

UCaliber User Assessment Report (Detailed)

Dear MCL

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Greetings!!

Here is your detailed Assessment Report for the Ucaliber Assessments you have taken recently. This report describes aspects of your Core personality, Career Interests, Work Style preferences, and Natural Abilities that you have developed over the years. Further, Ucaliber analyzes your inputs and recommends the most suited, engaging and rewarding Careers and Education streams fitting your Assessment Profile.

Based on your assessment inputs, this Report will give you following insights:

- 1: Details about your Core Personality in Assessment Results 1, Temperament Type Inventory (TTI).
- 2: Details about your Career Interests In Assessment Results 2, Career Interest Inventory (CII).
- 3: Details about your Work Style Preferences In Assessment Results 3, Work Style Inventory (WSI).
- 4: Details about your Natural Abilities In Assessment Results 4, Natural Abilities Inventory (NAI).
- 5: Coherence between your above 4 Assessments. This defines the Logical-Consistency between the assessments you have taken, and if Coherence is Strong; it indicates that your Personality, Career interests, Work styles and Natural Abilities are aligned perfectly, and Career & Education recommendations provided in Your Report will have a high degree of match.
6. Career Cluster Fitment - showing the 'Career groups' that match your profile.
7. List of Recommended Careers and Education.
8. Best-Fitting Jobs matching your Assessment profile.
9. Your Education Stream Selection-Your Top Preferences. It will help you in selecting your subjects.
10. Your Learning Styles layout – How you prefer to learn.

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Enjoy the Insights about yourself!

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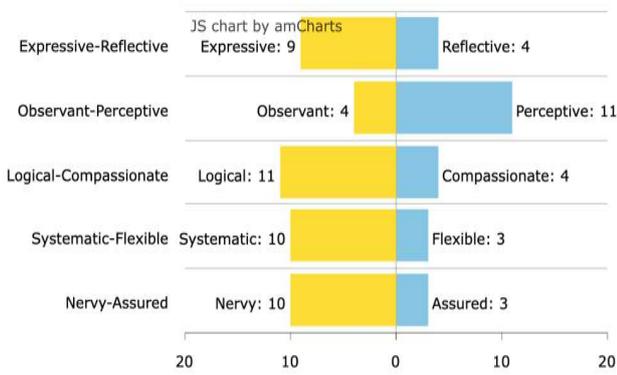
SUMMARY OF ASSESSMENT RESULT

BASED ON THE 4 SET OF ASSESSMENTS NAMELY:

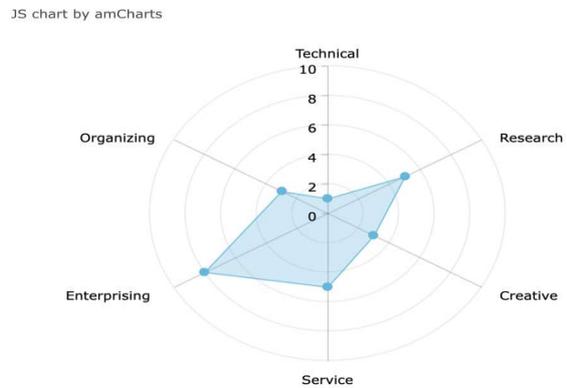
- 1. TTI (Temperament Type Inventory)
- 2. CII (Career Interest Inventory)
- 3. WSI (Work Style Inventory)
- 4. NAI (Natural Abilities Inventory)

Your Personality is: Strategist-Commandant

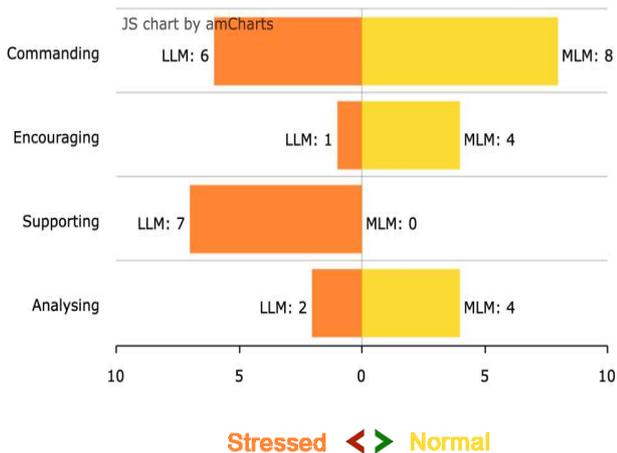
Temperament Type Inventory. Your Personality Type is: EPLSN



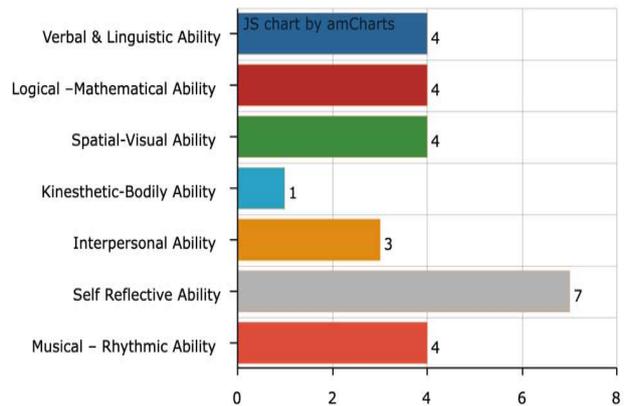
Career Interest Inventory. Your Career Interest Profile is: ERS



