



Employee Retention 1302

Sample

abc@mettl.com

Test Taken on: September 4, 2014 03:25:48 PM IST

Finish State: Normal

Registration Details

Email Address: abc@mettl.com

First Name: Sample

Last Name: Not filled

Experience: 2

Response Style: **Genuine**

Explanation of response style:

Genuine: If questions are answered in a sufficiently varied manner.

Social Desirability: If questions are answered in a socially desirable manner for more than 60% of the questions.

Central Tendency: If more than 60% of the questions are answered as 'neither agree nor disagree'.

Acquiescence: If questions are answered in a 'strongly agree' or 'agree' manner for more than 60% of the questions.

EXECUTIVE SUMMARY

Key Competencies

Stress Management: Likely to deal in a highly effective manner with pressure by being calm and poised & not getting discouraged by setbacks in adverse situations. Likely to always remain optimistic and actively cope with workplace stress.

Flexibility: Likely to be open to changes taking place in the organization and is comfortable working with and trying out new activities and experiences. Knows how to effectively deal with change.

Stability: Is somewhat diligent, hardworking and committed to one's job investing a moderate amount of effort in one's work. Moderately likely to be considerate and concerned towards others.

Red Flags

NONE

Strengths

Stress Management: Is highly optimistic and resilient and can cope well in stressful times.

Positive Attitude: Is a highly positive individual and doesn't let problems interfere with one's work.

Team Player: Likely to be a cooperative team worker.

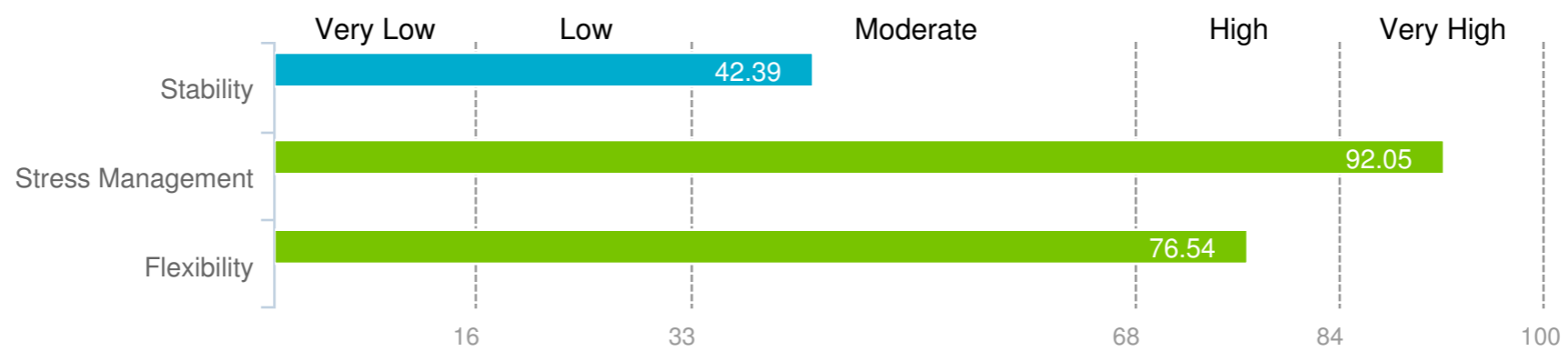
Areas of Development

Ethical: Respect rules and regulations more often and don't be casual about them.

Delivering Results: Needs to improve one's sales approach by setting goals for oneself and working on achieving those goals.

Responsible/Accountable: Learn to be responsible and disciplined in one's approach to work, focusing on achieving high quality results.

Key Competencies



Values shown in above chart are percentiles

Very Low Low Moderate High Very High

Stability: Moderate

Moderately likely to be considerate and concerned towards others. May occasionally work hard for the benefit of the group even overlooking one's own interests. May at times have the required organization and persistence to carry out one's tasks successfully. Is somewhat diligent, hardworking and committed to one's job investing a moderate amount of effort in one's work.

