



Name: TEST USER

Email: testuser208@maildrop.cc

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CAREERGRAPH Assessment

Pexitics CareerGraph Report includes the 6 key areas;

- **Interest:** how your interests determine your choices
- **Motivation:** how do you feel motivated and what works
- **Behavior:** check your competency for workplace behavior
- **Aptitude:** what key aptitude scores make you unique
- **Job Fitment:** which job roles can best fit you for your success
- **Academics:** the impact of your academics in your career choices

How to interpret the report yourself

The Pexitics Report is easy to read and interpret, making it one of the most popular reports available today! All you need to understand is the following for ease of understanding. Every report is valid for 6 months. So, let's get started...

The report is broken into two broad segments;

Report Summary:

This contains the entire report consolidated into a single page or two.

Detailed Summary:

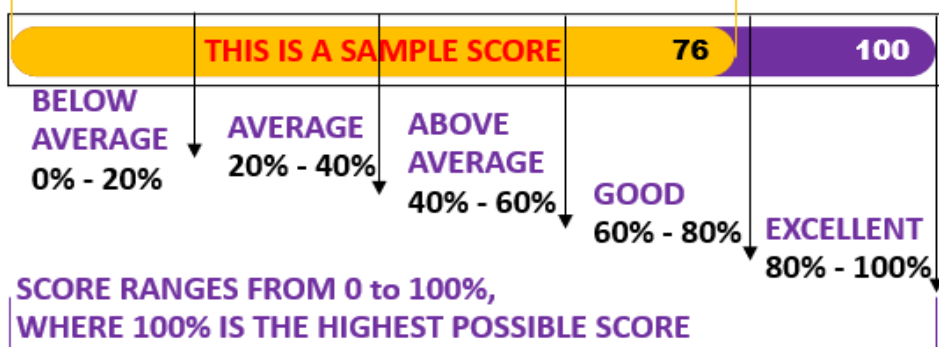
The detailed pages contain description of the contents in greater detail.

Reading the scores against a trait

***THIS IS FOR EXPLANATION ONLY.*
YOU CAN FIND YOUR SCORES IN THE REPORT PAGES.**

**A BENCHMARK SCORE OF 65%
MEANS PEOPLE LIKE YOU SCORED
AN AVERAGE OF 65 OUT OF 100**

**A SCORE OF 76% FOR A PARTICULAR TRAIT MEANS
YOU SCORED 76 OUT OF 100.**



Interpreting the Scores

Score Number:

This is your score as a number. As we convert scores into percentages, this means that your score can also be read as a score out of 100.

Benchmark:

This is the average score scored by your peers. The benchmark is a better way to understand how well you are doing for the particular trait vis-à-vis others in your agegroup, qualification level and academics.

Tips:

If your score is higher than the benchmark, you are better than your peers. If your score is closer to the benchmark, you are doing okay and need to improve. If your score is lesser than the benchmark, you need to train or learn.

Others:

Some of the scores may not contain a score but a text trait. This is because not all traits are quantifiable and are better understood as a type indicator. A type indicator is a quality which is unique to people like you. It is akin to a trait expressed like a Sunsign, where the type indicator indicates what is unique about it.

Love to see a video to understand the report better?

CareerGraph and its aspirations

This Report helps you summarise your career aspirations which triggers our choices and appears before us based on your QUALIFICATIONS, COMPETENCIES, APTITUDE and INTERNAL triggers. The aim is to be a guide while allowing you to understand your strengths and weaknesses to better cultivate yourself. Our advice is that the report be read carefully along with devising a few 'own action plans' that you might want to draw up at the end of the report and follow it up judiciously for your own success.

