

Competency Assessment

Pexitics Competency Report includes the following;

- 3 levels
- 9 Competency traits



Name: Harish P

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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;

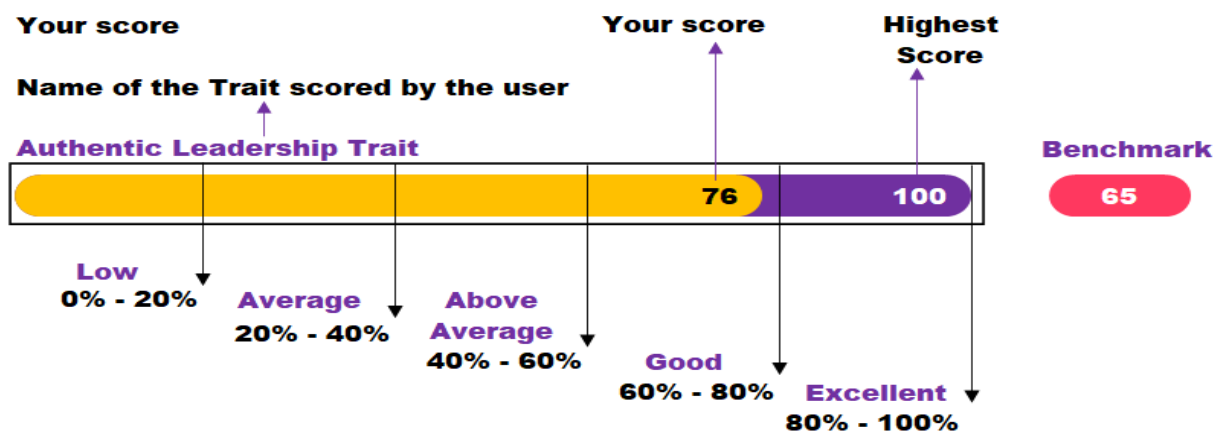
Report Summary:

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



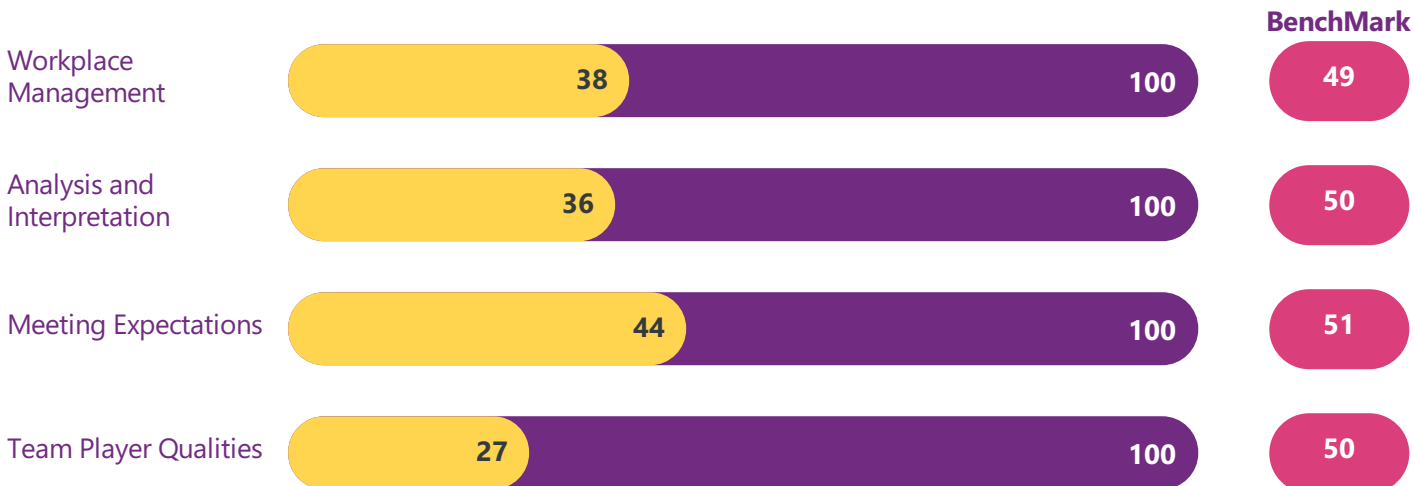
Interpreting the Scores

- 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.