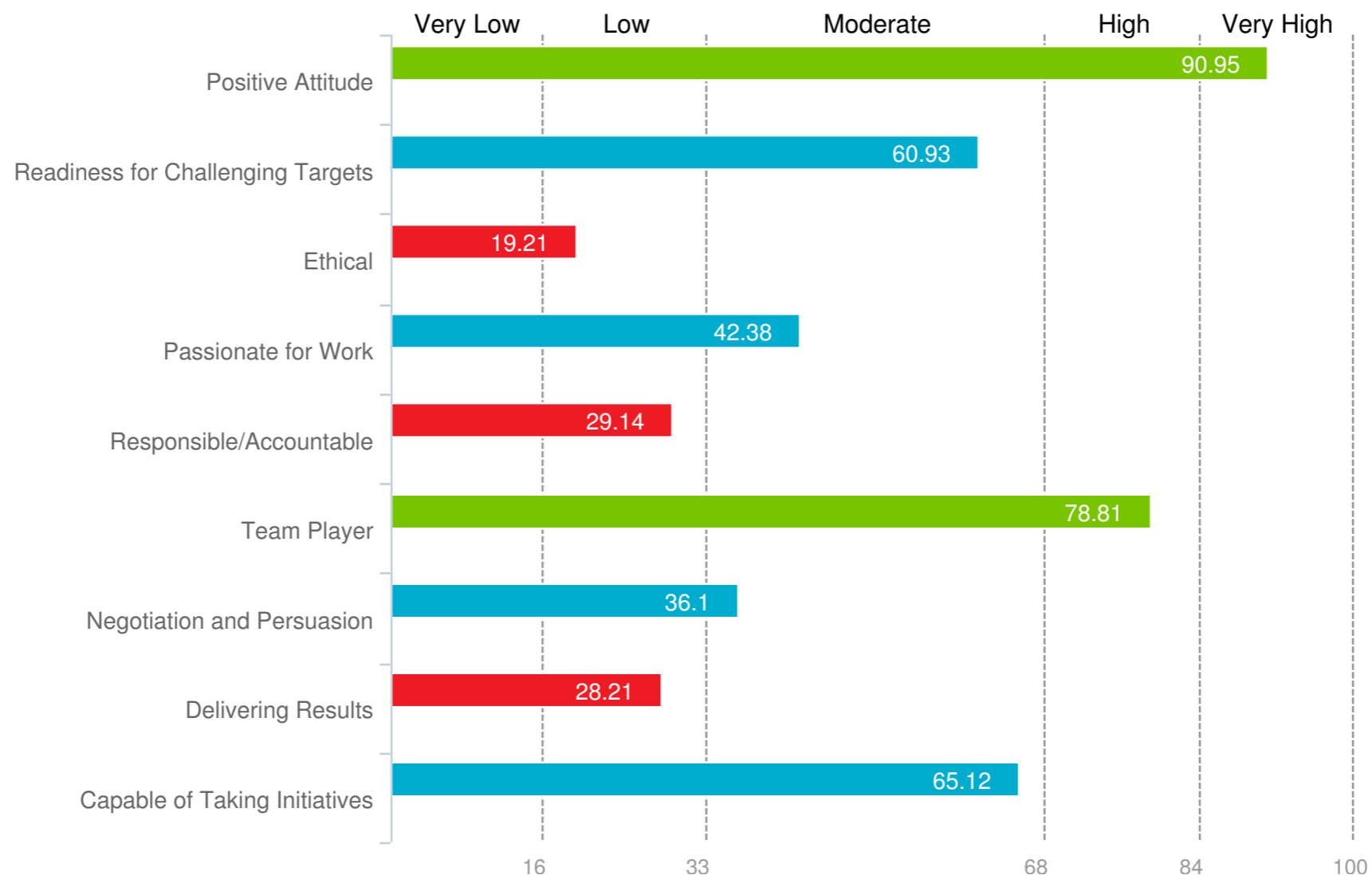
Stress Management: Very High

Likely to deal in a highly effective manner with pressure by being calm and poised & not getting discouraged by setbacks in adverse situations, working hard to ensure timely and efficient completion of tasks. Likely to always remain optimistic and never give up even if unsuccessful in some deals. Can efficiently and actively cope with workplace stress.

Flexibility: High

Likely to be open to changes taking place in the organization and is comfortable working with and trying out new activities and experiences. Knows how to effectively deal with change and can adapt by being open minded and appreciative of new ideas which can contribute positively to work and working environment.

