

Assessment for Senior Vice President



Dhyan



Test Taken on: December 9, 2018 04:26:10 PM IST

Finish State: Normal

Registration Details

Email		First Name:	Dhyan
Address:		Last Name:	Bollachettira
Date of birth:	Dec 14, 1973	Contact No:	Not filled
Gender:	Male	Country:	Not filled

How to Interpret the Report?

When interpreting the results, it is important to remember that the scores are not good or bad, only more or less appropriate to certain types of work. Since the results are based on one's own view of behavior, the accuracy of the results depends upon both honesty and self-awareness while taking the test.

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

1. Review the overall recommendation first. Based on your need, you might want to prioritize candidates who are 'recommended', followed by those who are 'cautiously recommended'.
2. If you're choosing among different candidates within the same band of recommendation, review the competencies' results. Focus on the competencies you believe are critical for success in the role you're hiring for, and use those scores to help you prioritize which candidates to select for the next step.
3. Remember: This assessment is just one piece of the puzzle. While hiring, it is recommended that you review other information as well – functional and job knowledge, background and past behaviour (e.g. using structured behavioural interviews), reference checks, etc. in addition to the personality assessment.
4. **Use of Response Styles for Recruitment/Selection:** The ideal response style is "Genuine" and it is recommended for further analysis. However, if any candidate's response style displays Social Desirability, he/she needs to be considered with caution. We do not recommend candidates who display Extreme Responding/Central Tendency/Careless Responding as they indicate that the candidate has not attempted the assessments in the desired manner, and that interferes with an understanding of his/her personality since it would not evoke genuine responses from the candidate's answers. This in turn is expected to interfere with the proceeding decisions, so the candidate may be considered for a re-test. Such cases are usually not considered for a statistical/detailed analysis of scores if required further.

Response Style: **Genuine**

Explanation of response style:

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

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

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

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

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

EXECUTIVE SUMMARY



Strengths

Strategic Thinking: Likely to understand the long term implications of one's decisions and accordingly plan work to accomplish organizational goals.

Problem Solving: Is able to quickly identify patterns and the logical rule underlying those patterns to arrive at solutions. Is also able to apply innovative ways to solve problems.

Resilience: Likely to encourage others to handle rejections boldly and remain calm during stressful situations.



Areas of Development

Financial Analysis: Needs to be able to effectively collect, analyze and scrutinize a large piece of information and financial data. Also needs to be able to take important business decisions based on the commercials involved.

