

Your Orientation Style

What is Orientation Style?

Orientation style identifies what an individual is driven by. Understanding the orientation style will help you with career decision based on your dominant style of interaction with the surroundings.

Your Dominant Style



People Orientation

The scores obtained on this style inventory indicate that you are people-oriented. This means that you like to interact with people and have an understanding of their problems and needs. You are drawn more to seek close relationships with others. Your style indicates that you will be good in tasks in which you have to lead, direct and persuade others. You cooperate well with others and can express yourself clearly. You make friends easily and are observed as trustworthy, social and helpful at the workplace.

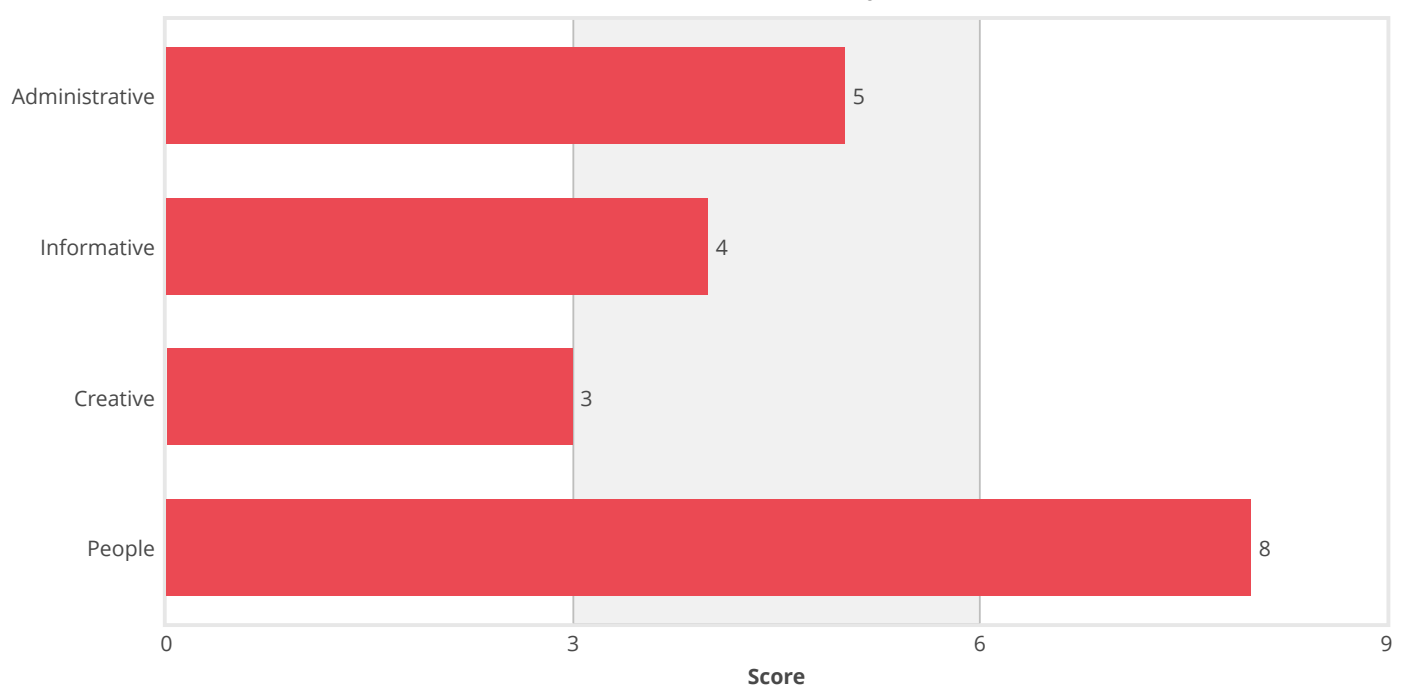
Your Secondary Style



Administrative Orientation

The scores obtained on this style inventory indicate that you are administrative orientated. This means that you are good with work tasks in which you have to deal with facts, number, records, files and data. You prefer to work in an organized systematic manner paying close attention to details. You would be good in tasks which require a high sense of responsibility and rule-abiding norms. You are good in perceiving the practical aspects of problem and solving it through rulebooks and guidelines. You may be observed as being practical, realist and organized at the workplace.

Your Orientation Style



Your Interest

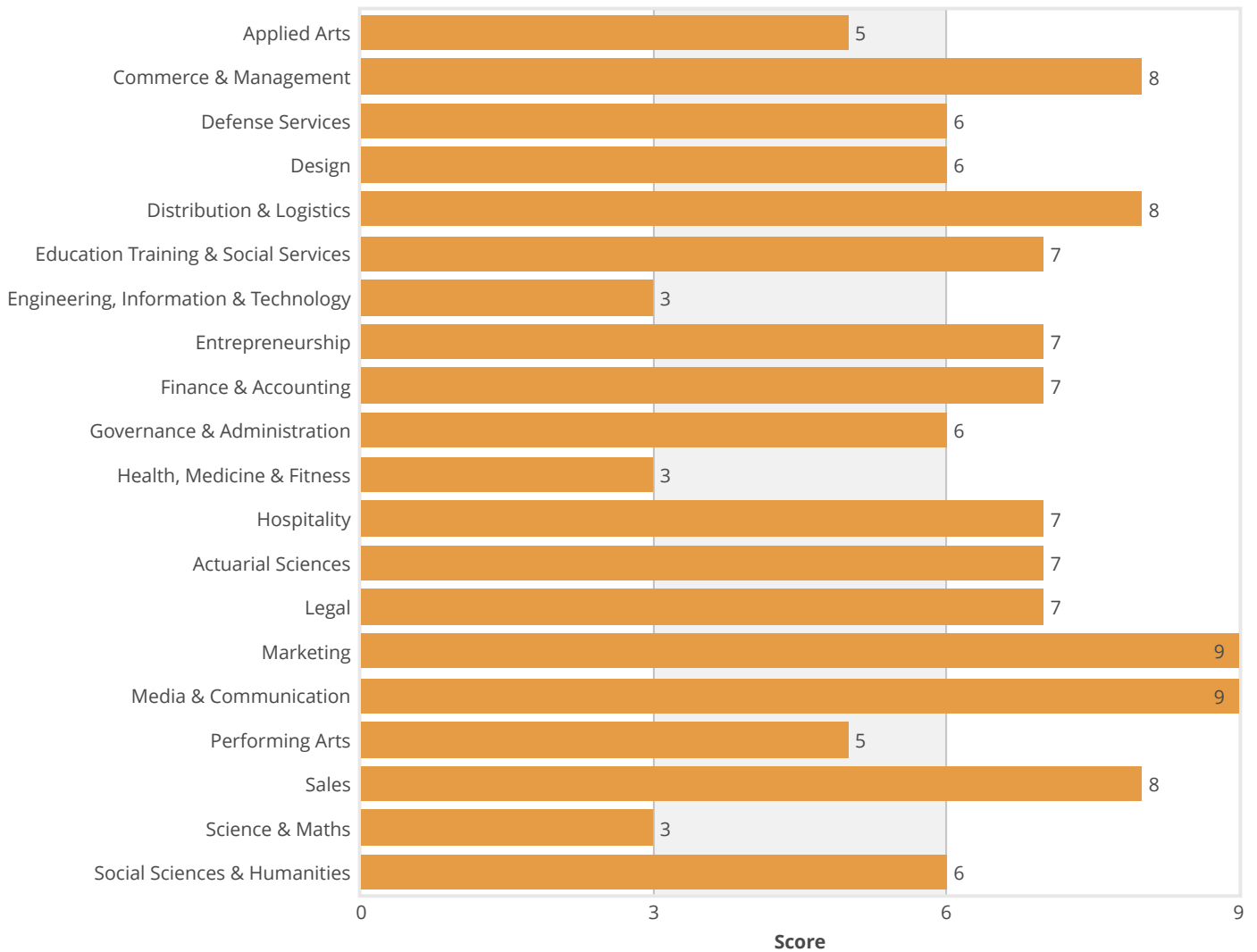
What is Interest?