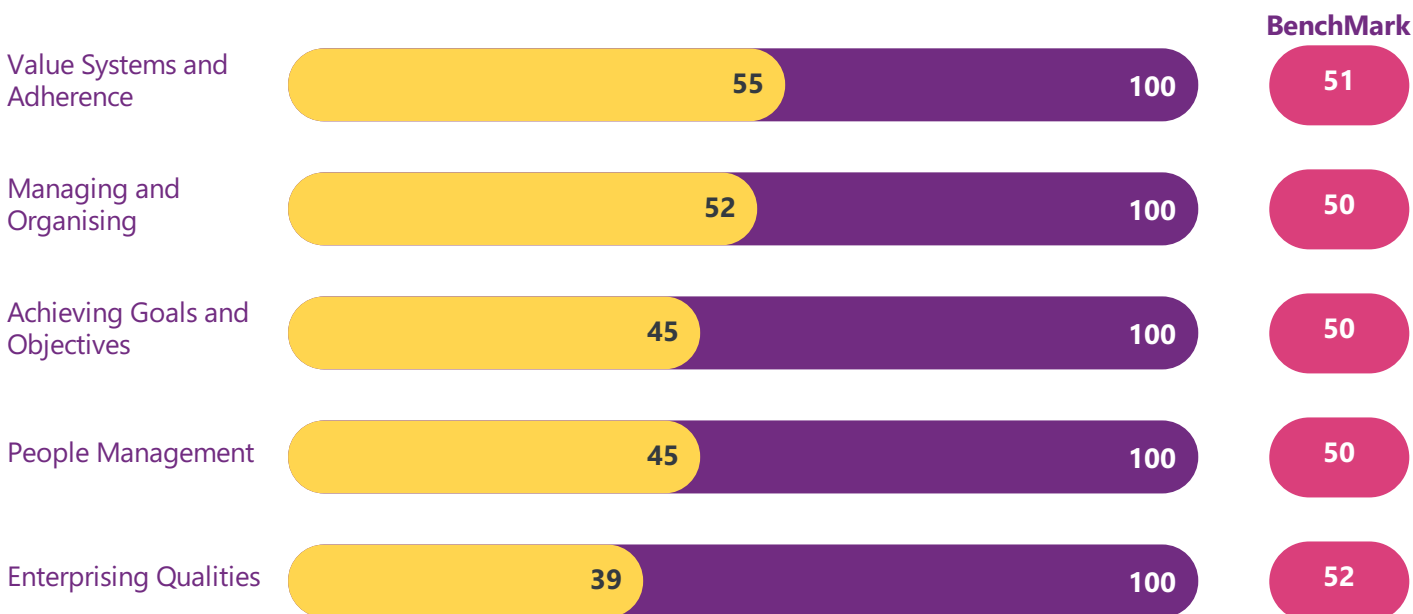
Executive Summary

Harish P

MANAGERIAL COMPETENCY



OTHER COMPETENCIES



Observation

- Capability to manage teams and motivate them is yet to be strongly established.
- The candidate needs improvement on their ability to interpret and understand qualitative and quantitative data.
- There might be difficulty to deal with fixed structures and definitions under set processes.
- The candidate needs to develop better communication skills for team and client management.

DETAILED SUMMARY:MANAGERIAL COMPETENCY

Harish P

Workplace
Management



BenchMark



Observation

- The candidate doesn't seem experienced in handling teams and handling their expectations.
- The candidate gathers information but takes time to establish facts & principles for efficient judgment.
- The candidate may not always know how to take proactive steps to tackle problems.
- The candidate needs to work on the ability to influence others and reach a favourable agreement.

NOTES TO NOTE:

DETAILED SUMMARY:MANAGERIAL COMPETENCY

Harish P

Analysis and Interpretation



BenchMark



Observation

- The candidate gathers information but takes time to establish facts & principles for efficient judgment.
- The candidate is relatively proficient in comprehending fundamental arithmetics and applying numerical concepts.
- The candidate may find execution and determining the optimum decision challenging.
- The candidate needs improvement to achieve proficiency in English comprehension and dialect.

NOTES TO NOTE:

DETAILED SUMMARY:MANAGERIAL COMPETENCY

Harish P

BenchMark

Meeting Expectations

44

100

51

Observation

- The candidate has average scores on openness to innovation and creative ideas.
- The candidate needs improvement to achieve proficiency in English comprehension and dialect.
- The candidate prefers conservative methods rather than using an innovative approach or being creative.
- The candidate seems to be a highly adept at negotiating and handling conflict.
- The candidate's responses indicate a lack in confidence while tackling critical decisions.