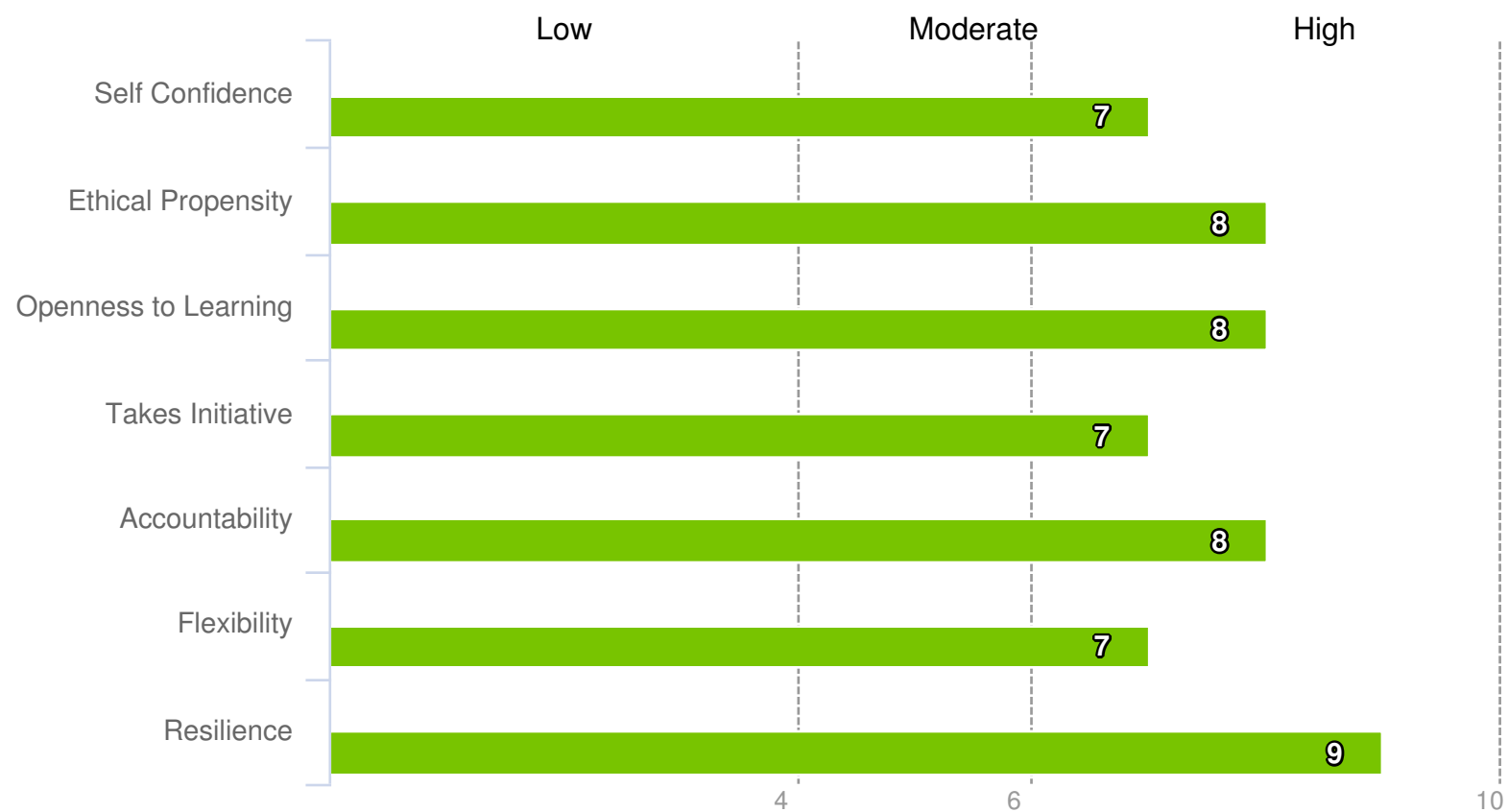
EVALUATION OF COMPETENCIES

Note from Bollachettira Dhyan Appachu:

Regarding the low score in financial analysis in the Mettl Psychometric test, the time is too short and there is no spreadsheet or calculator allowed, only pen and paper is allowed. My math skills have become extremely lazy and I can only work on spreadsheets for financial analysis, not on pen and paper, and definitely not without a calculator. For proof of my financial analysis capabilities refer to the [Portfolio Updates](#) page in [www.artofrealwealth.com](#)

July 1, 2020

Organization Wide Competencies



Values shown in above chart are sten scores

Low Moderate High

Self Confidence: High

Likely to be capable and efficient, having confidence in one's own skills and abilities. Likely to come across as an independent and assertive individual, and may often take a stand for what one feels is right. Likely to encourage teams to handle objections in a tactful and confident manner.

Ethical Propensity: High

Likely to share information in an ethical and trustworthy manner. May be able to answer difficult questions without hiding critical details from teams, and is likely to take a stand based on the right thing regardless of the consequence. Likely to encourage teams to stick to their professional ethics, morals, and values to complete tasks, even when it is inconvenient.

Openness to Learning: High

May encourage teams to seek out challenging experiences and opportunities to update their skills and abilities. Likely to share information and knowledge about avenues and opportunities that would encourage teams to regularly work on upgrading their skills and abilities. Likely to make sure that the employees consider mistakes and failures as opportunities to learn and improve oneself.

Takes Initiative: High

Likely to act as a role model for stepping up to take on additional responsibilities and tasks before being asked, and may often inspire and support the team to go above and beyond the expectations of one's job. Likely to motivate teams to seek out opportunities where they can contribute beyond their immediate work tasks.