Work Style Inventory. Your Work Style is: CASC



Natural Abilities Inventory. Your Top Abilities are: RVLS



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FACTOR ANALYSIS REPORT

Assessment	Parameter (Score)	Result
Temperament & Type Inventory (TTI)	E(9) P(11) L(11) S(10) N(10)	E P L S N
Work Style Inventory (WSI)	C(8) E(4) A(4) S(0)	C E A S
Career Interest Inventory (CII)	E(8) R(5) S(5) C(3) O(3) T(1)	E R S C O T
Natural Abilities Inventory (NAI)	R(7) V(4) L(4) S(4) M(4) I(3) K(1)	R V L S M I K

COHERENCE OF RESULTS

Coherence: *the quality of being logical and consistent.*

Coherence between the Tests checks the consistency & alignment between your Core Personality, your developed Career Interests, your acquired Work Styles and Your Natural Abilities.

When Coherence is STRONG, above factors amplify each other and make it easy for person to excel in a field. If Coherence is MODERATE or LOW It indicates a MIS-MATCH Between One's upbringing environment, exposure, expectations AND One's Core personality, Interests, Work styles and Natural Abilities.

Coherence between TTI-CII



Coherence between TTI-WSI



Coherence between TTI-NAI



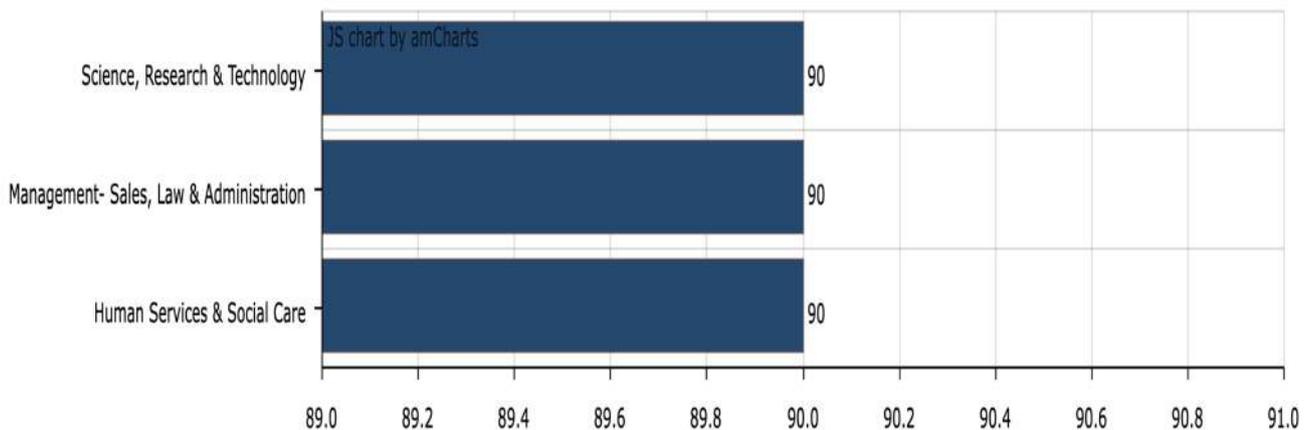
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OVERALL COHERENCE SCORE



Strong: Your core personality is Strongly aligned to your developed interests, aptitudes & work styles. It predicts a high degree of success if you happen to choose a suggested career & education field as per this report. However, for definitive results, you will need an Expert-Career-Coach-Process to sharpen your Strengths and align your Goals and Strategies, also to help equip you with the **Crucial-Success-Skills** that are a must for a compelling profile.

CAREER CLUSTER FITMENT (SCALE: <0-100>)



Best fitting jobs matching your Personality, Interests and Core Strengths.

CAREER CLUSTER	CAREER FIELD	JOB TITLE/OCCUPATION	EDUCATION
Science, Research & Technology	Healthcare/Medicine	Physician/Doctor of Medicine, Psychiatry	Medicine: MBBS/MD
Human Services & Social Care	Learning & Development	Corporate Trainer / Learning & Development Specialist	Bachelors/Masters/ MBA- Human Resources/ Professional Training
Management: Sales, Law & Administration	Busiess Management	Technology Engagement manager	B.Tech/MBA
Management: Sales, Law & Administration	Busiess Management	Corporate Executive	M.B.A.
Management: Sales, Law & Administration	Business Administration & Management	International sales and marketing	M.B.A.
Human Services & Social Care	Business-Creative Social	Industrial-Organizational Psychologist	Bachelors/Masters in Psychology/Applied Psychology