Understanding your Interest will help you identify what work areas excite you and helps you identify career options which are personally rewarding. Interest assessment explores your interest across multiple career options to find the right match which shall keep you engaged.

Your Dominant Interest Areas



Your Interest



Your Personality

What is Personality?

Understanding your Personality will help you identify your consistent behavior patterns. Every individual is different due to their unique blend of attributes. Personality assessment identifies what career options suit your style and match your personal attributes.

Your Dominant Personality Traits



Team Work

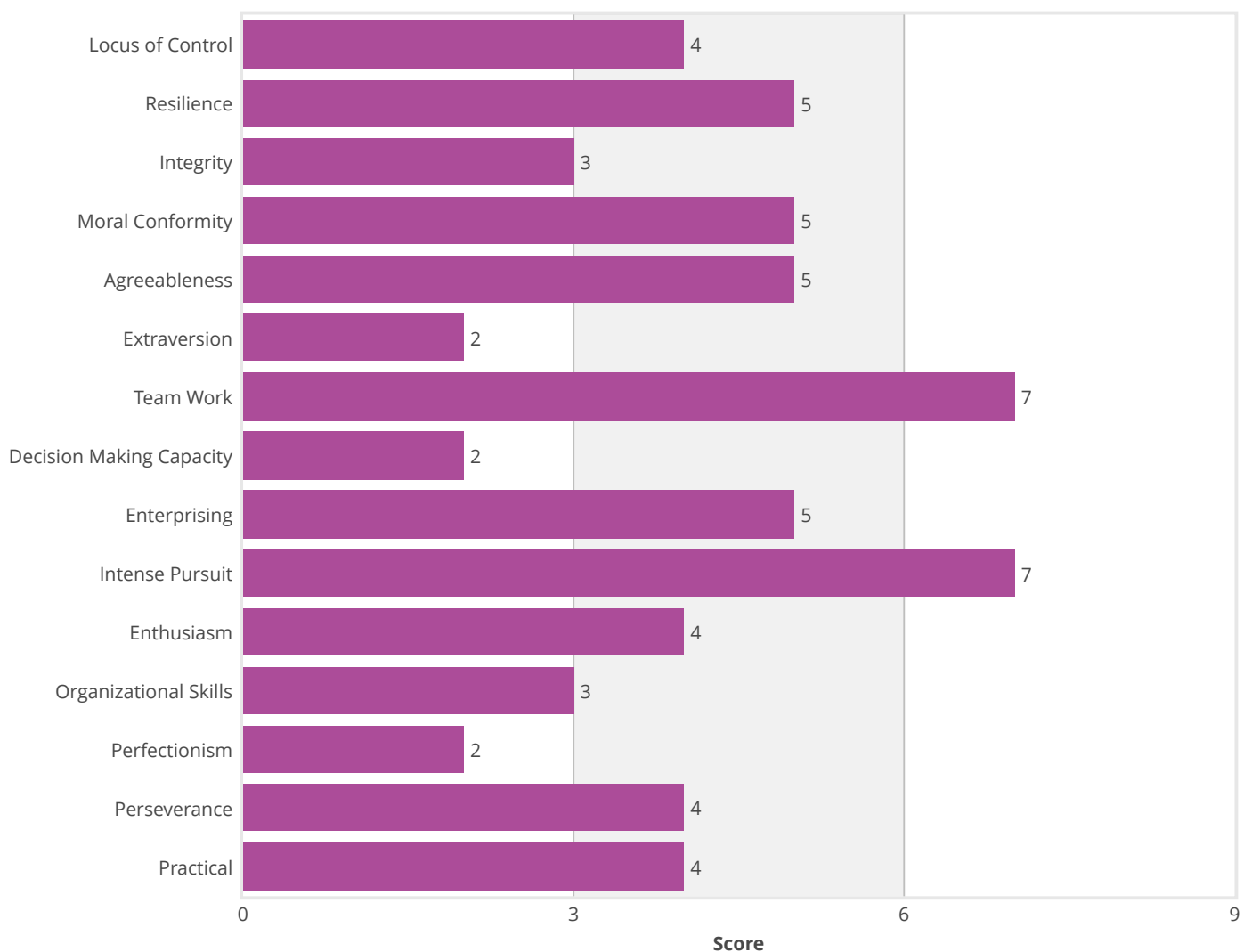


Intense Pursuit



Agreeableness

Your Personality



Your Personality in Detail



Locus of Control

1 2 3 4 5 6 7 8 9

Meaning

Locus of Control is the individual's perception of the power they have over events that happen in their lives. People with this trait believe that they have control over their own destiny and are convinced about their own skills

Expert Analysis

You feel that all your abilities, skills and reinforcement are dependent on your luck and external factors. You feel better when you get directive from others, as your decision-making may be low which makes you less of a leader and more of a follower. You are not very good in situations where initiative is to be taken and your dependency is high making you less independent in nature

Development Plan

You can improve your internal locus of control through following strategies -:

- **Be assertive:** You have to start speaking up your mind and take responsibility for your acts as blaming others would not work in life.
- **Develop trust:** After understanding your strengths, you have to start trusting yourself. Believe in whatever you do or perform. Strong level of trust in oneself makes a person confident and composed.
- **Stop being judgmental:** Stop judging all your actions and go easy on yourself. Demanding too much sometimes leads to drainage of strength and hence failures.
- **Be relaxed and rejuvenate yourself:** Sometimes too much of stress to excel leads to panic and then everything you work on gets spoiled. Take timeouts to start regaining confidence in yourself.



Resilience

1 2 3 4 5 6 7 8 9

Meaning

Resilience is the ability to pursue chosen path despite stress, high- risk status, challenges and hardships

Expert Analysis

Your responses indicate that though you have difficulty in stressful situations but sometimes you tend to handle it well. You may struggle in adapting to varied circumstances and sometimes may falter in sticking to your tasks or schedule. This makes you less productive in high stress situations and it becomes difficult for you to bounce back from setbacks or failures

Development Plan

You can improve your resilience by using the following strategies -:

- **Learn to be more flexible.** It is always better to embrace change and adapt as per the requirements. It helps in handling stress in a better manner and work more effectively.
- **Be optimistic & do not lose hope.** It is always better to be optimistic during hardships. A sense of optimism helps in dealing with difficult situations.
- **Learn to tackle your problems step by step.** Think of taking small steps while resolving problematic circumstances.
- **Develop a strong social network.** Being with people that are supportive and encouraging can be very helpful in facing hardships

Your Personality in Detail



Integrity

1 2 3 4 5 6 7 8 9

Meaning

Synonymous with honesty, principles, sincerity, scruples; integrity means being honest and living by universal principles of right and wrong

Expert Analysis

You are low on integrity and you have a issue in establishing set ethical norms for your different dimensions of life. You perceive rules are not that important and live your life on practical terms and values. You can break the rules if they are not convenient for you. You put your own personal gains above set ethical norms

Development Plan

Think of working on following strategies to improve on your integrity levels:

- **Right vs. Wrong Dilemma:** You should learn how to develop the difference between right and wrong and how you can deal with conflicting situations.
- **Place a rule book in your life:** Start afresh with new norms in your life. Begin with simple tasks and complete them on set timelines and gradually move to the bigger tasks. Give importance to set rules and strictly follow those rules. Be aware of your decisions and recognize your mistakes and try to not repeat them in future.
- **Accept ups & downs:** You should have courage to accept your failures along with appreciations for the achievements regardless of the person providing the feedback.