Accountability: High

May often consider multiple perspectives before making important decisions, and be able to clearly communicate it to the team members. Likely to ensure managers and team leaders understand how to complete tasks, and may take ownership for providing them with the necessary resources to help them accomplish their goals. Likely to give recognition and credit to teams for their growth and success. May assist teams to rectify their mistakes and learn from their failures.

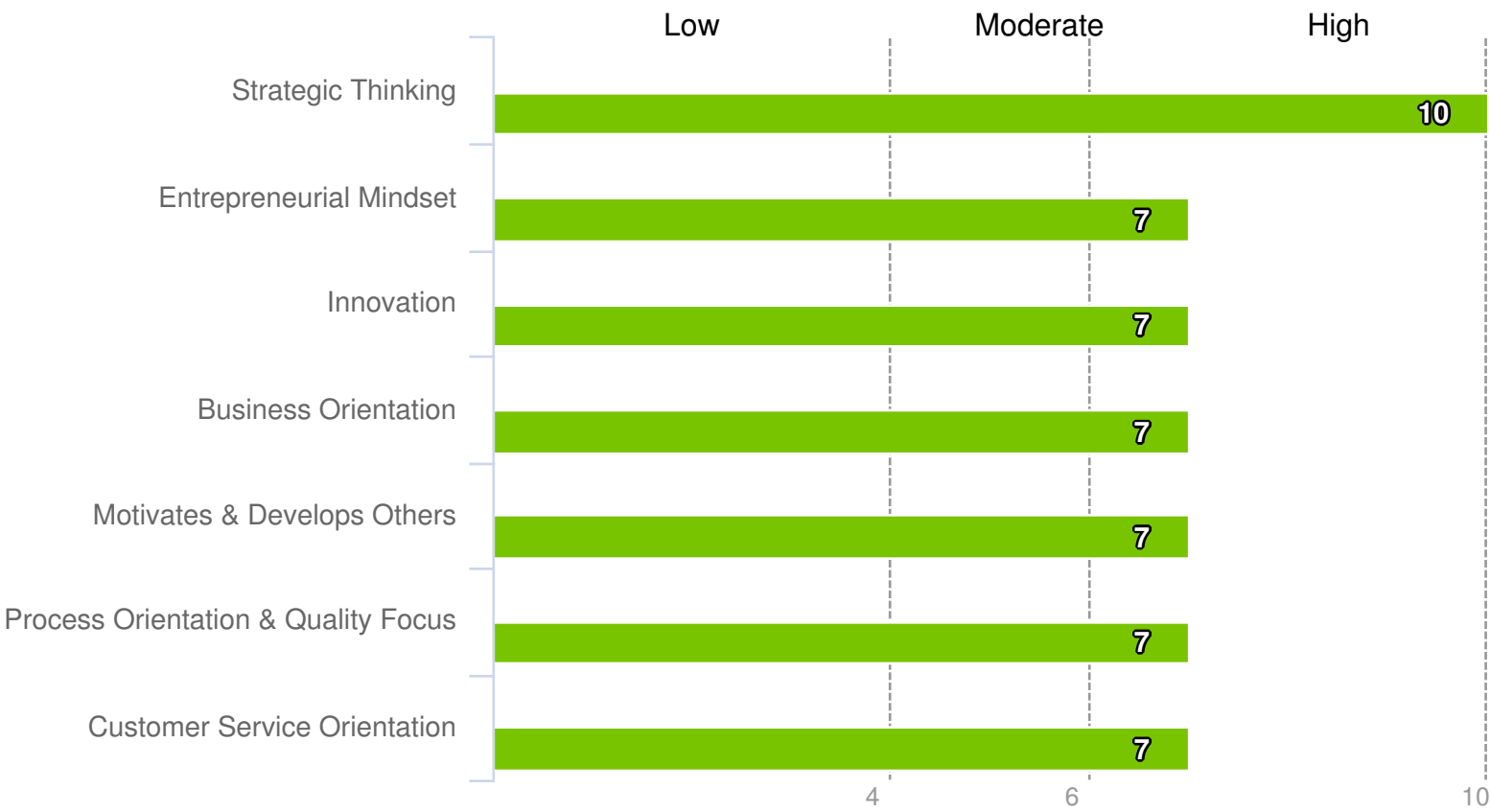
Flexibility: High

Likely to respond to changes in the organization with a positive outlook. Likely to accept change, as may be open minded and appreciative of new ideas which can contribute positively to the working environment. Likely to encourage teams work on tasks with enthusiasm, even when situations and goals are dynamic in nature. Likely to be resourceful during change, contributing in making the change effective.

Resilience: High

Likely to display emotional resilience. May be able to control one's emotions when faced with challenging situations. Likely to have the ability to deal with failures and obstacles effectively and may remain persistent in the face of rejections. Likely to provide team members with appropriate time and resources to deal effectively with pressure. Likely to encourage others to use appropriate coping strategies to deal with workplace stress.

Other Critical Competencies



Values shown in above chart are sten scores

Low Moderate High

Strategic Thinking: High

May ensure that the team goals align with organizational goals and may encourage teams to develop clear and rational plans while working on tasks. Likely to intervene in team's plans to reprioritize their tasks and efficiently use resources to accomplish multiple goals simultaneously. May be able to understand the short and long term implications of one's actions on the organization. Likely to consider long term success factors and accordingly shape the direction of the organization. May be able to consider challenges that are likely to arise in the future and accordingly prepare contingency plans for the same. May be able to gather work related information quickly, from various sources and apply it in innovative ways to solve problems. May have a very rational thinking and thus may be able to contemplate between positive and negative situations.

