



## Mettl Personality Profiler

Sample

sample-report@mettl.com

Test Taken on: September 28, 2017 01:04:46 PM IST

Finish State: Normal

### Registration Details

**Email Address:** sample-report@mettl.com

**First Name:** Sample

**Last Name:** Not filled

**Date of birth:** Jan 1, 1990

**Experience:** Not filled

**Country:** Not filled

### How to Interpret the Report?

*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.*

This assessment measures work-relevant personality traits that might be manifested in work behaviour and therefore influence success on the job. To best use this report:

1. Review the overall recommendation first. Based on your need, you might want to prioritize candidates who are 'recommended', followed by those who are 'cautiously recommended'.
2. If you're choosing among different candidates within the same band of recommendation, review the competencies' results. Focus on the competencies you believe are critical for success in the role you're hiring for, and use those scores to help you prioritize which candidates to select for the next step.
3. Remember: This assessment is just one piece of the puzzle. While hiring, it is recommended that you review other information as well – functional and job knowledge, background and past behaviour (e.g. using structured behavioural interviews), reference checks, etc. in addition to the personality assessment.

### Response Style: **Genuine**

Explanation of response style:

**Genuine:** No concerns or red flags just based on response style of candidate.

**Social Desirability:** If more than 75% of the questions are answered in a manner that indicates an attempt to appear in a falsely positive light or seem 'socially desirable'.

**Extreme Responding:** If more than 75% of the questions are answered in a manner that indicates that an individual agrees with the statements at the lower and higher end consistently.

**Central Tendency:** If the middle response ('neutral') is selected more than 30% of the time.

**Careless Responding:** If more than 95% of the responses selected are from the same direction (i.e. if the candidate selected 'most like me' or 'like me' from the right-side statement or from the left-side statement alone).

## EXECUTIVE SUMMARY

### Recommendation

Cautiously Recommended

### Strengths

**Networking:** Likely to build personal and professional networks in and outside organization to create work opportunities.

### Areas of Development

**Interpersonal Skills/ Social Competence:** Needs to learn to interact confidently and positively with others.

**Accountability:** Needs to learn to hold oneself more accountable for one's actions and accept responsibility more frequently for one's accomplishments and failures.

**Self-assurance:** Needs to learn to be more optimistic and have a more positive attitude towards one's life. Should learn not to get discouraged by thoughts and actions of others, more often.

## COMPETENCY ANALYSIS

### Trustworthiness



Values shown in above chart are sten scores

 Low  Moderate  High

#### **Accountability: Moderate**

Somewhat likely to take responsibility for one's own actions and decisions. Somewhat likely to take ownership for delivering good quality work and adhering to timelines. May at times be able to take decisions for self and the team. Somewhat likely to pay attention to producing error free work or take corrective actions to rectify mistakes. May have a fair ability to complete all the assigned tasks on time without continuous supervision.

#### **Ethical Propensity: Moderate**

Somewhat likely to be open and transparent in one's transactions with internal and external stakeholders. Somewhat likely to follow the right approach or chose the right course of action regardless of the consequences to oneself. May at times treat one's team members, colleagues, customers and others in a fair manner. Somewhat likely to be reliable with confidentiality of critical information related to work and/or organization. Somewhat likely to gain trust of people within and outside organization.

## Emotion Regulation



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

### Self-assurance: **Moderate**

Somewhat likely to have an optimistic attitude towards one's life. Somewhat likely to take a stand for one's ideas and beliefs but may also get discouraged by thoughts and actions of others, at times. Somewhat likely to display high propensity for self-acceptance and self-adequacy. May at times be able to maintain a positive attitude regardless of what other thinks or do. Somewhat likely to have a good understanding of one's strengths and development areas. Somewhat likely to display respect for one's self and belief in one's abilities.

### Stress Management: **Moderate**

Moderately likely to deal effectively with stress and maintain one's calm in difficult or challenging situations. May at times be able to think clearly and keep up optimal performance when faced with emotional or stressful situations. Somewhat likely to maintain work-life balance and one's personal well-being. May at times be able to maintain a positive attitude and respond to changing situations with composure.

## Drive



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

### Learning Agility: **Moderate**

Somewhat likely to demonstrate an ability to learn new skills and acquire knowledge required to perform optimally in one's job. Somewhat likely to gain experience from one's own and others' accomplishments and failures. May at times demonstrate a willingness to give up conventional approaches and unlearn outdated skills which may be slowing down the progress of one's work. Somewhat likely to focus on self-development and put in efforts to work towards upgrading one's technical and professional skills.

**Initiative Taking: Moderate**

Moderately likely to show proactiveness in taking initiatives at the workplace and take responsibility for tasks which others do not want to take up. Somewhat likely to seek out opportunities to contribute more towards one's work and organization. May at times be able to anticipate future problems and plan in advance to take necessary actions.