Other Relevant Critical Competencies



Values shown in above chart are percentiles

■ Very Low ■ Low ■ Moderate ■ High ■ Very High

Positive Attitude: **Very High**

Likely to be a highly optimistic and positive individual, experiencing more positive emotions than most people. Has a strong ability to look at the bright side of things and can deal very well with life's ups and downs and is not likely to let problems interfere with one's work. Extremely likely to have a calm, easy going and pleasant attitude.

Readiness for Challenging Targets: **Moderate**

Moderately likely to have the confidence and ability to deal with uncertain and high risk situations by carefully analyzing the available information and being somewhat calm and meticulous. May not always let problems affect one's work and may think through situations before acting and not letting impulse take over. Moderately likely to crave for challenging tasks and enjoy such situations.

Ethical: **Low**

Not very likely to adhere to moral and ethical imperatives to fulfill obligations so much that the focus on results is rarely driven by a sense of duty to those for whom one is working. Can rarely be relied upon to carry out assignments efficiently. Is likely to compromise on professional ethics and policies to complete tasks, especially when it is inconvenient.

Passionate for Work: **Moderate**

Moderately likely to be capable & efficient in one's work with an urge to keep oneself busy most of the time. May occasionally display passionate and motivated behavior, sometimes working towards performing better & achieving excellent results.

Responsible/Accountable: Low

Not very likely to be responsible, disciplined and motivated when carrying out tasks. Is not very meticulous and systematic in one's work.

Team Player: High

Likely to be a good team player, with the ability of having harmonious and cooperative relationships with team members by being trusting and attuned to their emotions. Can understand and appreciate individual differences among team members and is likely to adjust one's work style accordingly. Is honest and straightforward and can correctly assess and utilize the strengths of all the team members while completing a task.

Negotiation and Persuasion: Moderate

Can occasionally persuade others to take desired action. May sometimes be able to identify and utilize the factors that might influence others to take a particular action. Somewhat likely to be able to convince others and has a moderate ability to be a tactful negotiator.

Delivering Results: Low

Likely to have a somewhat irresponsible attitude at the workplace. Does not always actively work to ensure desired results and may at times even compromise on the quality of work. Unlikely to bring perfection and precision into one's work. Is unable to always utilize available resources in a profitable manner. Unlikely to set challenging goals for oneself and others most of the times.

Capable of Taking Initiatives: Moderate

Likely to be somewhat open to new experiences and opportunities and be moderately capable of taking new initiatives. May occasionally be flexible and driven when dealing with novel ideas. Can at times easily express own views and convince and direct others when needed.

Key Motivators

Advancement

Likely to be satisfied with work that paves the way for personal growth and development. Desires to maximize one's own skills and abilities.

Probable Disadvantage

May not be interested in important tasks which do not provide an opportunity to learn or grow.

How to keep the person motivated?

Provide opportunities for skill advancement and training.

Recognition and Appreciation

Likely to be encouraged by public recognition and acknowledgement for work done. Likely to seek approval from various sources at the workplace.

Probable Disadvantage

May focus excessively on others' opinion, rather than the task at hand.

How to keep the person motivated?

Make the candidate feel appreciated by giving quality feedback regularly.

Test Log

04 Sep,2014

03:21 pm Started the test with Personality Inventory

03:24 pm Finished Personality Inventory and started Motivation Inventory of the test

03:25 pm Finished the test

APPENDIX

"Know Thyself" is the key to professional growth and personal development. Carefully reviewing this report will give an insight into a person's personality at work, which will help in

Gaining an understanding of the person's strengths and growth opportunities.

Gazing how his or her behavior influences himself or herself and others.

Having a better understanding of his/her leadership styles and how to manage one's work through one's leadership attributes.

How to interpret the reports?

When interpreting the results, it is important to remember that the scores are not good or bad, only more or less appropriate to certain types of work. Since the results are based on one's own view of behavior, the accuracy of the results depends upon both honesty and self-awareness while taking the test.

The scales for all the factors range from 'very high' to 'very low' based on the normal probability curve.

The descriptions for all the factors are easy to comprehend and self-explanatory. In case any further clarification needed, please feel free to contact us.

Response style suggests the tendency of a person to respond to the psychometric test in a particular manner.