Benefits of CareerGraph

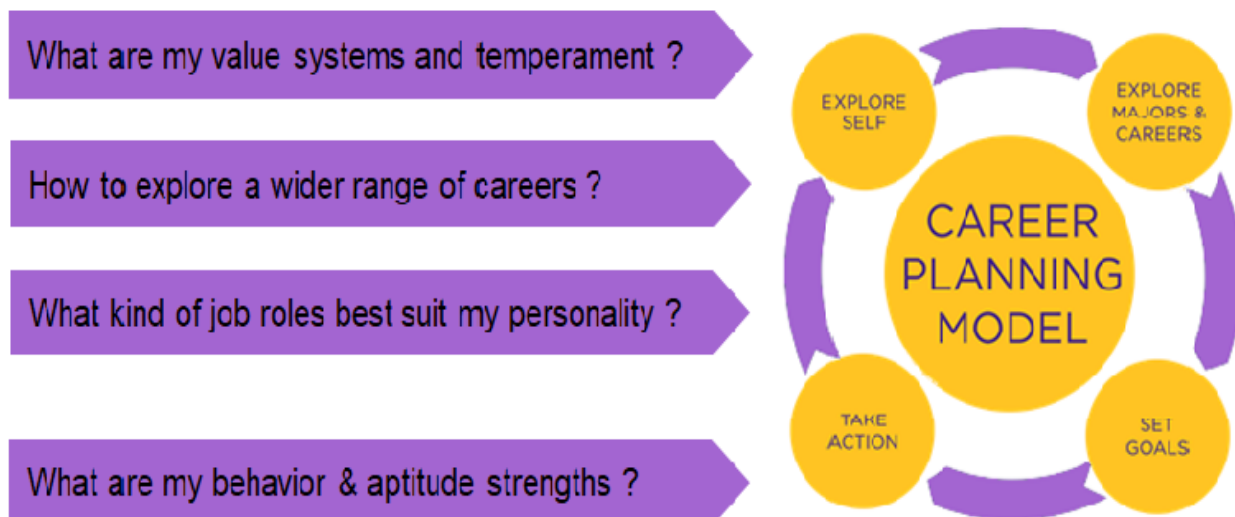
As you read through the content of the pages below, you shall find individualized description and interpretation of your basic interests, your choices and 'know yourself better' using psychometric assessments that you have undergone. The actual scores against the attributes are not displayed to eliminate the concern for the relative goodness or "poorness" of a given score. The graphs showcase 'relative' strengths and weaknesses found in you using our assessment techniques.

Hence, while each graph and comprehension stands totally by itself in terms of its content and displayed message, the complete information becomes easy to understand and comprehend AT THE END, making it a constructive, actionable feedback for your exclusive benefit.

Some of the potential paragraphs and content outline 'Behavioral strengths and weaknesses' associated with your approach to situations. This is neither wrong nor right; it depends on the situation and showcases how you would deal with a particular problem, decision or effect most of the time.

They thus indicate your natural, effective behavior. However, these statements are non-judgmental but help you understand that being maximally productive is dependent on having certain basic approaches modified or improved to be a better professional in the first place. It also works like an "early indicator system" in identifying patterns in your behavior which might have not been noticed and you may want to improve further upon to climb the ladders of success in your respective fields and careers.

Pexitics CareerGraph attempts to provide you feedback and be a guiding tool in your career aspirations. They also provide a foundation to develop and install higher teamwork and interpersonal capabilities for success at the workplace. This report does not intend to change but only validate what is already within you and how you can capitalize on your strengths to develop better career paths. We wish you success in your career aspirations!



Executive Summary

TEST USER

Pexitics recommends the following as a consolidated view of the strengths, career and job role aspirations versus your fitment; it summarises the best of options we recommend for you and a guide for your future endeavours in conventional career choices for you.

TEMPERAMENT	Job security is key Can be flexible in career choices Can be intensely devoted to their careers. Can quit jobs if emotionally disturbed.
MOTIVATION HIGHLIGHTS	Core Motivation (Extrinsic - Security) Primary Motivation (Intrinsic - Service/Functional Excellence) Secondary Motivation (Extrinsic - Social Acceptance)
APTITUDE STRENGTHS	The candidate is relatively confident in speech and expression. The candidate might face difficulty while establishing facts & principles for efficient judgment. The candidate is relatively proficient in comprehending fundamental arithmetics and applying numerical concepts. The candidate needs improvement to achieve proficiency in English comprehension and dialect. The candidate may find execution and determining the optimum decision challenging.
BEHAVIORAL STRENGTHS	The candidate has upskilled with newer knowledge tools and resources but not on a regular basis. The candidate is good in handling teams but maybe not be proficient in managing their expectations. The candidate is proactive but may not always be able to solve problems. The candidate seems mostly confident in taking decisions or choosing amongst alternatives. The candidate has average scores on openness to innovation and creative ideas.
INDUSTRIES FIT FOR YOU	Architecture & Construction Hospitality & Tourism Government & Admin Education & Training Business & Management
JOB ROLES BEST SUITED FOR YOU	Data Analyst - People Analytics Data Science - Project management Cognitive Intelligence and BI Consultant Data Analyst - Google Analytics Data Analyst - Web Analytics

