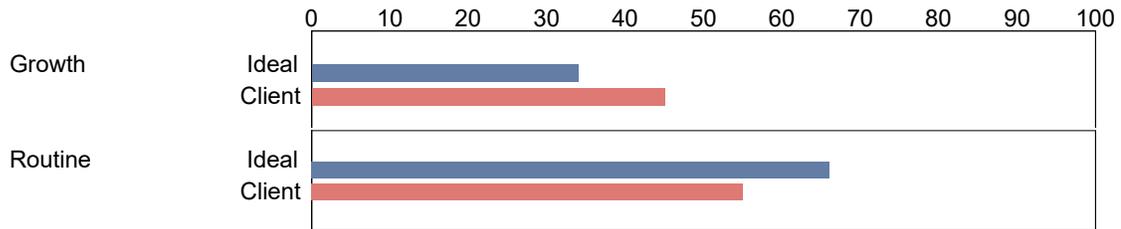
However, Karmachari's personality also indicates the following behaviours:

- He tends to take a watchful view and comes across as a person who needs to be convinced.
- He mayn't be sympathetic to people he doesn't like.
- He tends to verify the facts before trusting others.

Tips to be Effective

- He may have a long term outlook. He may prefer to plan ahead, set meaningful goals.
- He may demonstrate the ability to face problems and find ways of moving forward.
- He may take a conciliatory approach that helps in ignoring differences and sharing goals .
- His obliging behavior may win him friends. He should be careful of others not taking him for granted.
- He may take personal responsibility and may appear accountable.
- His influential skills are best supported with excellent spoken and written skills.
- Being watchful helps him in correcting others, but that also makes others wonder why he paints all with the same brush.
- His unsympathetic nature keeps him unbending and strict. He may appear rude to others.
- He may want to verify the facts before trusting others, but should communicate effectively to avoid trust issues.

Mobility



Please note that this Competency Scale is indicating contradictory responses.

Job Requirement :

A stagnated person has the comfort of a daily routine . Looks for security than new challenges. Doesn't change present if it is working well.

Core Personality

- Karmachari tends to think why change when current systems are working well and maintains status quo.
- He seeks roles that are stationary and routine.
- He seeks roles that provide him job security.
- He seeks to work in silos with focus.
- He seeks to keep it simple and live an ordinary life.

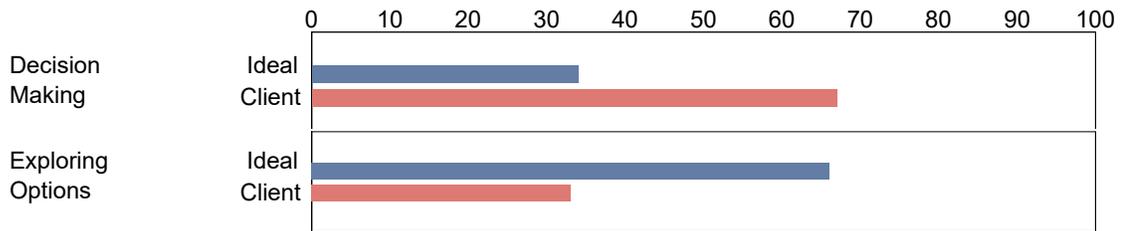
However, Karmachari's personality also indicates the following behaviours:

- He explores opportunities and possibilities of doing new things and making the present better.
- He likes to plan his day and maintain a schedule.
- He may be drawn to roles that offer opportunities.
- He tends to look for doing new things in his role.

Tips to be Effective

- He tends to think that why change when things are working well. He mayn't want to change unless necessary.
- He may seek roles that are stationary and at a same location. He mayn't aspire to take up roles with mobility.
- He may choose roles that provide him job security and stability.
- He likes to work in silos with focus and concentration. He tends to work out processes.
- He tends to live the day to day as it comes.
- He tends to review new opportunities and possibilities to change the status quo. This may allow him to grab opportunities and blur his vision of good in the present.
- He tends to be proactive by planning his day and prioritizing things.
- He may want to take up roles that offer opportunities to grow.
- He may want variety to perform new things. He tends to get bored if there is nothing new in the role.

Decision Making



Job Requirement :

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.

Core Personality

- Karmachari likes to be decisive by seeking closure of things.
- He likes to take a methodical and step by step approach.
- He likes to take a systematic outlook and decides to move forward in a structured manner.
- He may use a calendar or schedule all the tasks and activities to be performed in a planned manner.
- He tends to be driven by projects and tasks that needs to be completed with in a time frame.
- He tends to start early to avoid the last minute rush.

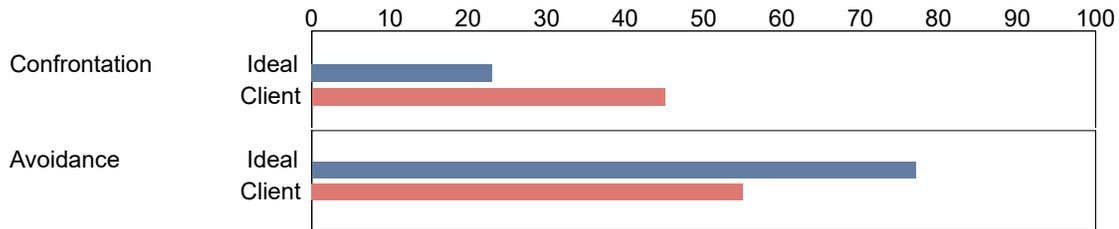
However, Karmachari's personality also indicates the following behaviours:

- He likes to be flexible in managing things, events and people and be adaptable to changes.
- He tends to explore multiple options and mayn't mind postpone things till he finds a suitable solution.
- He tends to work to the brief and waits to be told what he should do next.

