

PERSONAL REPORT

Organization - Sarvagya Solutions Pvt. Ltd.

Competencies
Client Scores

Achievement Drive	Dominant 78%	Accepting 22%
Execution Focus	Realistic 45%	Creative 55%
Self Management	Reliability 0%	Agility 100%
Adherence	Compliance 67%	Flexibility 33%
Work Orientation	Task 67%	People 33%
Workplace Outlook	Optimistic 56%	Inspecting 44%
Mobility	Growth 89%	Routine 11%
Decision Making	Decision Making 67%	Exploring Options 33%
Conflict Management	Confrontation 45%	Avoidance 55%
Leadership Orientation	Leader 78%	Follower 22%

Time Taken- 00 Hr 18Min 40Sec

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User-Id - 101859

www.sarvagya.in

Phone +91-40-2335 3332 / 33

info@sarvagya.in

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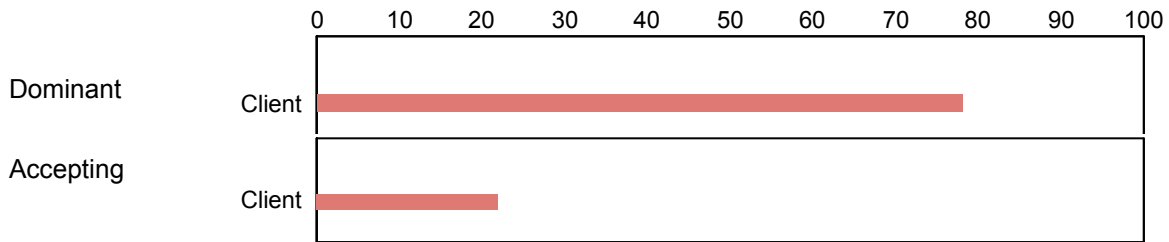
Competency Scale Description

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 urgencies 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</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 believe in achieving results by driving self and others .
- You could be a forceful person while getting things done .
- You dominate conversations with others and express strong opinions freely .
- You expect people to deliver to your expectations .
- You push self and others to achieve results .
- You tend to be tough with people while dealing with them .
- You tend to control people to do things in a particular way .

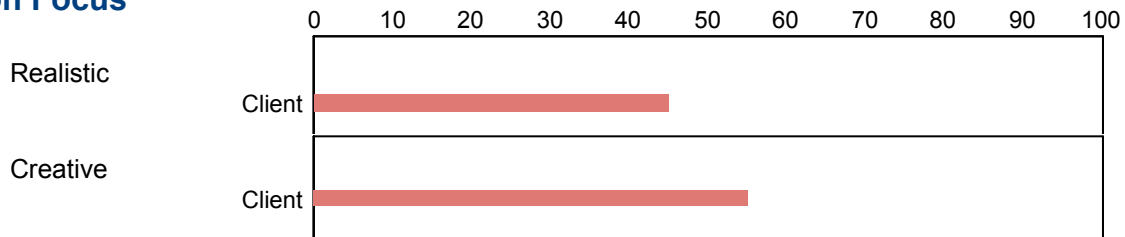
However, your personality also indicates the following behaviours:

- You are an understanding and accommodating person .
- You would like to accommodate the viewpoints of people .

Tips to be Effective

- You may get frustrated if people don't deliver to your expectations .
- You should be watchful of appearing rude while getting things done .
- You should be mindful of your dominant nature and be watchful of not infringing on others rights .
- You may want to ensure that your expectations are clear right in the beginning to avoid conflicts .
- You may frustrate others by pushing them for results. Therefore, it is important to maintain a balance.
- You may want to ensure that you are not being rude and not hurting the other person .
- You may want to pay attention to how others react when you want to control them . You must respect that others would like to do things in their way.
- Be watchful that you are not over accommodating the views of others that put you in difficult situation .
- You may want to take an objective view by taking care of your interests as well .

Execution Focus



Please note that this Competency Scale is indicating contradictory responses.

Core Personality

You approach life in an imaginative style and want change to make things better.

You are driven by the innovation of a new idea.

You may give importance to the possibilities of future.

You may work well in ambiguous situations.

You tend to be original and ingenious.

However, your personality also indicates the following behaviours:

You may base your decision making process on reason.

You may deal with things in a sensible and practical manner.

You will check the practical application of ideas.

You will use your past experience to understand things and people.

Tips to be Effective

Your imaginative style helps theoretically construct the changes that can be brought about. You will visualize the future but may have challenges to be affirmative.

Your innovation driven approach brings new ideas and ways to change. You may not pay attention to the factual details.

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.

You may take ambiguity as natural and find ways to work around it.

Your original approach helps you in being inventive. You may not have inclinations to consider the customs and traditions.