Moral Conformity

1 2 3 4 5 6 7 8 9

Meaning

Moral conformity implies standing by your principles & code of conduct rather than matching attitudes, beliefs, and behaviors to group norms so as to fit into the group

Expert Analysis

Your attitude and behavior is tilted towards what others believe rather than sticking by your principles of morality. You don't mind ignoring your own values to fit into your peer group. Though you believe in the society, cultural norms, rules, and interests of the society but on various counts your acts are not in conformity with the societal norms and consensus

Development Plan

You can work on following strategies to work on improving moral conformity levels:

- **Be Assertive** –Make an attempt to put forward your point of view with conviction
- **Think of Long Term Impact** – Avoid short term gains or giving in to temptations
- **Right Associations** - Form Associations with people who have clear understanding of right and wrong
- **Learn to say 'No'**- Saying 'No' will not spoil your relationships with others, rather it will make help you make meaningful & stronger relationships.

Your Personality in Detail



Agreeableness

1 2 3 4 **5** 6 7 8 9

Meaning

Agreeableness is the ability to sympathize with others, trust them and be warm, concerned and cooperative towards them

Expert Analysis

You are not very optimistic about human nature. You believe that excepting few, people are generally not trustworthy, considerate or cooperative. You believe that self-interest should take precedence over the social interest in most situations. You may find it hard to genuinely empathize with most people. You easily get into conflicts with others and may find it difficult to maintain social harmony

Development Plan

You can increase your agreeableness level by using following strategies:

- **Try to see things from perspective of others:** This will help you better understand the behavior of other people and also the reasons why they behave in certain ways. Also check on how you would have reacted in a similar situation.
- **Accept that all people are different:** Rather than competing with others and suspecting their intentions, it is better you understand that everyone is unique. This will help you to accept different viewpoints and also maintain social harmony.
- **Different people different voices:** Everyone has a point of view which needs to be respected. Listening to these voices will help you to sympathize with them



Extraversion

1 **2** 3 4 5 6 7 8 9

Meaning

Extraversion is the ability to talk easily to others, assert viewpoints and prefer working in groups, rather than working alone

Expert Analysis

You prefer to spend time alone rather than being part of any social gathering. You find it very hard to approach strangers. You prefer working alone rather than in a group. Expressing opinions in the presence of others is very difficult for you

Development Plan

You can look to increase your extraversion level by using the following strategies -:

- **Developing interpersonal skills:** Try to communicate with people around you. This might be difficult at first, but you can keep trying and soon you will learn how to initiate a conversation and how to go about the whole process of communicating and sharing your views.
- **Find social activities you enjoy:** Sign up for hobby classes or volunteering activities or associate with new groups of people. Its easier to connect with people if you have a shared interest.

Your Personality in Detail



Team Work

1 2 3 4 5 6 7 8 9

Meaning

Team work implies including not only your views but also the views of others while working towards a common goal. It involves working collaboratively with people and maximizing the team output

Expert Analysis

You have an excellent ability to work collaboratively within a group in order to achieve a common goal. You strongly believe in partnerships and find it very easy to relate to others. Your outstanding communication skills allow you to effectively communicate with others as well as to develop and maintain good relations with them. While taking a decision, you consider not only your own views but also that of others. All such qualities help you to work in harmony with others

Development Plan

You have scored well in this trait



Decision Making Capacity

1 2 3 4 5 6 7 8 9

Meaning

Decision making capacity is the tendency to choose effectively from alternatives through reasoning and critical thinking

Expert Analysis

Your responses reveal that your decision making capacity is quite low. You find it difficult to take decisions in normal as well as in the conflicting situations. Even small problems may look like a great challenge at times. Your decision making capacity makes you unpredictable at times and you may not be able to take decisions in a confident manner

Development Plan

You can work on decision-making skills by using the following strategies:

- **Learn from others.** You can learn from people who are skilled or good at decision making. Learn techniques from these people, and then apply them using your own thinking.
- **You can start with normal situations and then go bottom up.** Take decisions first for ordinary situations and then move towards conflicting situations.
- **Learn from your mistakes:** Be attentive toward small mistakes and try not to repeat those mistakes in future. Also learn from the mistakes of others and apply them in your life.

Your Personality in Detail



Enterprising

1 2 3 4 **5** 6 7 8 9

Meaning

Enterprising is being assertive, confident, high on risk-taking capacity, and having the ability to persuade others

Expert Analysis

You do take initiative to perform tasks but you lack the assertiveness needed to put across your ideas and thinking. You are not much of a risk taker and enjoy being in the zone of comfort and safety. You like being a follower rather than a leader. This does not mean that you do not stand out in situations or groups; it just means that you prefer doing things the conventional way and hence the creative and novel aspect in problem solving is less

Development Plan

You can improve your enterprising skills through the following strategies:

- **Be willing to admit and learn from failures and weaknesses:** No one is perfect, and everyone makes mistakes. The most successful person is one who knows that the key to success is not in avoiding failures, but to learn from them. You should continue to improve yourself in every possible way.
- **Being confident:** Learning about any area/domain in detail helps you to become confident in that particular area. You can start by learning more about your hobby.
- **Maintain a positive attitude:** With a positive attitude, you are looking at the bright side of life. People are naturally attracted to you when you have a positive attitude. By being positive, you will lead a happier life, as well as be surrounded by other positive people.
- **Being passionate:** You need to be passionate about the work you do. Passion is contagious and it helps you in persuading others.



Intense Pursuit

1 2 3 4 5 6 **7** 8 9

Meaning

Synonymous with dedication, devotion & zeal; intense pursuit is having a clear intention, aim, interest, commitment and strong desire to pursue on a chosen path

Expert Analysis

You are very determined and have a strong will power. You are very passionate about what you choose, and tend to devote all your energy and time to it. Your pursuit of goals is full of unmatched commitment and zeal despite various ups and downs. This quality of being focused in achieving your goals helps you make constant efforts until you reach your goal. Your ability to be intensely absorbed in your pursuits enables you to keep trying and making continued efforts until your goal is achieved

Development Plan

You have scored well in this trait

Your Personality in Detail



Enthusiasm

1 2 3 4 5 6 7 8 9

Meaning

Synonymous with vitality, spiritedness & vigor, enthusiasm is having abundant or intense energy and curiosity to gather knowledge

Expert Analysis

You are not very enthusiastic to gain more knowledge from your surroundings. You tend to avoid new experiences and do not feel very energetic in general. Your energy levels are low most of the times and you are reserved in your interaction with others. If at the start of a project or goal you meet with setbacks, you may feel the urge to give up. This restricts you from questioning about your surroundings and consequently seeking answers

Development Plan

You can increase your enthusiasm by using following strategies:

- **Develop a sense of humor:** People with high enthusiasm, have a contagious sense of humor. Sulking about your life will further lower your spirits. Start looking at your problems as opportunities for new learning and experiences. When engaged in heated arguments, try to use humor to lighten the situation.
- **Start questioning:** You need to question the various happenings around you. This will help you to make efforts to seek answers to those questions. Do not hesitate to question and remember that nobody knows everything.
- **Healthy Lifestyle:** If you are exhausted, with too much work, it is impossible to radiate enthusiasm. Take frequent breaks between your work schedule and have adequate sleep at night. Take a balanced diet along with physical workout on regular basis



Organizational Skills

1 2 3 4 5 6 7 8 9

Meaning

Organization skill is the ability and style of an individual to structure plan and meet their goals in a systematic manner

Expert Analysis

Your tendency to not work in a systematic and coordinated way puts a lot of stress on you when it comes to achieving tasks in a specific period of time. You are unable to utilize your time, energy, and resources, in an effective manner and therefore not able to meet your goals at times