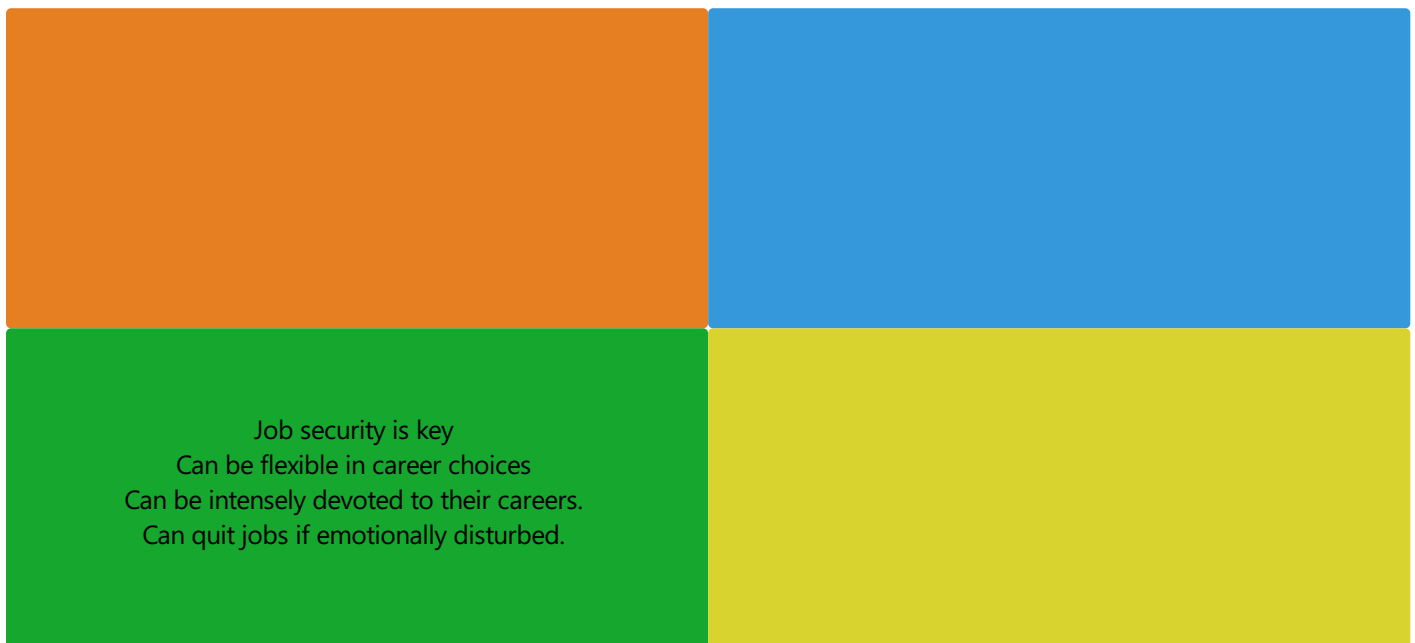
TEMPERAMENT

Definition: *a person's nature, especially as it permanently affects their behaviour.*

Temperament includes the natural instincts towards work environment, behavior approach towards people and work situations and particular tastes in industries. This is an important part of work environment profiling to help decide job roles that bear a mental match to the candidate temperament. This also furthers choice of day-today operations that the candidate would find more comforting. The four colors denote four particular temperaments; we showcase the one the candidate matches. Read orange as warm; blue as cool; yellow as earthy and green as practical.

Candidate observations

Candidate Temperament: Practical



Your ambitious temperament makes you enjoy and embrace challenges at the workplace. You understand the importance of hard work and are very determined to achieve your goals. Power however is very central to the job role and you like to lead large teams. Therefore, they are keen to climb the career ladder and reach the top faster than others. You are good at managing and delegating work.

Detailed Summary: PLA Report

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Motivation at Work

Definition: *Motivation in the workplace is defined as the willingness to exert high levels of effort toward organizational goals conditioned by the effort's ability to satisfy some individual needs.*

This section observes applicant's Core and Secondary motivations at work. Candidates are expected to have more than one motivating factor/s, and thus Core denotes the higher propensity followed by the Secondary factors.

Intrinsic Factors : Factors which are internally sprung or caused due to internalising and knowledge rationale. **1.** Creativity/Independence **2.** Service/functional Excellence

Extrinsic Factors : Factors which are supported by external influences and have high dependency on self-motivation. **1.** Power/Wealth Creation **2.** Social Acceptance **3.** Job Security

We split the motivating factors of each candidate into top two/three sections of Primary and Secondary motivations.

A single primary and a single secondary motivating factor : Shows clear objectives of work motivation. Two primary motivating factors : Strong personality influence and needs to be mapped to Intrinsic or Extrinsic factors to understand job role fitment.