Entrepreneurial Mindset: High

Likely to have the entrepreneurial know-how to run a business efficiently. Likely to look up new opportunities for expansion and growth of the business. May be keen and prepared to take risks involved in business expansion process. Likely to think ahead and foresee the potential success and failures associated with new ventures.

Innovation: High

Likely to be innovative and may often be able to design and implement new programs. Likely to recognize and reward innovative ideas given by others. Likely to motivate teams to come up with novel and better ways of doing tasks so as to improve efficiency. Likely to develop new and improved methods, systems and products that would enhance and improve one's own and team's work.

Business Orientation: High

Likely to demonstrate an interest in understanding the business, the market and the industry. Likely to scan the market conditions, economic environment, and competitive landscapes to align one's business goals accordingly. Likely to understand the larger industry and market trends that prevail, and may keep a track of new developments, entrants or products in the market. Likely to understand the risk that competitors pose in the short to mid term and may be able to find ways to reduce the impact of competition on the business.

Motivates & Develops Others: High

Likely to operate professionally at all times, encourage professional standards in others and address any breaches. Likely to lead by example through modelling desired behavior. Likely to delegate responsibility and work among team members in an appropriate manner. Likely to provide necessary support and guidance to team members to ensure that they are able to accomplish goals effectively, and may provide rewards and recognition to team members for working together on common goals. Likely to drive a culture of providing continuous feedback to employees. May design incentives that appeals employees and motivates them to work.