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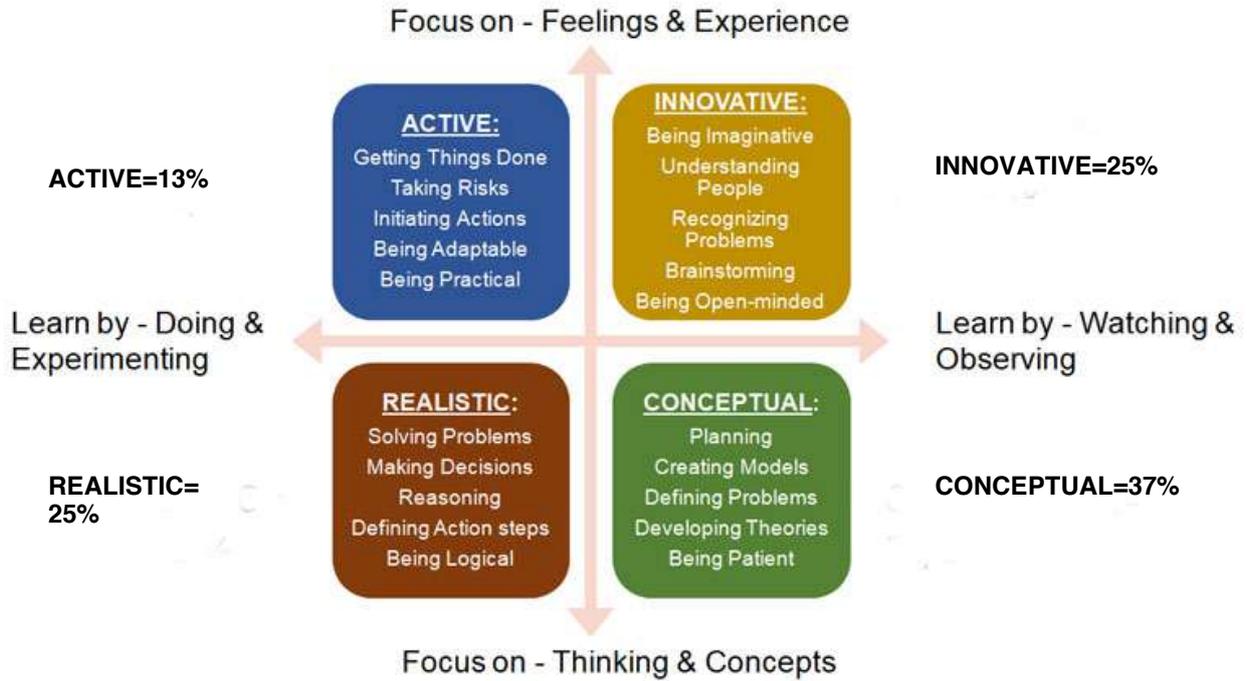
Management: Sales, Law & Administration	Consulting/Training	Management Consultant / Trainer	MBA / PG Diploma in Business Management + Professional Training
Management: Sales, Law & Administration	Consulting/Training	Management Analyst	MBA / PG Diploma in Business Management
Management: Sales, Law & Administration	Consulting/Training	Business/Management Consultant	MBA / PG Diploma in Business Management
Human Services & Social Care	Education & Counseling	Professor/Lecturer	Masters/Ph.D
Human Services & Social Care	Education Services	Academic Curriculum designer	Bachelors/Masters in Education + Professional Training
Management: Sales, Law & Administration	Entrepreneurial/Business	Consultant: People & Service management	MBA / PG Diploma in Business Management

Your Education Stream Selection - Top Preferences

CAREER	VALUE	INTEREST	STREAM	SUBJECTS
(E)Enterprising	8	High	Commerce Stream: Enterprising (E)	Commerce Stream, Business and Enterprising (E) subjects: Various Management courses, Law, Sales & Marketing and related subjects.
(R)Research	5	Medium	Science Stream: Research (R)	Science Stream, Research (R) subjects: All Pure Sciences, Computer Science, Maths or Medicine / Biology and related subjects.
(S)Service	5	Medium	Humanities Stream: Service (S)	Humanities Stream, Human Science & Service (S) subjects: Sociology, Psychology, Political Science, Social Work, Human Resources and related subjects.
(C)Creative	3	Low	Humanities Stream: Creative (C)	Humanities Stream, Creative (C) subjects: Various Arts, Liberal Studies, History, Geography, Languages, Performing Arts and related subjects.
(O)Organizing	3	Low	Commerce Stream: Organising (O)	Commerce Stream: Finance & Organizing (O) subjects: Finance, Accounts, Records, Logistics, Administration and related subjects.
(T)Technical	1	Low	Science Stream: Technical (T)	Science Stream, Technical (T) subjects: Engineering, Equipments, Machine Handling, Technology, Architecture and related subjects.

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Your Learning Styles Layout



UCaliber User Assessment Report (Detailed)

YOUR CORE PERSONALITY TEMPERAMENT AND ATTITUDES

Personality Type: EPLS/N

Expressive, Perceptive, Logical, Systematic and Nervy

Temperament: EPLS (Strategist-Commandant)/Attitude: Nervy (N)

Term definitions for clearer understanding:

· **Temperament:** The basic, intrinsic nature and inborn qualities of a person (mental, emotional and physical), especially those that permanently influence one's behavior.

· **Attitude:** is "the settled way of thinking or feeling about something".