A single primary and two secondary Motivating factors : The primary motivation is clearly pronounced but highlights flexibility to adapt to changing job roles for the selected motivational factors.

CANDIDATE RESULTS

CORE MOTIVATION

Security

PRIMARY MOTIVATION

Service/Functional Excellence

SECONDARY MOTIVATION

Social Acceptance

To know about the candidate's Motivation at Work, please refer to our [Motivation Assessment at Pexitics.com](https://www.pexitics.com)

Detailed Summary

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APTITUDE PROFILING

Aptitude profiling uses four key areas of applicant responses to provide insights into the English language, comprehension, numeracy, logical reasoning and situational judgment to showcase strengths and areas of improvement. These help assign weightages in providing more unique recommendations for career and industry choices. The report will also provide insights on which areas of work where the applicant can be highly successful if career aspirations are in line with the abilities and strengths enumerated in the report.

Workplace communication:



BenchMark



Primary Observation

- The candidate is relatively confident in speech and expression.

Situational Judgment:



BenchMark



Primary Observation

- The candidate might face difficulty while establishing facts & principles for efficient judgment.

Numerical Ability:



BenchMark



Primary Observation

- The candidate is relatively proficient in comprehending fundamental arithmetics and applying numerical concepts.

Detailed Summary

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Comprehension & Proficiency:



BenchMark

52

Primary Observation

- The candidate needs improvement to achieve proficiency in English comprehension and dialect.

Logical Thinking:



BenchMark

52

Primary Observation

- The candidate may find execution and determining the optimum decision challenging.

Detailed Summary

BEHAVIOR PROFILING

The Work Behavior Assessment is a proprietary questionnaire used to assess applicant behavior traits with the help of positive & negative questions through the Likert Scale timed assessment methodology. The questions are segmented into outcomes against attributes and are showcased in terms of Strengths and areas of improvement. The Work Behavior scale measures attributes more necessary in a job environment and focuses on traits key to working environments today.

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Openness to Learning:



BenchMark

50

Primary Observation

- The candidate has upskilled with newer knowledge tools and resources but not on a regular basis.

Team Management:



BenchMark

52

Primary Observation

- The candidate is good in handling teams but maybe not be proficient in managing their expectations.

Resourcefulness:



BenchMark

48

Primary Observation

- The candidate is proactive but may not always be able to solve problems.

Decision Making:



BenchMark

50

Primary Observation

- The candidate seems mostly confident in taking decisions or choosing amongst alternatives.

Detailed Summary

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Creativity / Innovation:



BenchMark

51

Primary Observation

- The candidate has average scores on openness to innovation and creative ideas.

Creativity / Innovation:



BenchMark

50

Primary Observation

- The candidate can at times use an innovative approach and exhibit creative behaviour.

Handling Conflict:



BenchMark

49

Primary Observation

- The candidate seems reasonably good at negotiating and handling conflict.

Negotiation:



BenchMark

48

Primary Observation

- The candidate seems highly confident in the ability to influence others and reach favourable agreements.

Openness:



BenchMark

51

Primary Observation

- The candidate adjusts well in new environments but may not be an active participant.

Detailed Summary

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Vision Approach:



BenchMark

52

Primary Observation

- The candidate seems to face difficulty in finding long term alternatives.

Morality:



BenchMark

50

Primary Observation

- The candidate may not always tread the path of morality in critical situations.

Aggression Quotient:



BenchMark

53

Primary Observation

- The candidate seems mostly confident when attempting to tackle critical decisions.

Emotional Stability:



BenchMark

48

Primary Observation

- The candidate has the ability to remain calm when faced with stress and apprehension in most contexts.

Preferred Industry

- Accounting/Finance

Recommended Industry

- Architecture & Construction
- Hospitality & Tourism
- Government & Admin
- Education & Training
- Business & Management

ACADEMIC PROFILING

Academic profiling takes into account the education and job roles that are more suited to the educational profile required for the job. As new career options emerge, we believe this can help aspirants to move into newer territories of learning and earning using faculties that have been trained over the years in subjects of importance. While the importance of further learning is always encouraged, there are job roles which can fit based on the current education levels which we showcase in this section.

The education that we have received till now becomes a great enabler for our first jobs. The job world looks at our education as a reflection of our interests .

However, the number of job roles that we can choose from has drastically increased . Some obvious roles are education agnostic - especially creative jobs

Government jobs are also often a viable option for people from most streams of study . If you are looking at government jobs alongside your graduation, you would most likely be eligible for clerical / technician positions. If you are looking at Government jobs after post graduation, you will mostly be eligible for Officer level jobs.