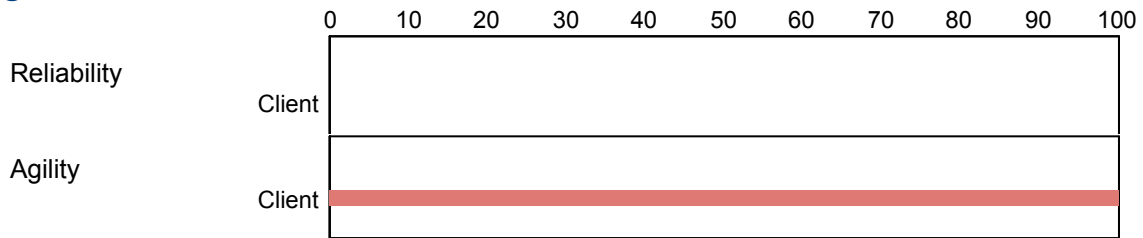
You may want to seek more logical information to reason out before deciding. May find reading patterns difficult unless supported with logic.

Your pragmatism keeps you grounded in the practical considerations of life rather than the ideals.

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



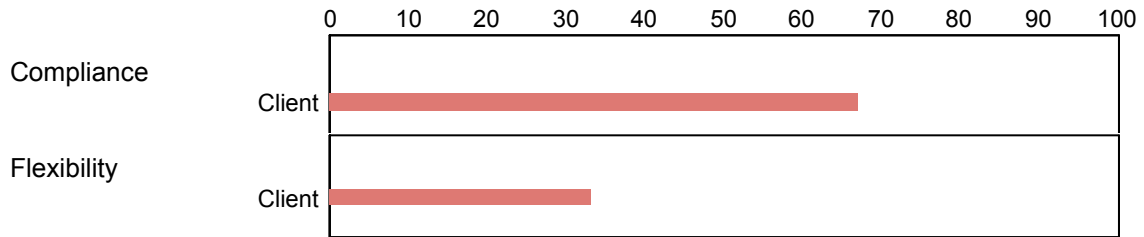
Core Personality

- You believe in moving with a fast pace to complete the tasks .
- You tend to multi-task and move quickly from one task to another.
- You prefer to complete tasks with a sense of urgency.
- You prefers to work by quickly responding to others requirements .
- You tend to be active and dynamic and take initiative to move forward .
- You tend to show your emotions like an open book.
- You like to work on diverse aspects or project to be resourceful .
- You tend to maintain flexibility at work .
- You tend to be impatient to bring in a change to make things better .

Tips to be Effective

- You tend to move fast to complete the task quickly and take up the next one .
- You tend to multi-task to achieve more in less time. You may want to be watchful of hurrying things .
- Your tendency to work with a sense of urgency results in quicker response time .
- You should be aware that doing things quickly can make you commit unintentional and unexpected errors . Therefore, it's important to measure the work before delivering.
- You may tend to be active and dynamic and willing to take the initiative to move forward quickly .
- You tend to respond quickly and show your emotions . You need to be wary about your negative emotions such as anger.
- Your focus to work on diverse aspects yields results in an environment where attention is required on many aspects at one time. You may face challenges to sit back and establish order .
- You may want the freedom of working independently. You may achieve results on tasks assigned to you , but may have challenges to stabilise work.
- Your impatience to bring in a positive change prompts you to look for quick and unconventional solutions .

Adherence



Core Personality

- You like to be self disciplined and look self controlled .
- You like to govern your life with a value system .
- You may like to organise things and appear orderly .
- You may try to understand the rules accurately . This will help in following them .
- You take a logical approach that adherence will work in one's favor .
- You tend to follow rules or standards without deviation .

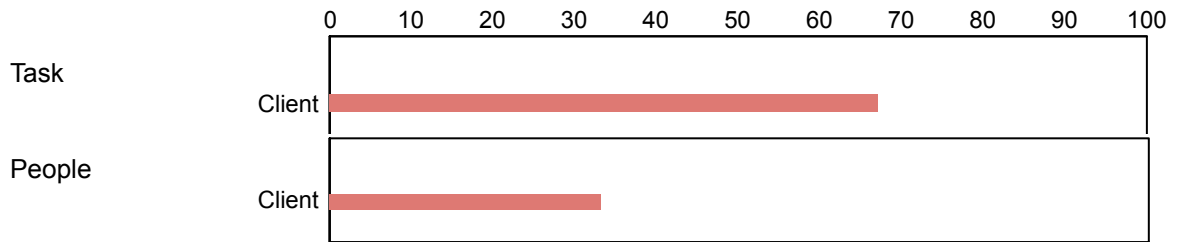
However, your personality also indicates the following behaviours:

- You may like independence to highlight individual strengths .
- You may take risks with a hope that it pays dividends .
- 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 tend to be inspired by a values based life . You see them as a source of strength to lead a life .
- Your approach may help you in organizing and prioritizing which may lead to compliance .
- You may emphasise the accurate definition of rules to help compliance .
- 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 may tend to work well where an individual is recognized .
- Your risk taking approach may maximize returns . You may want to pay attention to taking a calculated risk .
- 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 take a view that things need to be handled in an objective manner.