Summary: Natural leaders, visionary, outgoing, frank, analytical, decisive and have a low tolerance for incompetence. EPLS/N are good at Organization, problem solving at systems level and have a long-range vision.

Assertive and forthright, they are driven to lead. They have an outstanding capacity to understand tough business scenarios and also develop sound remedies. Skilled and knowledgeable, they tend to be good public speakers. They value understanding and competence, and have little regard for inadequacy or poor organization.

Natural organization builders, they take charge in situations of crisis and inefficiency. They like developing successful, structured systems and establishing priorities to ascertain completion of goals.

With **Nervy** attitude they are sensitive to stress, self conscious, driven for achievement and overall a bit worrisome.

Typical careers: Executive, Management, Leadership, Consultant, HR, Computer Professional, Physician, Marketing.

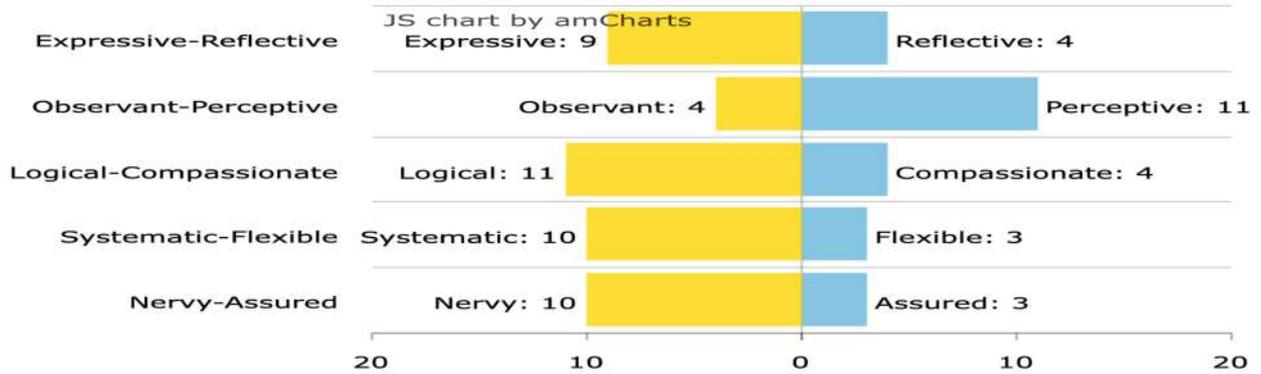
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DETAILED REPORT SECTION

Detailed description of all the assessments, and the definitions of the assessment dimensions and parameters.

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ASSESSMENT 1: YOUR TEMPERAMENT-TYPE-INVENTORY (TTI) Your Personality Type is: **EPLSN**



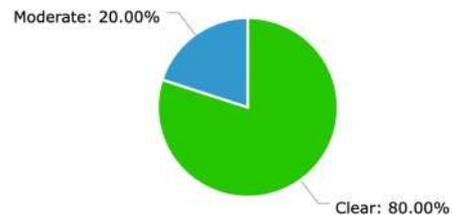
PERSONALITY TYPE	DESCRIPTION
Expressive (E)	Active, Enthusiastic, Gregarious, Initiating
Perceptive (P)	Abstract, Theoretical, Conceptual, Imaginative
Logical (L)	Rational, Reasoning, Questioning, Tough
Systematic (S)	Scheduled, Planned, Structured, Methodical
Nervy (N)	Worrisome, Self-conscious and Success Driven

TTI: Explains your Core Personality type, your Temperament, your basic nature, your inborn qualities and the unique way you usually behave in general.

TTI : STRENGTH OF DOMINANT PREFERENCES

TTI TYPE	DIFFERENCE VALUE	PREFERENCE STRENGTH
E-R	5	Moderate
O-P	7	Clear
L-C	7	Clear
S-F	7	Clear
N-A	7	Clear

JS chart by amCharts



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Overview of EPLS/N:

EPLS are usually organized, straight-forward, decisive, ingenious, and motivated. They can see the bigger picture while maintaining a focus on the future. They are interested in original ideas and views as well as have the ability to assess intricate information. The EPLS additionally has the tendency to assess all possibilities and internally sift through a large range of opportunities. They have the ability to see through things beyond the surface level and utilize their understanding to develop connections, determine solutions and resolve troubles. EPLSs often enjoy communicating with others and are well-connected. They have the tendency to be confident, energetic and display a strong sense individuality that might overwhelm others. They place importance on sincerity and value being seen as competent. Some EPLSs might be unfriendly and distant while others are friendly and also sensitive. The distinction in personality is typically because of time needed to assess their internal ideas and thoughts.

The EPLS usually has a natural disposition to leadership positions. They generally tend to prefer positions of power and be in control. They are usually hard working, open to challenges and have high standards for themselves and others. They can easily spot imperfections in an ineffective system and can devise more efficient methods to finish a job. The EPLS is usually able to take intricate concepts and future possibilities and devise a game plan to ensure success. After which they can organize all available resources to meet the goals set. EPLSs can concentrate on the job so much that they might end up neglecting the needs of the people they are managing. They can also struggle when working with individuals who do not have strengths similar to themselves.