Development Plan

You can improve your organization skills by using the following strategies -:

- **Set specific & realistic goals.** This will help you in being more systematic and efficient, which will enable you to achieve set tasks.
- **Prioritize your work.** Learn to understand the difference between tasks that are highly important and need to be done immediately and the tasks that can be done later. This will help you do your work on time and not be stressed.
- **Set proper timelines.** When you start a task, set a realistic timeline for the completion of your task. This will make you more systematic and help you to be more structured in doing your task

Your Personality in Detail



Perfectionism

1 2 3 4 5 6 7 8 9

Meaning

Perfectionism is the desire to strive for flawlessness and set high standards of excellence

Expert Analysis

Your score stands for a minimal desire to strive for high standards of excellence. This means that you are often careless about your task and don't feel responsible for your own work. You are generally casual about the things happening around you. All such things interfere in your performing the task in an efficient manner. You are more interested in completing the task rather than the quality of work and hence tend to use short-cuts while doing the task

Development Plan

You need to develop a sense of high standards of excellence. You can do this by:-

- **Detailing:** Break down a task into smaller steps and pay attention to minute details in every step. You can reward yourself for successfully completing every step with perfection.
- **Evaluate your performance:** Be honest while evaluating your performance and work on the areas wherein improvement seems necessary.
- **Set high standards:** You should make an attempt to set high standards of excellence for yourself. This will motivate you to work hard and ultimately perform better



Perseverance

1 2 3 4 5 6 7 8 9

Meaning

Perseverance is the determination of an individual to complete a task, irrespective of the obstacles

Expert Analysis

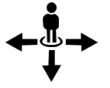
You tend to get influenced with failures and find it difficult to start again. You often see obstacles as barriers towards success and may underestimate your own potential to overcome them. Inadequate stress coping strategies interfere with your determination for work. You are often unable to deal with delays in success. You do have the potential to strive and reach your goals but low self esteem impacts your persistence

Development Plan

You can improve your perseverance levels by using the following strategies:

- **Strengthen the belief that nothing is impossible.** Everything is possible if you make constructive efforts to achieve it.
- **Running away from problems is not a solution.** Facing them and dealing with them will help you find a solution.
- **Learn from Failures.** Learning from failures rather than just getting emotionally driven will help build perseverance. A clear focus on the goal and ability to continue the pursuit should lead to success.
- **Create alternatives.** Try and use unconventional problem solving approach, whenever faced with dynamic situations and new complexities.

Your Personality in Detail



Practical

1 2 3 4 5 6 7 8 9

Meaning

Synonymous with pragmatic, real & hands-on; practical is being more concerned with practice than theory

Expert Analysis

You tend to hold on to theoretical assumptions and do not focus too much on its practical application. You may lose efficiency as a result of the gap between theory and practice. You also have a tendency to dismiss the role of experience and focus more on achieved qualifications. You may have many interesting ideas but they may lack realistic application

Development Plan

You can improve your tendency of being more concerned with theory rather than with practice by following certain strategies such as –:

- **Try it out** - Hands on experience will help you in testing of assumptions and your own belief.
- **Visualize reality** - Try to visualize the practical aspects of theories in day to day situations.
- **Challenge the status quo** - Don't go by pre-set standards or assumptions. Try to challenge the existing way of doing things.
- **Functional Connect** - Develop a functional connect between theory and its practice so as to have a more realistic understanding.

Your Aptitude

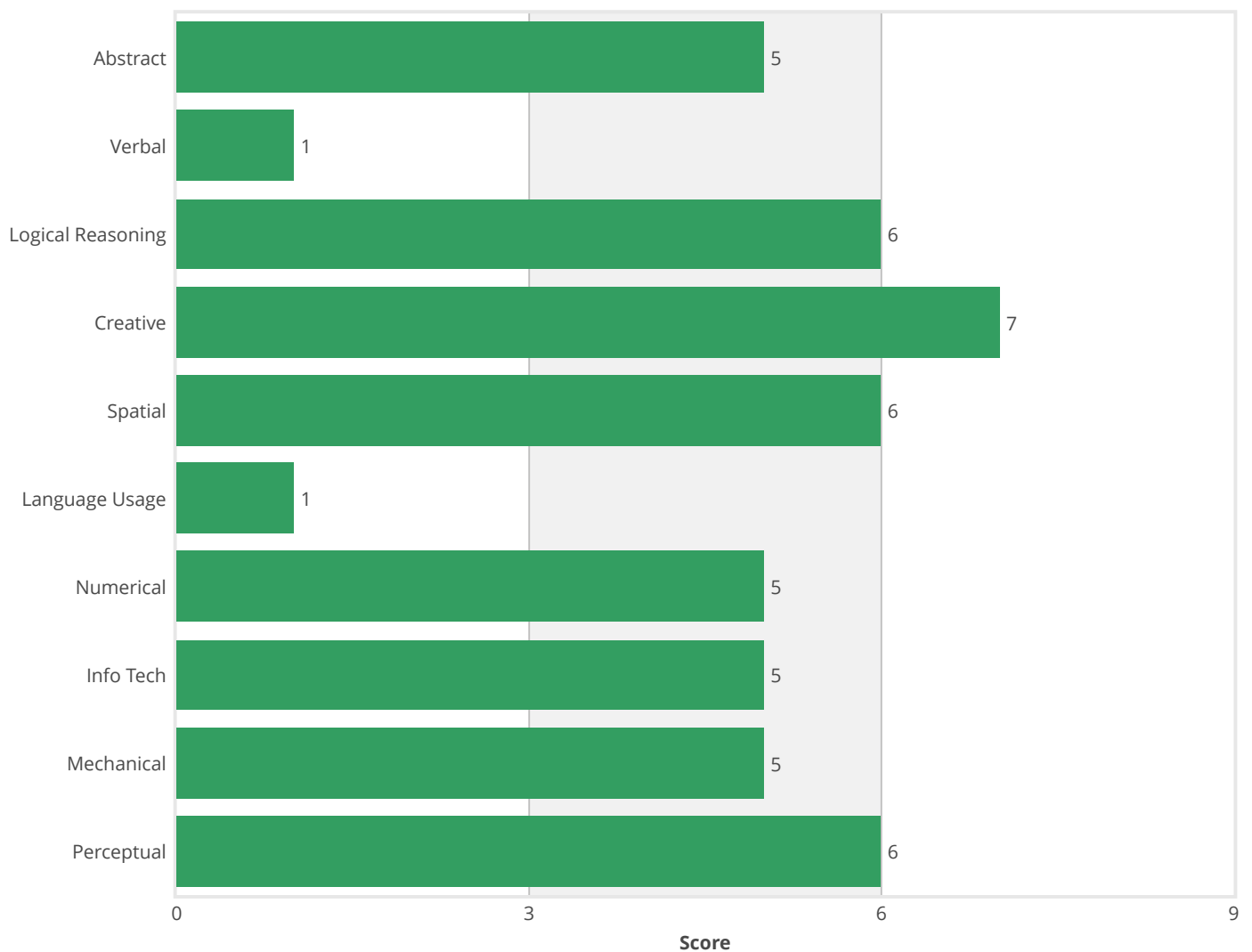
What is Aptitude?

Understanding your Aptitude will help you explore your innate strengths. Every individual has a unique area of expertise and their own forte. Aptitude assessment predicts what is your innate ability and potential and helps you find career options that are in sync with your aptitude.