You will be logical in your dealings with people and things.

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 like to create harmony among people.

You believe that people should be developed by identifying gaps.

You will focus on building and maintaining relationships.

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 handling people you may want to take a subjective view because people are different.

You must appreciate the importance of understanding others feelings.

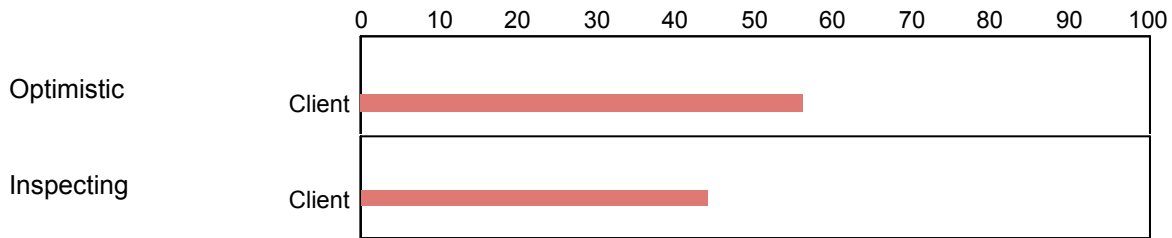
Your efficiency is important you should not create an organisational rut.

While creating harmony you may have to pay attention to the resolution of problem.

You should understand the limitations of developing people and provide support structures.

In the pursuit of maintaining relationships, you should not compromise tasks.

Workplace Outlook



Please note that this Competency Scale is indicating contradictory responses.

Core Personality

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 be reciprocal and obliging.

You tend to believe that you are responsible for your actions .

You tend to trust people to build confidence and establish relationships .

However, your personality also indicates the following behaviours:

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 mayn't be sympathetic to people you don't like.

You tend to suspect others intentions when they are convincing you . You may check for proof and inaccuracies .

Tips to be Effective

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 .

Your obliging behavior may win you friends. You should be careful of others not taking you for granted .

You may take personal responsibility and may appear accountable .

You may build confidence and relationships by trusting people but should be wary of the motives of people . Should not land up a bad judge of people.

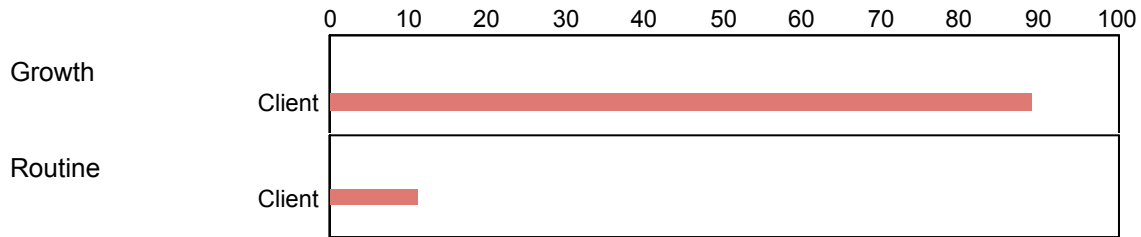
Being watchful helps you in correcting others, but that also makes others wonder why you paint all with the same brush.

You may demonstrate trust deficit till others establish credibility and consistency .

Your unsympathetic nature keeps you unbending and strict. You may appear rude to others.

Your suspicion prompts you to check for accuracies and evidence from others . You mayn't be satisfied till you find all answers.

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 .

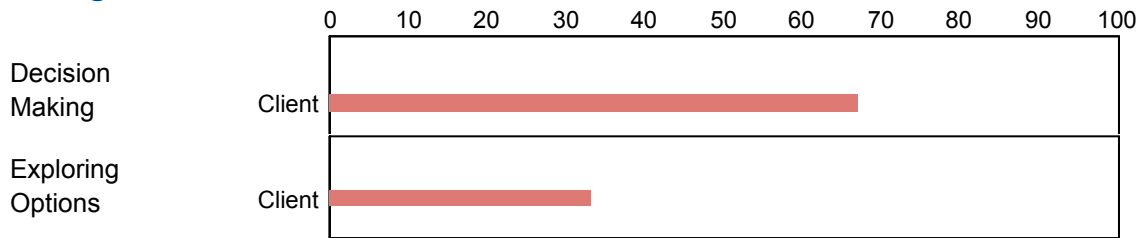
You may fit into roles that utilize your skills and offer challenges .