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EPLSs commonly utilize practical and unbiased technique to to analyze information and concepts. They do not excessively dwell over smaller facts and details but prefer to concentrate on the bigger picture. They desire closure and tend to rush to it by making quick judgments and decisions. They typically base their choices on reason and practicality and hardly ever consider their values, emotions, and the possible impact of their decision on others. Some EPLSs need to be careful to ensure that they have gathered enough information to be certain of their decision. The EPLS sometimes struggles with being too judgmental or critical. This can be avoided by ascertaining their judgment of the person/people involved does not overshadow the issue at hand. They could feel emotionally attached to individuals or ideas but will typically subdue or conceal these feelings. The EPLS tends to care a great deal for others yet might develop the notion that they are distant and cold due to the choices they make, which tend to rely and logic and rationale.

Attitude is defined as “a settled way of thinking or feeling about something”.

This Type has a **Nervy (N)** attitude, which is described as below:

Attitude: Nervy (N): Worrisome, Self-conscious and Success Driven

Nervy is the tendency to experience unpleasant emotions like, anxiety, anger or depression also sometimes called as emotional sensitivity and is interlinked with low tolerance to stress. Persons with **Nervy** attitude are sensitive to stress, are self conscious and driven for success. They continuously try for improving themselves, their work and environment.

Career Satisfaction for EPLS Temperament:

An EPLS tends to find career satisfaction in careers that have the following characteristics:

- Encourage examination and improvement of the current organizational structures
- Encourages long term planning and other procedures that enhance efficiency
- Includes interaction with with skilled professionals to finish tasks
- Entails possibilities of management and leadership positions
- Promotes a well structured atmosphere with clear instructions
- Supplies a chance for advancement, promotion and innovation
- Involves projects that are intellectually stimulating
- Requires both logical analysis and creative problem solving skills
- Rewards and incentivizes knowledge and task-completion

Work-Related Strengths

At work, the EPLS will often...

- Accept feedback from those that they perceive to be proficient

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- Complete a project in the first go and dislike making errors
- Produce detailed strategies that that facilitate their achievement long-term objectives
- Delegate jobs to others and ensure the successful achievement of end goals
- Are easily bored of routine and desire to be given tasks that challenge them
- Discover new ideas, use logic to evaluate all possible methods, and make rational decisions
- Excel at noting and solving problems that may exist in the organizational structure
- Inspire themselves to accomplish outcomes and also master their jobs
- Arrange individuals, time, and other resources to finish jobs efficiently.
- Promote structure and create a larger vision for the company
- Understand tough ideas and complex subjects

Work-Related Weaknesses

At work, the EPLS should be aware that they may...

- Benefit from delegating detail-orientated jobs
- Benefit from learning for to respectfully provide suggestions and feedback
- Benefit from slowing down the decision making process to ensure all bases and aspects have been taken into consideration
- Concentrate only on their own ideas while disregarding the ideas of those around them
- Grow more understanding and ease amongst colleagues by sharing their personal viewpoint
- Wish to create unneeded changes within a company
- Feel awkward and uncertain about providing positive feedback and encouragement to colleagues
- Place too much emphasis on getting the job done and forget to connect with other staff members
- Have to be open to further exploring issues that have been decided upon earlier
- Should have patience with those in positions of authority and allow them to make their own decisions

Behavioral Strengths of EPLS

- Assertive and forthright, they are driven to lead. They have an outstanding capacity to understand tough business scenarios and also develop sound remedies. Skilled and knowledgeable, they tend to be good public

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speakers. They value understanding and competence, and have little regard for inadequacy or poor organization.

- Natural organization builders, they take charge in situations of crisis and inefficiency. They like developing successful, structured systems and establishing priorities to ascertain completion of goals.

- The central theme for EPLS is motivation and mobilization. Their abilities are based on establishing plans, developing strategies, coordinating events, and strategy-implementation. They excel at guiding others to achieve goals that they see as fitting in with their ideal vision of the company

- **Leading Strength::** Segmenting, organizing to achieve maximum efficiency, and systematizing.

- **Supporting Strength:** Predicting ramifications, changes, and most likely impacts.

Stress Management:

An EPLS will often experience stress when they are...

- Being overwhelmed with the high professional standards that they set for themselves
- Confronted by others over their poor treatment of colleagues
- Taking care of individuals that disregard established principles, display unreasonable behavior, or miss out on due dates
- Don't feel in control of the circumstance or project
- Feel incapable of managing their own feelings or are confronted by other people's emotions
- Feeling like a problem was caused by their absence of understanding
- Are collaborating with people they view as inefficient
- Functioning within a unorganized environment

When they are affected by stress, an EPLS will often...

- End up being exceedingly emotional and make irrational decisions
- Display extremely demanding behavior
- Perceive that people around them dislike them
- Avoid accepting new ideas
- With substantial stress they might respond with extreme emotion and end up being critical and judgmental of their own selves and capabilities
- Withdraw from situations and people

An EPLS can reduce stress by...