Your Dominant Aptitude Strengths



Your Aptitude



Your Aptitude in Detail

* Abstract

1 2 3 4 **5** 6 7 8 9

Meaning

Ability to work with new concepts, abstract ideas & recognizing patterns and similarities

Expert Analysis

Your scores reflect that you are moderately skilled at working with new concepts, abstract ideas and recognizing patterns and similarities between them. Your scores also indicate that you are able to recognize the similarities and differences between ideas, or concepts which are not necessarily related at an average level. You are able to work out new concepts and deal with abstract ideas in most cases

Development Plan

Abstract aptitude can be developed by adopting following strategies:

- **Abstract ideas and concepts:** Give yourself a regular exposure to abstract ideas and concepts. Repeatedly examining information presented in abstract forms in books and newspapers will help you to develop a capacity for handling abstract information and looking for patterns. Try and solve puzzles, games and other forms of analytical material to enhance abstract way of thinking.
- **Patterns and relationships:** Purposefully seek patterns and relationships in things around you for enhancing abstract aptitude and outlook. You should also practice creating diagrams which represent relationships, connections and sequences

A Verbal

1 2 3 4 5 6 7 8 9

Meaning

Ability to comprehend words and sentences and deduce meaningful relationship from them

Expert Analysis

Your scores indicate that you are not very skilled at understanding word relationships and interpret detailed written information. You are often unable to absorb information without losing concentration or feeling left behind in a conversation. This puts you at a disadvantage while trying to analyze relationships among parts of sentences or recognizing relationships among words and concepts

Development Plan

You can use the following strategies to improve your verbal skills:

- **Reading:** You can start reading and analyzing texts, articles and newspaper columns. Challenge yourself with more and more complex material and continue even though you seem to be making little progress because over time, it will show results.
- **Drawing conclusions and inferences:** Try to deduce relationships among various components of the reading material. Try to look for relationships and patterns, drawing conclusions and making inferences.
- **Memorizing word-meanings:** Consciously memorizing word-meanings regularly will also help in broadening your vocabulary base.

Your Aptitude in Detail



Logical Reasoning

1 2 3 4 5 6 7 8 9

Meaning

Ability to identify and isolate components of an argument to arrive at a complete inference and reach a conclusion

Expert Analysis

You have an average ability to apply logical reasoning to solve problems. At times you find it hard to detect the stronger arguments from the weaker ones. At times when you cannot find logical reason to support your stand, you may lean on emotional reasoning or rely on instincts

Development Plan

You can develop logical reasoning by practicing following strategies:

- **Play mind games:** You should try playing mind games such as chess, Sudoku, word games and other mystery games and puzzles that are easily available online. This will give you an understanding of the patterns and their individual elements and will help you in developing logical reasoning.
- **Practice & Perform non-routine tasks:** You should regularly practice open-mindedness and must make conscious attempt to figure out relationships among related or unrelated stimuli. Read books on logical reasoning and improve your skills by practicing a wide range of problem types.



Creative

1 2 3 4 5 6 7 8 9

Meaning

Ability to develop novel and diverse ideas and solutions for a given problem

Expert Analysis

Your scores reveal that you have high capacity to develop new and diverse ideas and solutions for a given problem. You are able to look at the creative side of things more often than others. You like to have a fresh perspective to things and hence, try to innovate most of the times. You do not believe in going strictly by the rules and like to have alternatives wherever possible

Development Plan

You have scored well in this trait

Your Aptitude in Detail

Spatial

1 2 3 4 5 6 7 8 9

Meaning

Ability to manipulate shapes in two dimensions or to visualize three-dimensional objects presented as two-dimensional pictures

Expert Analysis

You have an average understanding of spatial relationships among objects. You are averagely skilled at mentally visualizing and manipulating objects in three-dimensional space. You are able to visualize and mentally rotate objects presented to you in two-dimension to understand it at a three-dimensional manner at an average level

Development Plan

There is a possibility to enhance your spatial understanding through practice, training, and leaning. You can use the following strategies in order to increase your spatial aptitude:

- **Studying Geometry:** Studying geometry has been found to improve spatial visualization skills. Pick up some good geometry textbooks and try to solve questions related to shape, size and relative positions of figures.
- **Games and Activities:** Pursuing certain activities such as Lego building (including computer versions), photography, doing jigsaw puzzles, playing chess, drawing, geography, studying origami, practicing visual memory games or playing computer games like Tetris can help to improve your ability at spatial visualization.
- **Practice Visualization and Spatial Thinking:** Regularly exposing yourself to three-dimensional spaces and environments along with paying conscious attention to these spaces can be of great help to develop spatial aptitude. This should progress from actual physical environments to the diagrammatic representations of these spaces

Language Usage

1 2 3 4 5 6 7 8 9

Meaning

Ability to understand and use words along with the grammatical rules and structures to produce meaningful-novel sentences

Expert Analysis

Your scores indicate that you are not very skilled at understanding and using words and the grammatical rules and structures to produce meaningful and complex sentences. This also means that you find it difficult to detect errors in grammar, punctuation, and capitalization

Development Plan

Language usage can be enhanced by adopting following strategies:

- **Reading:** Reading extensively enables you to develop an understanding for the components and structures of the language along with developing an understanding of its rules. Read material even on those areas which do not interest you. Slowly progress from easy to more challenging reading material.
- **Writing:** Writing, on the other hand, opens you up to formulating newer combinations of words and putting words to creative uses. Gradually start writing on a wide variety of topics and subjects.
- **Listening:** Listening to the language also improves your language aptitude. Regularly listen to English news or even English songs to enhance your language aptitude.
- **Use of Dictionary:** Develop your vocabulary by regularly using dictionaries and thesaurus. Developing a sound vocabulary base is essential for developing language aptitude

Your Aptitude in Detail

Numerical



Meaning

Ability to quickly grasp mathematical functions and to use them to analyze and solve mathematical problems

Expert Analysis

Your ability to deal with numbers is average. You are quite confident with your basic arithmetic abilities; however, with higher mathematical functions you may face some challenges. You are able to manipulate numbers with ease, however, with increased pressure you make mistakes and your ability to manipulate numbers diminishes

Development Plan

You can develop numerical ability by adopting following interventions:

- **Mental Imagery:** You have to try making mental imagery of the problems in terms of the numerical values of the elements involved in the problem. Constant effort will be helpful in enhancing numerical/ mathematical ability.
- **Practice and increase comfort with numbers:** You must progressively keep taking different tests on numerical ability to know your current level and further try to progress to a higher level.
- **Computer-simulated mathematical games:** You can try different computer applications, games and mobile apps that are known to enhance numerical ability

Info Tech



Meaning

Ability to grasp and use principles and concepts of technology and computer programs to solve problems

Expert Analysis

You have an average understanding of the principles and concepts of technology. Your responses indicate that you are aware about the basic computer programs and its applications. You are moderately comfortable when it comes to handling computer software. Your awareness about latest technologies and software is average. You have to put some effort in order to learn the working of new gadgets or software

Development Plan

You can develop info-tech aptitude by following the given interventions:

- **Joining a computer course/program:** One of the best ways to develop and enhance info-tech aptitude is by joining a basic computer course and later on doing an advanced-level program
- **Exposure to technology, computer programs and applications:** You can develop the info-tech aptitude by extending your exposure towards technology, various computer programs and applications. Try and get hands on experience of various applications with different features.

Your Aptitude in Detail



Mechanical

1 2 3 4 5 6 7 8 9

Meaning

Ability to grasp and use mechanical concepts and principles to solve problems

Expert Analysis

Your ability to understand and apply mechanical concepts and principles is average. You could easily grasp and apply mechanical principles with which you are familiar. However, you are not very confident of applying your mechanical knowledge to new challenges or problems. With adequate training and effort, you can improve your mechanical aptitude

Development Plan

You can think of developing mechanical abilities by adopting following strategies:

- **Developing sense of physical world:** You should be observant to perceive the physical world around and understand the principle through practical demonstration. You may take coaching or practical science training in subjects like Physics.
- **AV media and 3-D programs:** You can take help of the audio-visual media with 3-D programs to understand scientific principles in depth and learn to apply them to real world problems.



