

You think about goals and achieving tangible results. You are proactive and enjoy getting things done independently. You are quite confident in expressing your opinions as facts, and may tend to often challenge and question others.

You are as steady as a rock, you rockstar! You want to be sure and steady rather than getting into fads and quick gains. You are also soft spoken, reserved and respectful while interacting with others.

You are so zen, friend! You are reserved and shy until people get to know you better. You tend to hold back while expressing your emotion and you do not give away too much about yourself unless you are comfortable with others.

You enjoy being independent, innovative and carve your own path. You also like to take on the full responsibility of your work and results. You do not want to be confined by rules; as conventional traditions are unlikely to bind you.

### HOW CAN YOU USE THIS?

Need a kickstart to prepare for the question - tell me about yourself? Well use these as a base and build by sharing instances and examples of when you this.

Make sure to highlight your strengths and share with recruiters that you strive for unique accomplishments. After all as J.D Robb said, there is no point in playing if winning is not the goal!. Let others know that you enjoy exploring new opportunities and like to have control over tasks and projects. They should know that you enjoy your independence while working towards results.

With so many good qualities, it would be a shame not to let others know about it. While interacting with recruiters and others in your professional network use your patience and listening skills to ensure that you are responding accurately to their questions.

You may come across as reserved but you build trusting relationships that last long. You are very supportive of other people and their goals. You remain calm even in the middle of chaos. Let recruiters / potential managers know about these wonderful qualities.

When speaking about yourself with recruiters / potential managers, you can highlight the following points with instances. You consider life to be one big adventure and are always up to try new things. You are innovative and are not afraid to take risks when and where it is possible to do so.



# Career

We want you to make smart career choices:

You have a sense of independence and responsibility, which means that you will tend to gravitate towards roles where you have the most possible scope for action. You will like to be the proactive one in getting things done.

Look out for careers that provide you stability, predictability, and harmony. You would excel in tasks that can be patiently completed, or seen through from beginning to end.

Opt for a role where you get to spend part of your time doing careful, focused work where deep insights are valued.

Seek careers and roles that encourages you to adapt, solve open-ended challenges and identify different opportunities present in the environment.

## HOW CAN YOU USE THIS?

Spoilt for choice and wondering what would be the best role / career for you? Let us tell you how you can shortlist roles based on your strengths and preferences. This will ensure you have a happy and productive work life! We don't just leave it at that, we even tell you how to use this information while exploring different roles and understanding jobs.

While understanding the role better, look for roles where you can implement ideas and share your opinions. Look for roles that are more hands-on and focused on producing results. Let the recruiter know that you like to focus on the future and the big picture and prefer non-routine, challenging tasks and activities. You are motivated by projects that produce physical, traceable, or tangible results.

Seek roles that require work to be done in a calm, stable, and steady manner. Roles that are consistent are the ones best suited to you. Look for roles that require patient concentration. You are more likely to be in roles and organisations long-term, so ensure that these are places you would like to be and that provide enough growth opportunities.

Being introspective, seek roles that require you to probe and get to the depth of what matters. Roles that allow you to be more analytical and matter-of-fact in your interactions with others are likely to be more suitable for you.

Steer away from roles and organisations that are strict or those who have a rigid structure. Seek roles that give you freedom to be creative. Every organization needs rules and controls, but you would flourish in roles and organisations that do not tie you down with precedents.



# Passion

We found out the perfect working environment that draws out and nurtures your passion while at work:

You are passionate to work in roles that adapts to new challenges that have gripped the market, and also look at gaining a competitive advantage at every level.

HOW CAN YOU USE THIS?

We have identified the work environment that is best suited for you but not only that, we are also sharing how you should use this information. It is important to use this information while exploring different roles and understanding what kind of environment it operates in, to make sure your passion at work is not dimmed but shines brighter.

Gain a better understanding of the environment that the role operates in, do this by understanding that you are energized in environments that are demanding and that encourage healthy competition.

Look at the organisation website and company profile and find out how quickly they are getting to market with innovative products and services. Try and network with employees of the organisation and ask about how they are challenged positively by the organisation on a daily basis?



# Purpose

Do you know what your purpose is at work?