## Team Work



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

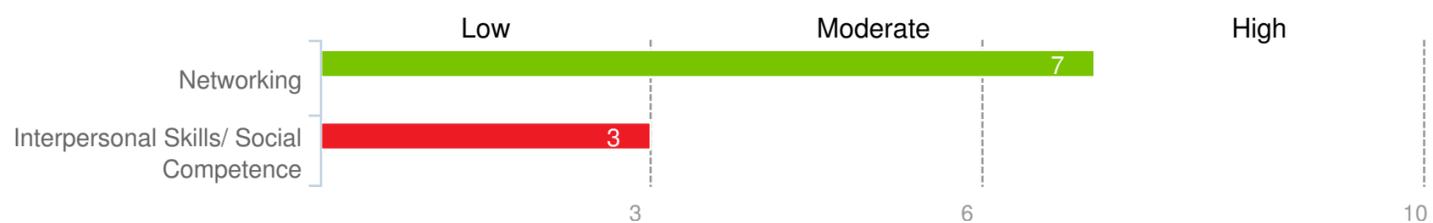
**Collaboration: Moderate**

Somewhat likely to demonstrate an ability to work effectively with team members in a cooperative way. May sometimes be able to understand and appreciate individual differences among team members and adjust one's work style accordingly. Somewhat likely to understand other people and offer help when they need. Somewhat likely to work towards utilizing strengths of all the team members, to achieve common goals.

**Inclusion: Moderate**

Somewhat likely to be sensitive towards others and demonstrate understanding for people who might be different from oneself. Somewhat likely to treat everyone with respect. May sometimes be able to work effectively with individuals and groups of diverse background and experiences. Somewhat likely to make them feel comfortable by being friendly. Somewhat likely to display openness to accept other people's ideas and thoughts to include them in one's work.

## Relationship



Values shown in above chart are sten scores

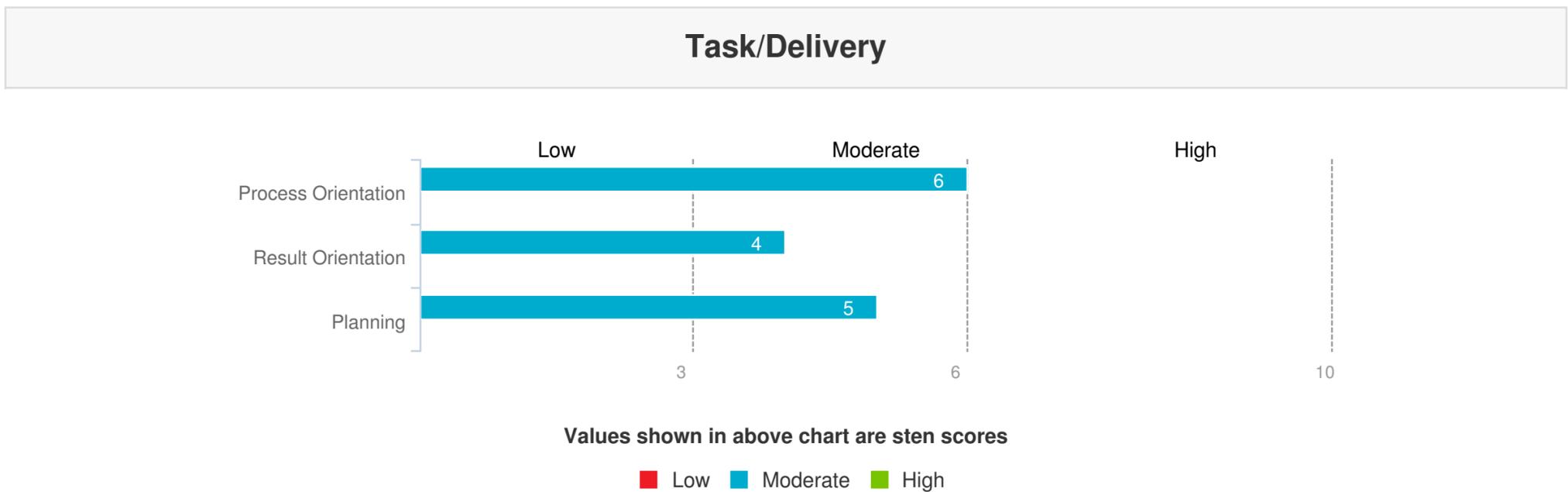
■ Low ■ Moderate ■ High

**Networking: High**

Likely to establish positive relationships with colleagues based on trust and mutual respect. Likely to leverage one's network of contacts within and outside the organization, for achieving business level goals. May be able to build and maintain productive and long term relationships with different stakeholders over a period of time. Likely to gather resources from internal and external contacts for completing tasks effectively.