- Taking a look at the effect of their actions will on other people

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- Revealing their feelings via constructive discussion or various other creative means
- Joining physical or recreational tasks
- Connecting with others to get assistance
- Reviewing their choices
- Spend some alone time to reestablish control

Details of the EPLS Temperament: [Mind (perceptions, decisions & emotionality), Energy and Approach towards Life]

If one word could explain the EPLS type, it would be 'commandant'. The basic driving force and need of EPLSs is to lead, and they can be observed taking charge of groups, right from an early age. EPLSs have a strong desire to provide framework and structure wherever they are to be able to harness all available resources towards desired goals. Their empirical, unbiased, and also extraverted reasoning might be very developed; if this holds true, they can classify, generalize, summarize, and analyze evidence effortlessly. EPLSs rely more in policy and objectives as compared to regulations and rules and tend to place data-backed thought above instinct.

EPLSs take charge wherever they are, whether it's the home front or the professional sphere. When an EPLS is in the room, there is little doubt regarding who is in command. Male or female, EPLSs expect a great deal from their partners, who need to have strong personalities of their own, along with varied passions and high self esteem.

While EPLSs are tolerant of existing procedures, they can easily discard any system that does not serve the end goal it may initially be created for. Ineffectiveness is particularly despised by EPLSs, and mistakes, especially those repeated make them impatient. For the EPLS, there always needs to be a larger reason to be doing something and people's emotions are not sufficient enough reason by themselves. When in charge of an organization, EPLSs, more than any other type wish to picture where the company is going and communicate that vision to others (they also have the capabilities to be able to do this). They are the all the natural organization builders and will often find themselves automatically in charge (and sometimes are amazed as to how this happened). As managers, EPLSs arrange all their units into a smooth-functioning system, preparing ahead of time, maintaining both temporary and long-term goals. They value and can spot efficiency and productiveness in workers. They like choices to be based upon impersonal information, intend to function according to well-balanced strategies and like working according to engineered operations and like others to follow suit. EPLSs will support the policy of the organization and encourage others to do so too.

EPLS usually rise to positions of power and responsibility and enjoy being executives. They are unfailing in their dedication to their jobs and also could easily shut out other aspects of their lives to focus on it. They have the ability to minimize inadequacy, inefficacy, and redundancy, and easily dismiss employees who support such behavior. EPLSs have the tendency to operate in business frameworks of some sort, have the tendency to side to leadership positions and tend to be in charge administratively, whether in the military, business, education, or government.

The secret to success for an EPLS is learning to:

Slow Down, Focus on the details and Be sensitive to other's needs.

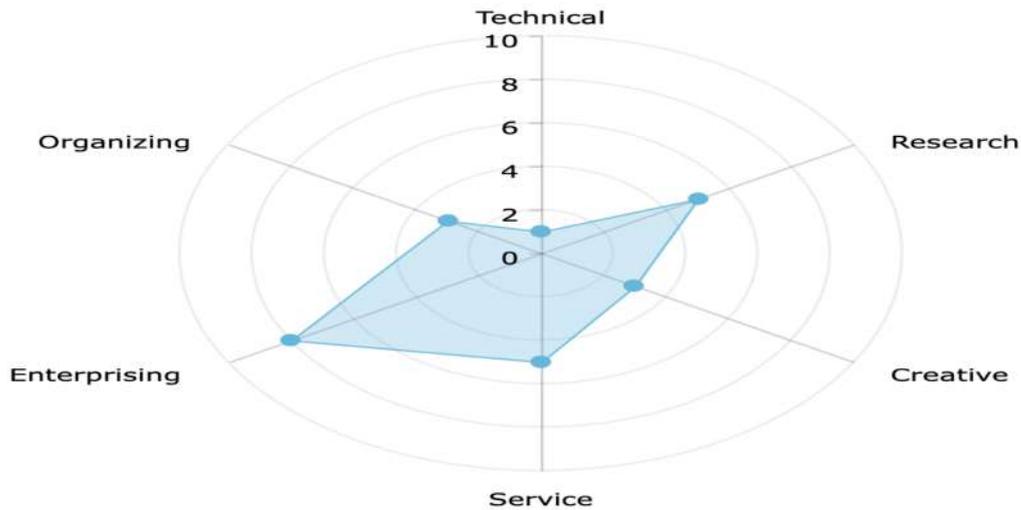
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ASSESSMENT 2: CAREER INTEREST INVENTORY Your Career Interest Profile is: **ERS**

CII: Explains your main Career Interests; the Career environments that you naturally like and most likely you will excel in.

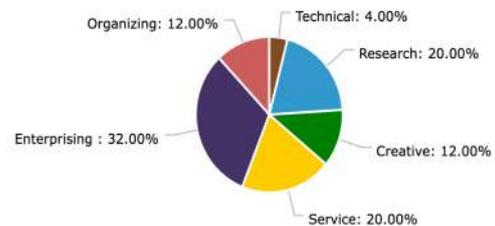
JS chart by amCharts



CAREER FIELD INTEREST

(E)Enterprising	8	High
(R)Research	5	Medium
(S)Service	5	Medium
(C)Creative	3	Low
(O)Organizing	3	Low
(T)Technical	1	Low

JS chart by amCharts



YOUR CAREER INTEREST PROFILE

Enterprising (E): Managing, selling

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People with Enterprising Career Interest like to work with people - they are skilled in influencing others, persuading, managing or performing for economic gain or organizational goals. They like to lead and usually are assertive and enthusiastic.