NOTES TO NOTE:

DETAILED SUMMARY:MANAGERIAL COMPETENCY

Harish P

BenchMark

Team Player Qualities

27

100

50

Observation

- The candidate appears to be reserved and might face challenges opening up and may not participate actively.
- The candidate appears to prefer not to take part in participative activities. This could lead to a low cultural fit.
- The candidate has the ability to remain calm when faced with stress and apprehension in most contexts.
- The candidate is an individualist who may perform well if working an individual role.

NOTES TO NOTE:

DETAILED SUMMARY:OTHER COMPETENCIES

Harish P

Value Systems and Adherence



BenchMark



Observation

- The candidate has average scores on openness to innovation and creative ideas.
- The candidate has not upskilled with newer knowledge tools and resources for a while.
- The candidate prefers conservative methods rather than using an innovative approach or being creative.
- The candidate will try to remain moral in situations demanding good and bad conduct.

NOTES TO NOTE:

DETAILED SUMMARY:OTHER COMPETENCIES

Harish P

Managing and Organising



BenchMark



Observation

- The candidate needs to work on the ability to influence others and reach a favourable agreement.
- The candidate seems highly confident in taking decisions or choosing amongst alternatives.
- The candidate seems to be a highly adept at negotiating and handling conflict.
- The candidate's responses indicate a lack in confidence while tackling critical decisions.

NOTES TO NOTE:

DETAILED SUMMARY:OTHER COMPETENCIES

Harish P

Achieving Goals and Objectives



BenchMark



Observation

- The candidate gathers information but takes time to establish facts & principles for efficient judgment.
- The candidate is relatively proficient in comprehending fundamental arithmetics and applying numerical concepts.
- The candidate may find execution and determining the optimum decision challenging.
- The candidate seems highly confident in taking decisions or choosing amongst alternatives.

NOTES TO NOTE:

DETAILED SUMMARY:OTHER COMPETENCIES

Harish P

People Management

45

100

BenchMark

50

Observation

- The candidate doesn't seem experienced in handling teams and handling their expectations.
- The candidate has average scores on openness to innovation and creative ideas.
- The candidate prefers conservative methods rather than using an innovative approach or being creative.
- The candidate seems highly confident in taking decisions or choosing amongst alternatives.
- The candidate will try to remain moral in situations demanding good and bad conduct.

NOTES TO NOTE:

DETAILED SUMMARY:OTHER COMPETENCIES

Harish P

BenchMark

Enterprising Qualities

39

100

52

Observation

- The candidate appears to be reserved and might face challenges opening up and may not participate actively.
- The candidate has average scores on openness to innovation and creative ideas.
- The candidate is good at taking active steps to visualise and redress issues in the long term.
- The candidate may not always know how to take proactive steps to tackle problems.
- The candidate prefers conservative methods rather than using an innovative approach or being creative.

NOTES TO NOTE:

Competency Assessment Summary

7AS Competency Assessment

» Competency assessment is the most important predictor tool of performance for job fitment. This is based on Pexitics 7AS framework. The framework combines attributes to assess a person's Competency for the proprietary 7AS employability traits and provides it on a Band Scale from low to high. The assessment outcomes mentioned in the report helps in evaluation competencies and their inner scores to understand fitment on a deep level. read the report all through to understand certain competencies and their effects based on individual attributes that add up to the final framework score. Unlike other assessments, we do put a percentage number on a person's competency. However we prefer bands as a evaluation benchmark, which can be improved over time, being a learning and adaptability issue that progresses with maturity.

The Pexitics 7AS Framework - Team, Managerial and Leadership Competency

Team Competency	Managerial Competency	Leadership & Management
Achieving Goals and objectives	Workplace Management	Managing and organising
Team Player qualities	Team Player qualities	Enterprising qualities
Meeting expectations	Meeting expectations	Analysis and Interpretation
Value systems and adherence	Analysis and Interpretation	People Management

Description of Assessment attributes

Achieving Goals and objectives	Achieving goals and objectives for both personal and organisational objectives.
Team Player qualities	Personal attributes that measure attributes for team player qualities at the workplace.
Meeting expectations	Measurement of expectations achievement traits and handling of related attributes.
Value systems and adherence	Adherence of value systems that are core to performance at the workplace.
Workplace Management	Measurement of workplace management attributes for team success under organisational framework.
Managing and organising	Ability to manage and lead teams and handle situations and crisis as a senior resource.
Enterprising qualities	Openness to conceptualise, innovate, enterprising and formulate strategic divisions.
Analysis and Interpretation	Using expertise of logic, quantitative and qualitative analysis and communications.
People Management	The ability to lead teams and manage people. Assesses ability to connect and relate to people and teams as a leader.



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