Perceptual

1 2 3 4 5 6 7 8 9

Meaning

Ability to accurately and quickly compare similarities and differences among sets of pictures, patterns, objects, letters or numbers.

Expert Analysis

Your ability to recognize, learn and recall pattern is moderate. At times you may face challenges with recalling a pattern among several patterns available. You have an average reaction time to respond to external stimuli of varied nature like pictures, patterns and objects. In pressure situations, you may be unable to make decisions and identify the patterns crucial to solving the problem at hand

Development Plan

You can develop perceptual speed aptitude by following the given interventions:

- **Computer/ Mobile games:** You should try various games that require speed and precision. Computer applications that are known to enhance perceptual ability can be used on regular basis to progressively increase your ability.
- **Be alert and show presence of mind:** You should consciously try being alert and keep presence of mind. Be very vigilant of the information in your surrounding environment and show interest in it. Use connecting dot strategy where you can apply information learnt from one aspect to the other to quickly understand the meaning of events around you

Your Emotional Quotient

What is Emotional Quotient?

Understanding your Emotional Intelligence will help you understand your effectiveness in social situations. Emotional Intelligence assessment identifies how well do you recognize and handle your own emotions and interpersonal relationships.

Your Dominant Emotional Quotient Strengths

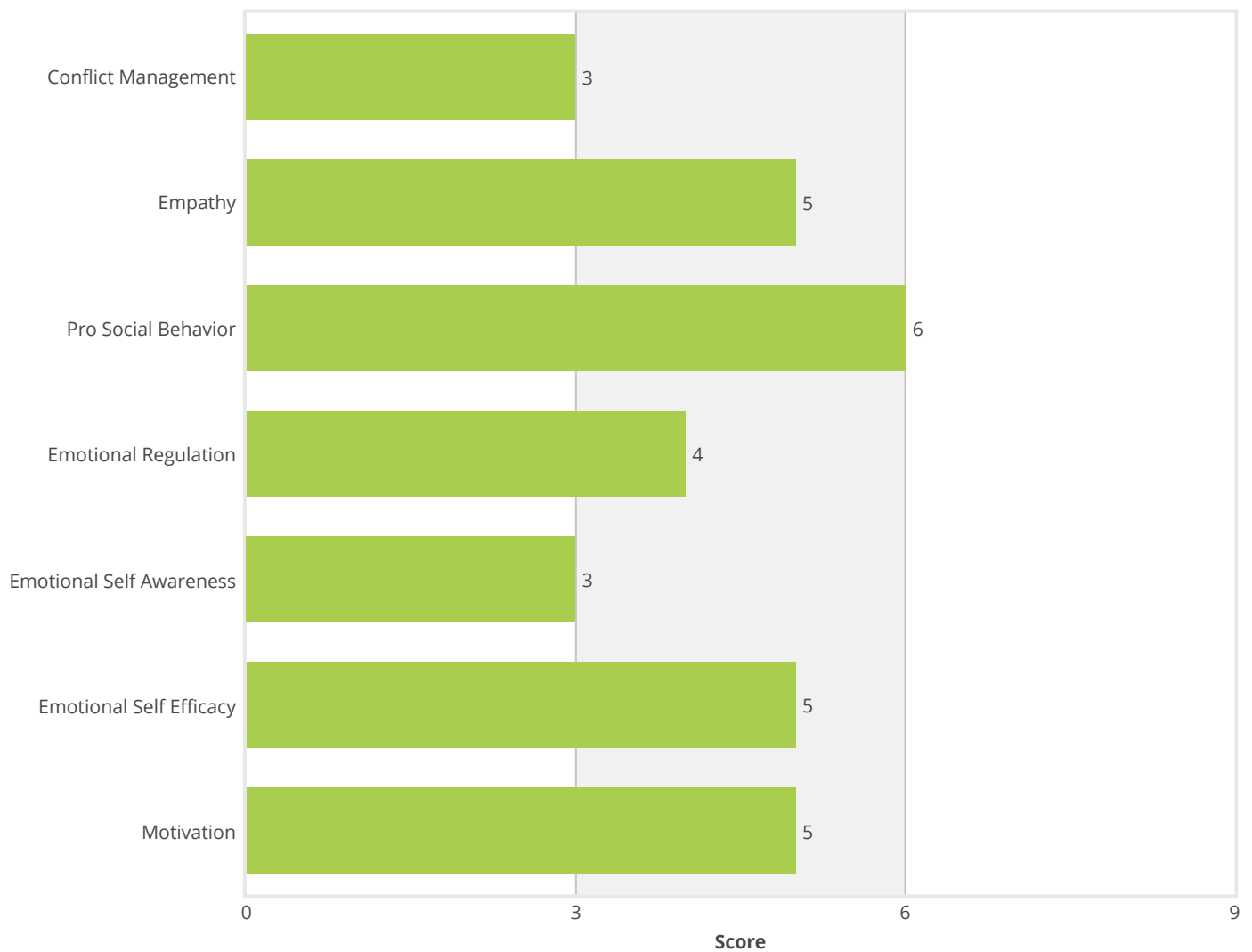


Pro Social Behavior



Empathy

Your Emotional Quotient



Your Emotional Quotient in Detail



Conflict Management

1 2 3 4 5 6 7 8 9

Meaning

Ability to resolve conflicts through negotiations

Expert Analysis

Your score means that you have a tendency to become rigid in your opinions. You find it hard to see, how the opinions of others can be right, alternatively, you are convinced that your view is only the right one. You are unable to empathize with the needs of others. Your response in an intense conflict is characterized by anger, hurt and resentment. You have pessimistic expectations with regard to the outcome of the conflict and become fearful and avoidant of conflict in general, as you perceive them to end in bitter confrontations. Conflict resolution is a stressful process for you and as a result of excessive self concern, you do not pay attention to the feeling of others

Development Plan

You can improve conflict management by using the following strategies

- **Wait and watch:** You can choose to wait for a few days, if you find conflict is beyond your control at present. Waiting for a few days often allows you to come up with appropriate strategies to resolve the conflict. This strategy can diffuse the tense situation.
- **Working with a role model:** You can greatly improve your conflict management skills by working with a person who is good at resolving conflict. By observing how this individual deals with various challenges in the conflict management situations, your self-belief in regard to developing these skills would increase.
- **Right preparation:** You can increase your confidence in resolving conflict by thorough preparation. This means you collect all the evidence pertaining to the issue involved. Preparing extensively would make you realize the loopholes, which you can overcome in advance.



Empathy

1 2 3 4 5 6 7 8 9

Meaning

Perceiving and being aware about emotions of others, including being sensitive to a diverse population

Expert Analysis

You have some difficulty in understanding and responding to the feelings and emotions of others. This also indicates that you find it difficult to form a good rapport with the people around you. You are somewhat uncomfortable with people sharing their feelings with you and as a result you are unable to form close relationships.. Not only do you have difficulty with others' emotive sharing, you also find it hard to understand and accept your own emotions. At times, this may make it difficult for you to respond to others with an appropriate emotional response

Development Plan

Empathy is an important social skill. It is an essential ingredient to succeed in careers as well as relationships. You can improve your empathy by using the following strategies:

- **Be self-reflexive:** Be in touch with your own feelings. Being in touch with your own emotions helps in understanding and responding to the feelings of others.
- **Communicate effectively:** For this, you may need to develop your communication skills so that you are able to clearly indicate your understanding of the other person's emotional experience.
- **Use humour to ease the situation:** However it is important to not sound too casual or seem like you are taking the situation lightly.