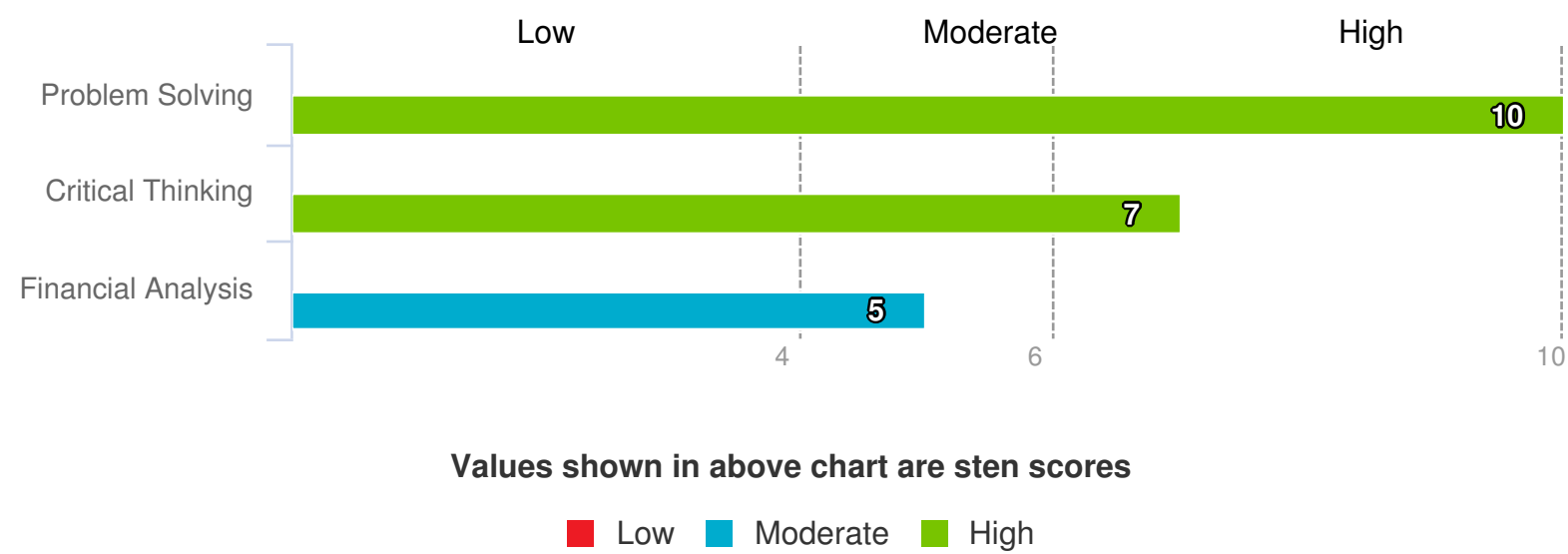
Process Orientation & Quality Focus: High

Likely to consider the quality of deliverables to be of supreme importance, and may encourage others to focus their attention on minute details of a task. Likely to ensure that the organization meets necessary standards and procedures. Likely to monitor compliance to established processes and norms in order to carry out business activities legally and efficiently. May ensure that everyone in the organization is aware of the consequences of adherence and non adherence to processes for their respective departments and units. Likely to make sure that everyone complies to the rules and procedures within the organization and may often establish systems to identify deviations on a regular basis.

Customer Service Orientation: **High**

Likely to be good at influencing others. Likely to provide necessary arguments to win over the other party. May be able to convince others of one's thoughts and viewpoints by answering questions effectively. May be able to provide necessary resources and guidance to the teams to ensure they are able to deliver excellent services to internal and external customers. May help teams understand how to leverage customer satisfaction and extend positive customer experience, to further enhance business opportunities. Likely to motivate teams to come up with ways to add value to the customer service experience.

Cognitive Competency Analysis



Problem Solving: **High**

The candidate is most likely to have the ability to quickly identify patterns and the logical rule underlying those patterns to arrive at solutions. He/she may be able to gather work related information quickly, from various sources and apply it in innovative ways to solve problems. He/she may have excellent lateral thinking abilities and fluid intelligence. He/ she may be very creative in thinking and in integrating data logically to arrive at solutions.

Critical Thinking: **High**

The candidate is very likely to have the ability to think out-of-the-box to solve various problems. He/she may be able to assess the effectiveness of the opposing argument to test the validity of the proposition.

Financial Analysis: **Moderate**

The candidate is moderately likely to collect, analyze and scrutinize a large piece of information and financial data, and is somewhat likely to take important business decisions based on the commercials involved. He/she may be moderately able to structure observations and analyze trends from different sources of data.

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Test Log

09 Dec,2018	
03:59 pm	Started the test with Personality Inventory
04:12 pm	Finished Personality Inventory and started Cognitive Ability of the test
04:26 pm	Finished the test

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