**Interpersonal Skills/ Social Competence: Low**

Not likely to enjoy working or interacting with other people. Less likely to display respect or appreciation for others or behave in a manner that is consistent with social norms. Less likely to communicate proactively, persuasively or confidently with others. May not be a good listener or be open to accept others' ideas. Not likely to maintain one's confidence while communicating or interacting with others.



**Process Orientation: Moderate**

Somewhat likely to be aware of established systems and processes governing the organization. May sometimes adhere to the rules and regulations placed by the organization and may at times carry out tasks following the given instructions and directions. Somewhat likely to follow safety guidelines, compromising on one's as well as other's safety at the workplace sometimes. Somewhat likely to understand the importance of following standard guidelines and operating procedures in a workplace to ensure the quality and consistency of work.

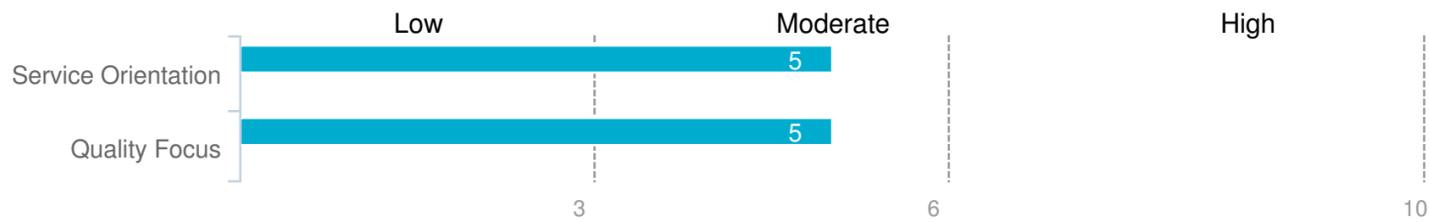
**Result Orientation: Moderate**

Moderately likely to demonstrate the ability to work actively to achieve results on time. Somewhat likely to work with dedication and commitment and put in one's best to complete a task. Moderately likely to be concerned with consequences of one's work on the organization as whole. Somewhat likely to be enthusiastic while working on challenging tasks. May sometimes understand urgency of a given task to be completed on time. Somewhat likely to meet the results as per set quality standards and may sometimes be able to maintain high performance standards to support organization's strategic plan.

**Planning: Moderate**

Somewhat likely to plan and organize effectively to complete one's work. May at times be able to determine project/assignment requirements by breaking them into smaller tasks. May at times be able to meet deadlines or performance goals. Somewhat likely to be organized and systematic in one's work, at times allocating appropriate amount of time to complete one's work efficiently without compromising on quality. May at times be able to prioritize tasks, allocate resources, set realistic deadlines, anticipate roadblocks and deal with them to complete a task on time.

### Customer Service



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

**Service Orientation: Moderate**

Somewhat likely to demonstrate an ability to understand customers' needs and requirements well and may at times be able to deliver best customer service for every task undertaken by oneself. Somewhat likely to come up with different ways to add value to the internal and external customers. May at times be able to deal with customer queries, requests and complaints in an efficient manner.

**Quality Focus: Moderate**

Somewhat likely to assure the quality of the services and products provided to customers. May at times be able to understand what is considered as excellence in performance. May sometimes show a tendency to consistently focus on quality and ensuring adherence to high standards. Somewhat likely to pay close attention to all the details of a task. May at times able to develop and follow processes to improve the quality of work.

### Adaptive



Values shown in above chart are sten scores

■ Low ■ Moderate ■ High

**Flexibility: Moderate**

Somewhat likely to be open to changes and somewhat likely to be comfortable working with and trying out new activities and experiences. Somewhat likely to work with enthusiasm when situations and goals are dynamic in nature. Somewhat likely to accept changes and appreciate new ideas which may contribute positively to one's work. Somewhat likely to give feedback/suggestion which may increase the effectiveness of changes.

**Innovation: Moderate**

Moderately likely to demonstrate acceptance for new and creative solutions to problems in one's work. Somewhat likely to be driven by innovative approaches to work. May at times be high on imagination and originality, occasionally adding new dimensions to one's work. Somewhat likely to keep oneself updated on current research and technological advancements in industry. May sometimes brainstorm/think of creative ideas across work groups and lead the implementation of new projects. May at times devise new approaches and methods to develop an idea or product. Somewhat likely to take risks while trying on new ideas and working in a different way, other than the well accepted methods. Somewhat likely to apply learned models and knowledge in a novel way to solve problems.

**Test Log**

**28 Sep,2017**

- 12:59 pm Started the test with Personality Inventory
- 01:04 pm Finished the test