Your Emotional Quotient in Detail



Pro Social Behavior

1 2 3 4 5 6 7 8 9

Meaning

Having the motivation to help others without any personal gain

Expert Analysis

Your responses indicate that although you are motivated to help others, you also have a cautious attitude. You want to help others in need but do not go rushing to help. You tend to think of the consequences of the act and may not volunteer to help when you perceive that there are others to do the needful. However, you have a sense of social responsibility and the inclination to help others. Your score also indicates an average degree of interpersonal trust

Development Plan

Helping others in distress is a social duty and responsibility. Researchers have suggested that five things must happen for a person to take action. These key things are:

- **Notice what is happening around you:** you can keep yourself alert so as to notice things happening and avoid being self absorbed.
- **Interpret the event appropriately as to whether it is an emergency or not:** you can make a realistic assessment of the situation to see whether there is actually a need for assistance.
- **Experience within yourself a sense of social responsibility:** you can use the norm of social responsibility which supports helping those who are less fortunate.
- **Assess whether you have the skills to help or not:** after assessing the situation, you can see whether you possess the skills needed to help in that particular situation.
- **Make a conscious decision to extend your help:** after appropriate assessment of the situation, make a conscious effort to help in whichever way you can.



Emotional Regulation

1 2 3 4 5 6 7 8 9

Meaning

Managing one's constructive as well as destructive emotions well. Ability to manage stress, anger and anxiety

Expert Analysis

Your score indicates that you may find it hard to manage your emotions. If the pressure is high, it may interfere in your ability to give your best. You also have difficulty asserting yourself, and there are situations in which you find you are being taken advantage off. If a performance in a particular situation is too important for your future, you may find the anxiety unmanageable. Your inability to manage your emotions may also cause problems in some of your interpersonal relationships. When faced with a setback or a failure you may find it hard to deal with it

Development Plan

You can improve emotional regulation by following strategies.

- **Reappraisal:** This involves reinterpreting the meaning of an event so as to alter the emotional impact. For example, this might involve reinterpreting an event by broadening one's perspective and looking "at the bigger picture."
- **Distancing:** This involves that you that you don't evaluate situations according to your emotions
- **Humor:** You can also make use of humor to effectively manage emotions

Your Emotional Quotient in Detail



Emotional Self Awareness

1 2 3 4 5 6 7 8 9

Meaning

Being aware of and recognize one's own emotions

Expert Analysis

Your score indicates that you find it very difficult to understand the emotions that you experience. Having low emotional self-awareness greatly restricts you from understanding the reasons for your actions, because only if you have proper awareness of your own emotions, you will be able to understand how they drive your behavior. You are easily carried away by your negative emotions. They overpower your capacity to make the right decisions and take the right action

Development Plan

You need to work on understanding your emotions better. For this, you can use the following strategies:

- **Journal:** Keep a journal of your feelings and write down about the events, feelings and your reactions to those events. Research has shown that writing down your thoughts and feelings can help profoundly.
- **Name your feelings:** Think of some situation that you may be going into and predict how you will feel. Practice naming and accepting the feelings. You might say "I may feel angry", or "I may feel frustrated". Naming the feeling puts you in control.
- **Meditate:** Another way to build emotional self-awareness is to meditate or reflect daily. You can do this by creating a quiet space for yourself in the day, and focus on your thoughts and feelings.
- **Don't interrupt or change the subject:** If feelings are uncomfortable, we may be tempted to avoid or ignore them. However, it is beneficial for you to face and deal with your feelings.
- **Avoid taking impulsive decisions:** You should avoid taking impulsive decisions when you are angry, frustrated or feeling hurt.



Emotional Self Efficacy

1 2 3 4 5 6 7 8 9

Meaning

Belief in one's capability to understand and deal with one's emotions

Expert Analysis

Your score indicates that you partly believe in your capacity to understand and deal with your own emotions. You also have some doubts regarding your ability to regulate them. This hampers your ability to make the right decisions in some situations . You believe that both external and internal factors are the cause for negative emotions and as a result, you often don't take responsibility for your own feelings

Development Plan

- **Be confident:** Be confident in your own potential to understand and deal with emotions.
- **Encouragement:** Take the help of your friends and family to boost your confidence. Their encouragement will have a positive influence in improving your emotional self-efficacy

Your Emotional Quotient in Detail



Motivation

1 2 3 4 5 6 7 8 9

Meaning

Having achievement drive, optimism, and being committed to one's values, needs and goals

Expert Analysis

Your responses indicate that you find it hard to initiate and sustain goals. You, also at times, find it hard to set goals that really excite you. You initiate goals with a lot of enthusiasm but when some challenges come in your way, the drive for achieving quickly wanes off. You find it extremely hard to focus on a single goal and are easily distracted with your surroundings. You have a vague conception of the goal attainment process and find it difficult to come up with strategies to lift your morale. You, often doubt your ability to attain goals, and this lack of belief lets you give up easily on your goals

Development Plan

- **Set SMART goals:** Goals that are specific, measurable, achievable, realistic and time bound.
- **Reward yourself:** Reward yourself each time when you achieve a small goal. This will motivate you to set goals in the future.
- **Ask for help:** You also need to ask for help whenever you face a challenging situation and feel like giving up.

Your Dominant Style



People Orientation



Administrative Orientation

Your Dominant Interests



Media & Communication



Marketing



Distribution & Logistics



Sales



Commerce & Management

Your Dominant Personality



Team Work



Intense Pursuit



Agreeableness

Your Dominant Aptitude



Creative



Logical Reasoning



Spatial

Your Dominant Emotional Quotient

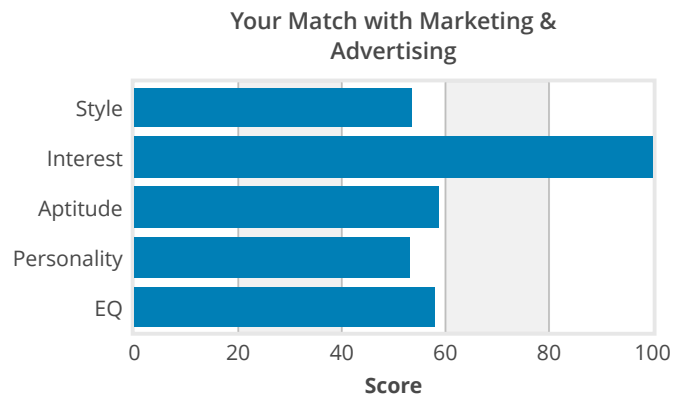


Pro Social Behavior



Empathy

Career Match with Marketing & Advertising



Marketing is the management process responsible for identifying, anticipating and satisfying customer requirements profitably. Professionals in this field are the brains behind all ads and campaigns; and they're responsible for bringing products and services into the public consciousness. Careers in marketing require knowledge of market research, consumer behavior, sales, visual arts and general marketing.

With new products being developed all the time and the economy moving to a global stage, the demand of marketers is at an all time high.

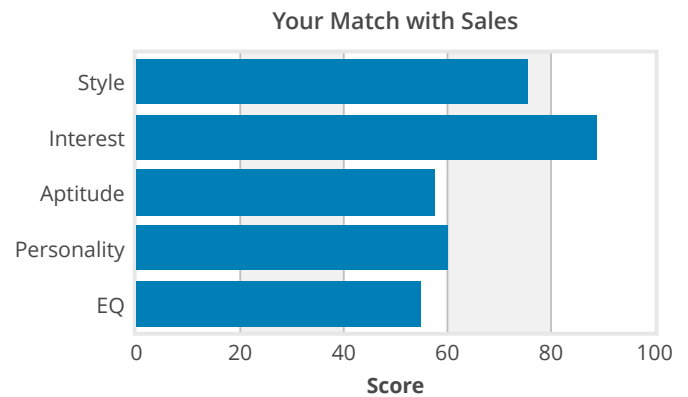
A bachelor degree along with an MBA with marketing specialization is recommended for getting high paid marketing jobs. Besides MBA programs, BBM or BBA degree holders can also find various positions in the field of marketing.