Characteristics - Enterprising Occupation:

- Comes across as energetic, adventurous, confident, dominant, and enthusiastic.
- Excellent with language and words. Puts it to effective use in selling and leading.
- Prefers ambitious social tasks and enjoy persuading others to their viewpoints.
- Strives for making things happen and being where the action is.

Traits: Ambitious, Assertive, Adventurous, Agreeable, Energetic, Enthusiastic, Extroverted, Impulsive, Inquisitive, Optimistic, Persuasive, Popular, Self-confident, Sociable, Spontaneous, Talkative.

Research (R): Researching, analyzing

People with Research Career Interest like to observe, analyze, learn, investigate, evaluate and solve problems. They usually like to work independently and tend to be good at mathematics and science.

Characteristics -Research Occupation:

- Comes across as analytical, curious, reserved and independent.
- Likes structured situations, lots of rules and working around many people.
- Enjoys complicated problems and intellectual challenges, and prefer to think through problems rather than act them out.
- Enjoys solving abstract problems and understanding the physical world.

Traits: Analytical, Complex, Curious, Independent, Inquisitive, Intellectually self-confident, Introspective, Logical, Precise, Reserved, Scholarly, Scientific, Broadminded.

Service (S): Helping, instructing

People with Service Career Interest like to work with other people to help, train, educate, inform or cure them. They are usually skilled with words. They enjoy training, counseling, instructing or healing others. They are often good public speakers and are helpful, compassionate personalities.

Characteristics - Service Occupation:

- Comes across as a good leader who is cheerful and motivated

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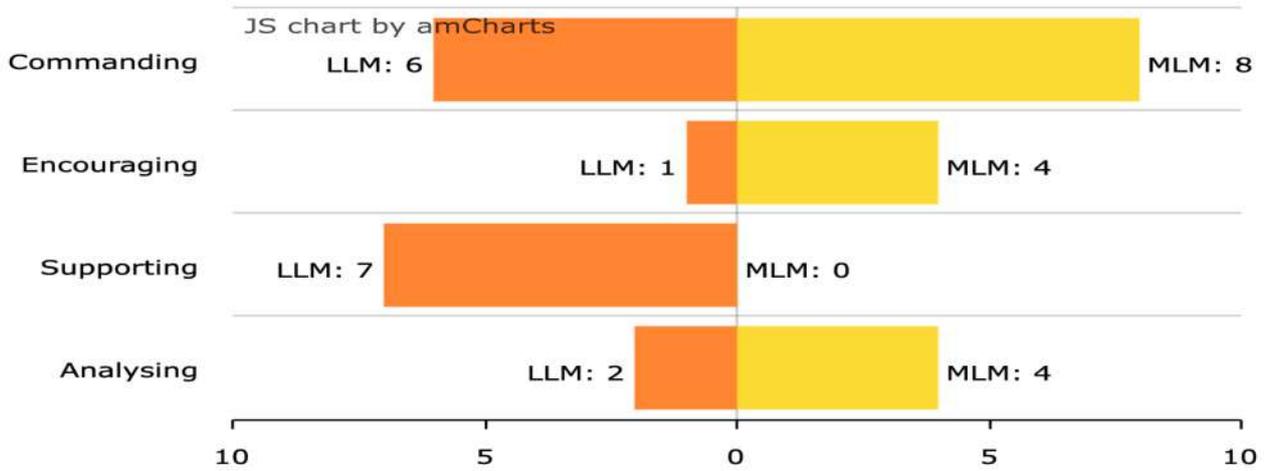
- Concerned with the welfare of others and is rewarded by helping people solve their problems or improve themselves.
- Express themselves well and solve problems through discussions or by rearranging relationships.
- Friendly, responsible, humanistic, cooperative and generous

Traits: Kind, Cooperative, Empathic, Forgiving, Friendly, Generous, Helpful, Idealistic, Insightful, Outgoing, Patient, Persuasive, Responsible, Understanding.

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ASSESSMENT 3: WORK STYLE INVENTORY Your Work Style is: **CASC**

WSI: Explains the way you view and function in the 'Environment around You' and what is your preferred Work style in Normal and in Stressed conditions.

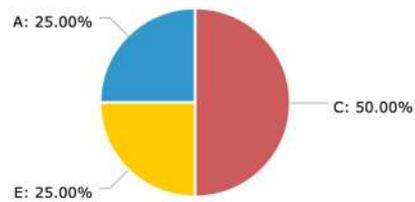


Stressed <-> Normal

WSI: WORK SYTLE PREFERENCES

ROLE	VALUE	PREFERENCE STRENGTH
(C) Commanding	8	Clear Preference
(E) Encouraging	4	Moderate Preference
(A) Analysing	4	Moderate Preference
(S) Supporting	0	Low Preference

JS chart by amCharts



YOUR PREFERRED WORK STYLE UNDER NORMAL AND STRESSED CONDITIONS

PREFERRED NORMAL WORK STYLE
(Most Like Me)

WORK STYLE UNDER STRESS
(Least Like Me)

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YOUR DERIVED WORK STYLE IS:

Derived Work Style is the harmonious combination of two adjacent Primary Work Styles and provide additional detail about your Work Style preference.