Setting up your own business or joining a family business is also a viable option where your education may not be of primary importance

Core Stream

- BusinessAdministration/Management

Secondary Core Stream

- Finance

A detailed study of your education shows that you are eligible for many job roles.

Job roles suggested by us

- Data Analyst - People Analytics
- Data Science - Project management
- Cognitive Intelligence and BI Consultant
- Data Analyst - Google Analytics
- Data Analyst - Web Analytics
- Data Science - Pre Sales Consultant
- Analytics -- Pre Sales Consultant
- Data Analyst - Social Media Analytics
- Consultant (Analytics)
- Visualization Expert
- Analytics -- Project management
- Data Analyst - HR Analytics
- Business Intelligence Analyst

How to read and interpret your CareerGraph scores

Employability is a set of skills, capability and attributes which empowers a person to have a higher chance of gaining employment and be successful in their chosen occupations. Employment across multiple job roles is a factor of knowledge, skills and capabilities expressed within an economic climate, a specific location and conditionalities which define the job role.

□ There are 6 key segments which derive the scores in the CareerGraph Report

- **Interest:** Motivational and functional interests of preference
- **Behavior:** The behavioral scores for 12 traits and their benchmarks
- **Aptitude:** The reasoning abilities we are best suited for solving data problems
- **Temperament:** Our attitude and nature which determine our behavior and approach
- **Job Fitment:** The types of jobs which fit our profile
- **Academics:** Our learning streams to identify our functional skills

□ Every section contains a quantitative score or a qualitative type to denote our profile

Quantitative or numerical scores are provided out of a maximum score of 100. The benchmark is the average scores of your peers out of a maximum of 100. So, if you have scored 76 out of 100 and the benchmark is 65, and you are a 22 year old B.Tech, then the average score of all other 22 year old B.Techs' is 65 for your country. Hence, every attribute or trait carrying a benchmark also denotes a quantitative score.

Qualitative scores are based on psychometric principles and is behavior based. Your preferences from your responses help us profile the behavior as a qualitative type. Qualitative types do not contain any benchmarks.

□ The 4 types and their positive and negative aspects

TEMPERAMENTS	POSITIVE TRAITS	NEGATIVE TRAITS
YELLOW-EARTHY	Persuasive Enthusiastic Dynamic Demonstrative	Hasty Blunt Overexcited Extravagant
BLUE-COOL	Precise Cautious Demanding Formal Approach	Indecisive Cold Reserved Jealous
GREEN-PRACTICAL	Caring & Sharing Encouraging Patient Emotional	Indifferent Stubborn Docile Slow & unintelligent
ORANGE-WARM	Competitive Demanding Determined Purposeful	Aggression Control Intolerant High-handed

□ 5 Aptitude attributes & their meaning

- **Workplace Communication:** our proficiency in everyday business communication.
- **Situational Judgment:** Our ability to take decisions primarily based on logic.
- **Numerical Ability:** Our command over numbers and numerical information and data.
- **Comprehension and proficiency:** Measures our command over the English language
- **Logical Thinking:** Our ability to deal with data and ambiguity to reason cause and effect.

□ 12 Behavior attributes & their meaning

- **Openness to learning:** Our willingness to learn to improve our actions.
- **Team Management:** Our willingness and comfort in working within teams.
- **Resourcefulness:** Our ability to find solutions and engage.
- **Decision making:** Our maturity in making decisions at the workplace.
- **Creativity & Innovation:** Our ability to be creative or find innovative solutions to problems.
- **Handling Conflict:** Or ability to manage and contain contradictions within teams.
- **Negotiation:** Our ability to negotiate and nurture relationships or clients.
- **Openness:** Our general level of openness to different ideas and cultures.
- **Vision Approach:** Our level of approach towards long-term perspectives.
- **Morality:** Our maturity for being moral and ethically upright.
- **Aggression Quotient:** Our willingness to engage for higher conversions and sales.
- **Emotional Stability:** Our ability to manage and control our emotions.

□ Industry preferences

Our willingness in working for select industries is driven by our preference for certain work cultures.

Preferred Industries denotes the selection you have made for yourself as a simple choice.

Recommended Industries includes our recommendation based on our algorithm engine considering all the above factors and considered best for your profile.

NOTE: It is suggested to observe the ones which are common between both the lists and focus on those industries as a first choice of industry preference.

□ Job roles/streams best suited for your profile

Based on the CareerGraph version, you will be highlighted job roles or streams best suited for you as a final key takeaway for improving your chances of employability.

We wish you best of luck on your journey forward!



People excellence indicatorAnalytics

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