Top recruiters include companies from across the industry like P & G, ITC, HUL in FMCG, Maruti and Hyundai in Automotive, AC Nielsen in Market Research and Google, LinkedIn and Facebook in the Social Media space.

Trending Fields : Digital Marketing, Brand Marketing

[Read more about Marketing & Advertising >](#)

Career Match with Sales



Sales function forms the core of every business, whether it produces a physical product such as a car or tennis shoes, or offers a service, such as electrical testing or psychic healing. A link between the producer and the customer is necessary so that the customer is aware of and has access to the product; which is achieved by sales professionals.

Selling of the products is the main objective of almost all firms. For this every firm small or big requires a professional often known as Sales Manager who takes care of the sales.

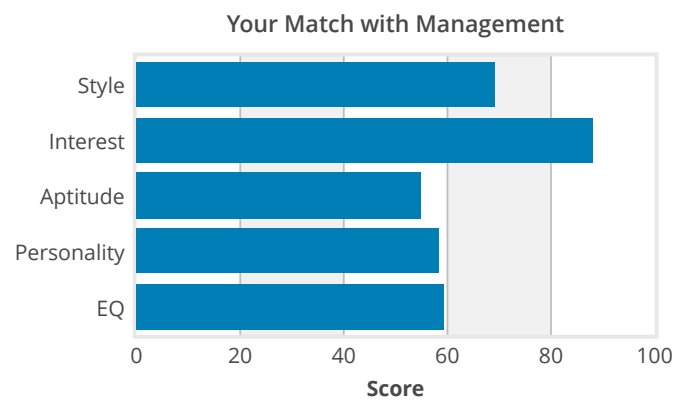
Individuals from all backgrounds and all education levels enter the sales industry. MBA degree in Sales is preferred over other degrees by employers.

Employment opportunities for sales people exist across a wide spectrum of sectors, the most popular of which in terms of the number of people employed, are: FMCG, Media, Pharmaceutical, Automotive and Retail.

Trending fields: FMCG Industry, Pharmaceutical Industry, Automotive Industry

[Read more about Sales >](#)

Career Match with Management



A career in Management makes students familiar with knowledge of business, trade, management techniques, industry, basics of economics, fiscal policies, industrial policies, share market, stock markets, etc. Management studies teaches one how to manage a business professionally.

With increasing competition in the field, huge number of colleges providing management related courses have mushroomed across the country offering traditional specializations such as Finance, Marketing, Sales, Operations and Human Resources to the trending specializations like Health Care Management, Sports Management, Rural Management, Fashion Management etc.

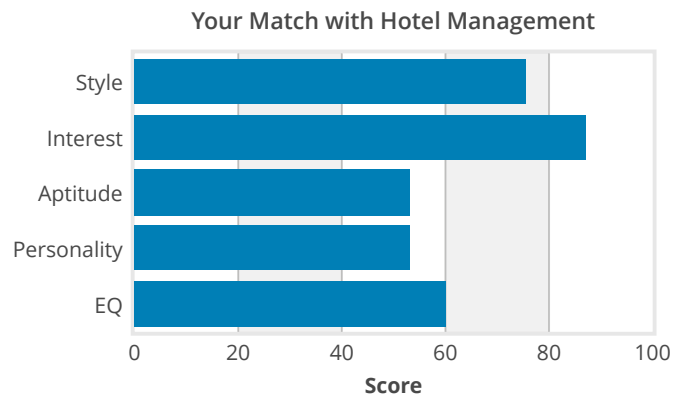
Students who are keen to take up management as a career option after class 12th can opt for BBA, BBS or BBM for developing a sound base in the field of management education. After graduation, one may opt for an MBA degree in a specialized field. Management is a career option which can also be pursued after almost any graduation degree such as Law, Engineering, Medicine, Social Sciences among others.

Management is one of the most sought after careers because of the lucrative salaries and good future prospects it offers; especially if one graduates from the leading management colleges.

Trending Fields: Sports Management, Health Care Management, Operations Management, Human Resource Management, Finance Management

[Read more about Management >](#)

Career Match with Hotel Management



Hotel Management is emerging to be one of the most lucrative careers in today's age. The hospitality industry has tremendously expanded over the years, which has created a lot of opportunities for the people. A good manager should have good communication skills along with organizational skills to coordinate among different departments.

The various fields under hotel management include hotel & restaurant management, cruise ship management, hospital administration, hotel and tourism association, airline catering and cabin services, club management, etc.

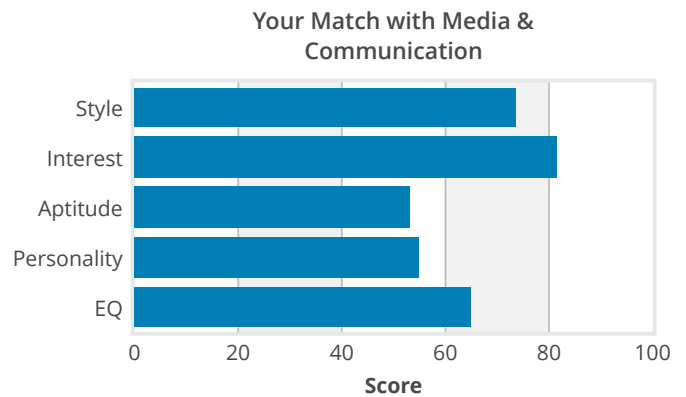
One can apply for hotel management on the basis of an entrance exam followed by a personal interview. National Council for Hotel Management and Catering Technology conducts the leading entrance exam on a yearly basis. Premium hospitality chains like Taj, Oberoi and ITC have their own hospitality programs and separate selection criteria. There are also several private colleges and institutes, which have their own, entrance exams.

The basic requirement for this degree is minimum of 50% marks in 10+2 level. After clearing the entrance exam one can take a bachelor's degree in hotel management or in travel and tourism. Diploma courses are also available which lasts for 6 months to 3 years.

Top recruiters include Oberoi Group of Hotels, ITC Group of Hotels, Ambassador Group of Hotels, Indian Hotels Company Limited etc.

[Read more about Hotel Management >](#)

Career Match with Media & Communication



Journalists in the 21st century play a very important role in providing necessary information to people regarding the day-to-day life and keep the citizens of the country updated with the current affairs and happenings that take place. Mass communication helps in disseminating such wide range of information to the people in a variety of ways such as audio, video, graphics, animation etc. Today, journalism is not only about reading out news to the people, but is central to shaping the thought patterns among people. With the increasing number of news channels, newspapers and the expansion of technology, journalism and mass communication has a wide scope and plenty of opportunities.

Mass communication opens the door to fields like public relations, editing, scriptwriting, video jockey, and radio jockey amongst many others.

The coursework for journalism and mass communication provides the technical aspects of knowledge required for the field. Other important skills necessary for the field are the ability to write and speak effectively, interest in the current affairs. General knowledge constitutes an important component of journalism and mass communication.

Specialization in the field of journalism is available in areas like sports, politics, finance and economics, investigation etc. Master level courses are also available and are also considered to be important for future growth.

Some of the top job recruiters in the field include AIR, NDTV Network, India Today Network, Hindustan Group of Publications, Viacom etc.

Trending Field: Reporters, Journalists, Editors, Scriptwriters, Anchors, Writers etc.

[Read more about Media & Communication >](#)

GOT ANY QUESTIONS?

Consult with our experts



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