Your preferred work style under normal conditions: (Most Like Me)

Commanding (C): (Focus on Drive & Results)

Comes across as forceful, strong-willed, direct and aggressive. Sees the environment as unfavorable to self but the self as more powerful than the environment. Seeks to shape their environment by using direct action & force to overcome any resistance or opposition.

Traits: Authoritative, competitive, strong-willed, dominating, ambitious, directing, action-oriented, forceful, demanding, logical, determined, independent, decisive and responsible.

Suitable Roles: Leader, Director of the Company, Department Manager, Function Head.

Analyzing (A): (Focus on Quality & Accuracy)

Comes across as analytical, reserved, careful and unemotional. Sees environment as unfavorable to self and the self as less powerful than the environment. Seeks to shape their environment by working meticulously and responsibly in existing circumstances, focusing on quality and accuracy of the tasks.

Traits: Accurate, calculating, cautious, thorough, competent, traditional, compliant, thoughtful, conservative, low-key, stable, dependable, neat, systematic, tactful and diplomatic.

Suitable Roles: Accountant, Planner, Project Manager, and Programmer.

Your work style under stressed conditions: (Least Like Me)

Supporting (S): (Focus on Sincerity & Accommodation)

Comes across as gentle, accommodative, kind and considerate. Sees environment as favorable to self and the self as less powerful than the environment. Seeks to shape their environment by cooperating, supporting & including others in existing circumstances.

Traits: Warm, social, enjoys routine, steady, loyal, stable, reflective, shy, patient, security-oriented, service oriented, cooperative, submissive, passive, specialist, predictable, resistant to change, brings harmony and consideration to team.

Suitable Roles: Human Resource Specialist, Personnel Manager, Coach, Advocate.

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Traits: Authoritative, competitive, strong-willed, dominating, ambitious, directing, action-oriented, forceful, demanding, logical, determined, independent, decisive and responsible.

Suitable Roles: Leader, Director of the Company, Department Manager, Function Head.

Your Derived Work Style Description:

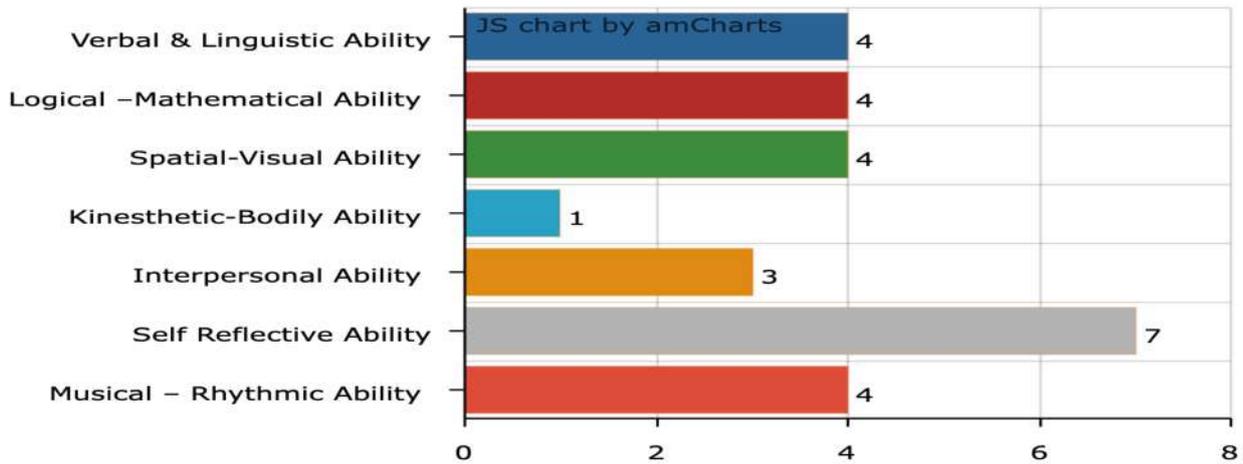
Implementing (I): (Focus on Challenge & Competency) I=(C+A)

Comes across as a questioning, challenging personality with qualities like being analytical, stubborn, and critical. Sees environment as unfavorable to self and self as equally powerful as the environment. Seeks to shape their environment by using a mix of forceful action and detail-oriented analysis to get the things implemented.

UCaliber User Assessment Report (Detailed)

ASSESSMENT 4: YOUR NATURAL ABILITIES INVENTORY Your Top Abilities are: **RVLS**

NAI:Explains your Natural Abilities. These abilities have become stronger over the years and will most often be used in your Education and Career streams.



STRENGTH OF NATURAL ABILITIES

ABILITY	VALUE	STRENGTH
(R)Self Reflective Ability	7	High
(V)Verbal & Linguistic Ability	4	Medium
(L)Logical -Mathematical Ability	4	Medium
(S)Spatial-Visual Ability	4	Medium
(M)Musical - Rhythmic Ability	4	Medium
(I)Interpersonal Ability	3	Medium
(K)Kinesthetic-Bodily Ability	1	Low

JS chart by amCharts