Tips to be Effective

- His ability to be decisive in seeking closure of things hinges on how well he explored all options and delay his impulse to take decision in a hurry.
- His ability to take a methodical and step by step approach allows him to provide clarity of thought and actions. He may want to accommodate a few changes as they emerge rather than being unwilling.
- He tends to be systematic in his approach and seeks to bring in clarity in steps to be followed. He may appear formal and strict.
- He may have preference to schedule all activities to be managed in a time bound manner. He may want to consider building flexibilities to handle unplanned events or things.
- His ability to be decisive tends to drive projects and tasks to be completed within time. His expectations with team will be that of efficiency.
- He tends to start early with a focused approach to complete things ahead of time. He may tend to stick to a plan and be unwillingly to accept changes or mid course corrections.
- His tendency to be flexible allows him to be resourceful in times of change. He may have challenges to organise and be orderly.
- He places more emphasise on exploring options rather than taking the decisions. Therefore, may not mind postponing. May require more information and time to decide on matters.
- He tends to work to the brief and expects to be told to take up the next task or assignment. He may appear as a person who does not seek work voluntarily.

Conflict Management



Please note that this Competency Scale is indicating contradictory responses.

Job Requirement :

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.

Core Personality

- Karmachari could visualise ways of solving problems and provide insights.
- He tends to avoid saying things to prevent situations from derailing.
- He may yield to the pressures of situation and end a difficult problem by simply agreeing to solutions of others .
- He mayn't put his interests and needs forward in any interactions of life.
- He could be more wary of others feelings and may please them without raising disagreements.

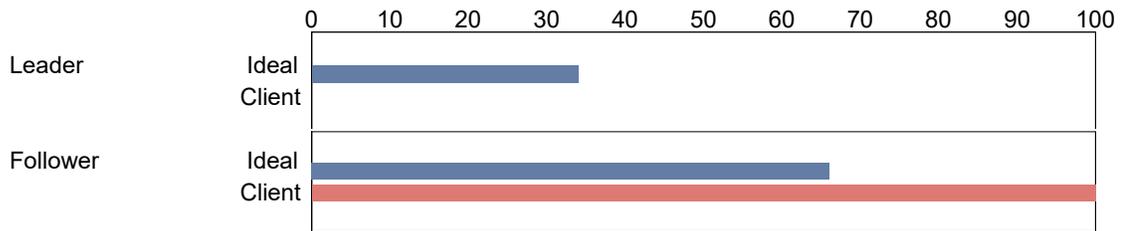
However, Karmachari's personality also indicates the following behaviours:

- He tends to resolve conflicts by finding middle paths.
- He will be looking forward and eager to do things.
- He will easily and freely express his emotions and feelings.
- He will focus on issues than on the person involved while resolving conflicts.

Tips to be Effective

- He may want to apply his insights of resolving problems by checking the practicalities of such solutions.
- His idea is to prevent things from derailing largely arising from the fear of failure. He must practice to be assertive and initiate action.
- 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.
- He may appear resigned from life if he doesn't take of his interests and needs.
- Appeasement works well in some cases. He may want to present his disagreements by maintaining emotional balance.
- He must continue to resolve conflicts by finding middle paths. However, care should be taken to achieve higher standards.
- He may want to support his eagerness to do things with proper planning of contingencies.
- His free expression of emotions and feelings will be well appreciated by people if he maintains emotional balance.
- Focusing on the issue than the person will make stakeholders feel at ease and will not appear as if they are targeted.

Leadership Orientation



Job Requirement :

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.

Core Personality

- Karmachari believes in the present and living today to complete the tasks at hand.
- He may have been recognised by others for his ability to follow a process or a set standard to manage the repetitive work with rigour and efficiency.
- He may have the inclination to follow the instruction by understanding what needs to be done and initiate action.
- He tends to be at ease if there is a routine and steady environment.
- He tends to align himself well to the goals and targets assigned to him.
- He tends to work well in an environment that has established systems and processes.
- He would like to be the follower and follow a process, procedure or a leader.
- He would prefer to understand by seeking a brief that narrates a step by step process and how it evolves into a complete state.
- He feels inferior to others in some way, and hence that other people have greater rights and more valid truths than him.

Tips to be Effective

- His inclinations to live in the present may limit him to see the opportunities of the future. He may want to develop visualisation and affirmation techniques.
- He may want to complete his work day in day out by rigorously following a set standard. He might find ad hoc work uninteresting.
- His ability to comprehend an instruction to complete a task hinges on his skills to seek clarity and ask right questions.
- His ease to work in a routine and steady manner needs attention and support when things are ambiguous and uncertain.
- He tends to work to the brief and aligns himself well. He may need guidance to initiate work on his own.
- He may want to develop thinking out of the box to overcome obstacles when established systems and processes lag.
- His ability to follow a process, procedure or a leader gives best results if what he is following is fundamentally sound.
- His nature to understand in a step by step process inhibits him to see the big picture till the details are furnished.
- It is important to overcome the submissive behavior. A continued inferiority with falling self esteem will lead to psychological problems, if he is unable influence his way through with teams.