You are decisive when taking action, quick and firm when making them. You ensure that your organization is successful as you have strong service orientation. You probe and analyse information to get the best out of it. You enjoy innovating when experimenting with new ideas.

HOW CAN YOU USE THIS?

Ever wondered what your superpower is? Well, we were able to find out your work strengths. We also got your back and have thought through how to use this information. You need to be aware of your strengths but also you need to make sure you let recruiters and managers know what you bring to the table.

Narrate a scenario and let the recruiters/ others know how you are driven and goal-oriented by giving them real life examples of when you did this – maybe you headed a project that did extremely well or proactively took on a challenge that no one else was willing to do?

Tell them about how you like to work with teams harmoniously; do this by providing instances where you were able to get the consensus of a group by listening to their issues and reconciling the conflict.

Narrate a scenario and let recruiters/ others know about you like collaborating alongside people that you know and trust. Tell about some instances where you were able to analyse and probe issues and connect the dots that others missed.

Tell them about all the small and big inventions that you have developed! What triggered the idea for the innovation; what did you do? What are the risks that you took? How was the innovation impactful in society/ with others?

# Competencies

Get an understanding of where you stand when it comes to your competencies at work. These are what will determine your success and growth in an organization.



● STRENGTH ● DEVELOPMENT AREA

INTERPRETATION

Keep honing your strengths while ensuring that the areas of improvement are also simultaneously worked on. For a better understanding, please go through the information provided at the end of this report. You can also supplement this by referring to the plethora of additional reading material available online.

# Work Intellect

While work competencies are critical so is the understanding of your agility at work; your work intellect helps you decipher the quality of the tasks and activities that you will thrive on and the kind of roles that will get the best out of you.

## INTERPRETATION

You have the ability to evaluate and process complex information and are more likely to thrive in an intellectually stimulating environment. You get accustomed quickly to novel situations and are well suited to roles that require independent thinking, problem solving and interpreting complex information.

Look for roles that:

Have tasks that are not repetitive/ monotonous

That have a wide set of problems and challenges that are incremental in nature and need to be solved quickly

Keep you constantly challenging yourself with the need to learn and develop faster and quicker to ensure success in all outcomes



# Developmental Guidelines

## Development Area:

You may be perceived as always telling others what to do at work. At times you may come across as controlling and your enthusiasm towards getting the desired results; may make you overstep authority. Your passion and conviction in your ideas may lead to disagreements and arguments which may reach a dead end if you are unwilling to compromise. Your drive to succeed may lead you to take on too many things at once and you may spread yourself too thin.

You may be overly agreeable and may put others' needs before your own as you give a lot of importance to positive personal relationships. It may not be easy for you to juggle different tasks and establish priorities and this may slow you down in others eyes. It may not be the easiest for you to take criticism and this may lead you in keeping grudges.

You may be perceived as a reserved and aloof person, and this could lead to unnecessary friction and ego clashes with others. As you like to take your time in knowing people around you may lose out on the opportunity that comes with quick rapport building and networking.

For you the end goal is more important than how you get there. You may tend to challenge rules even though they could be valid and important. You may dislike working with too many details and struggle with giving these details enough attention. You prefer working unconventionally and may find it difficult to conform to teams that are more traditional in their approach.

## HOW CAN YOU USE THIS?

While you prefer being in charge, be mindful while working with others and do not overstep your authority. Be more actively attentive to other team members' ideas and strive for consensus instead of making decisions alone. Instead of making only broad, decisive statements, be careful to explain the "whys" of your proposals and decisions. Be more cautious while understanding and working with detailed instructions.

While you like stability, try to step out of your comfort zone. Be more flexible and try and do things with a sense of urgency. While you are an excellent listener, be aware of others and be more communicative and express your thoughts, opinions, and feelings in situations.

Build rapport with others quickly, take small baby steps in doing this by finding the friendliest person in the crowd; approach this person smile and start a conversation. Be more verbal and talk about something – perhaps a hobby/ sport you like that helps others to get to know you and quickly make a connection with you.

Understand why the rules and regulations are in place? Delve into the details and investigate and perhaps then challenge them or make them better. Risk taking is good for innovation but also take the time to weigh the pros and cons of the same to ensure the most productive outcomes.