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 tend to plan all activities to carry them in a timely fashion .

You tends to be driven by projects and tasks that needs to be completed with in a time frame .

However, your personality also indicates the following behaviours:

You may want to be spontaneous with time to handle things in a naturally fluent manner and give importance to the moment.

You tend to explore multiple options and mayn't mind to postpone things till you finds a suitable solution.

You tend to wait till last minute and complete work under the pressure of time .

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.

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.

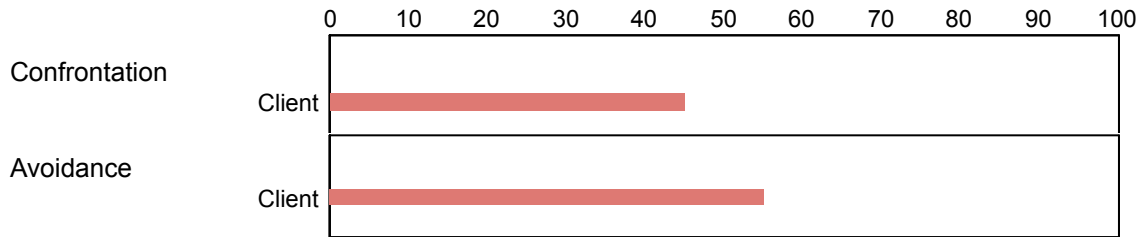
Your ability to be decisive tends to drive projects and tasks to be completed within time . Your expectations with team will be that of efficiency.

You may have preference to be spontaneous to handle things as they come up . You may find it useful in an unstructured and fluid environment. You may be pressured to stabilise the environment.

You place 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.

You tend to complete task under the pressure of time . You may tend to explore many options, start late and deliver just in time.

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 mayn't put your interests and needs forward in any interaction of life.

You could focus on person than on issues while resolving conflicts .

However, your personality also indicates the following behaviours:

You tend to resolve conflicts by finding middle paths .

You will be looking forward and eager to do things .

You will easily and freely express your emotions and feelings .

You will openly show and share disagreements to let others know your position .

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.

You may appear resigned from life if you don't take of your interests and needs .

You may want to review your approach and be more focused on issues than on people to avoid making things personal.

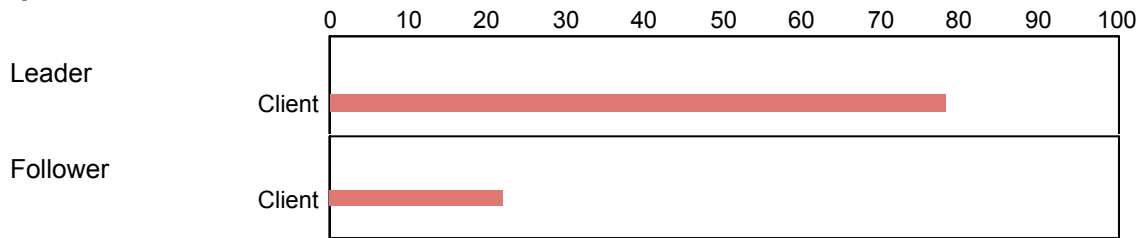
You must continue to resolve conflicts by finding middle paths . However, care should be taken to achieve higher standards.

You may want to support your eagerness to do things with proper planning of contingencies .

Your free expression of emotions and feelings will be well appreciated by people if you maintain emotional balance .

Your openness will be more appreciated by people if you control your impulse .

Leadership Orientation



Core Personality

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 set goals and targets to live up to your potential and work towards them with an intent to achieve them .

You tend to take the lead in fixing gaps in the environment by developing systems and processes to tackle them .

You would like to take charge and lead to ensure the changes in the environment .

Your approach is aggressive and pushes the limits of people to bring the desired result .

However, your personality also indicates the following behaviours:

You believe in the present and living today to complete the tasks at hand .

You would prefer to understand by seeking a brief that narrates a step by step process and how it evolves into a complete state.

Tips to be Effective

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 get the buy in of people while setting goals keeping in mind their potential , and working on their developmental goals. Buy in is key.

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 take charge and lead to ensure changes in the environment give best results when your insights are checked for practicalities of life.

Your aggressive approach and pushing the limits of people may cause burn out in others . This may get results for a project or short term, but mayn't yield results in long term.

Your inclination to live in the present may limit you to see the opportunities of the future . You may want to develop visualisation and affirmation techniques.

Your nature to understand in a step by step process inhibits you to see the big picture till the details are furnished .