

# PexiScore Assessments

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## Adding value to careers



## PexiScore Junior Competency Assessment Report

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**Name Of Candidate** :piyush sanadhya

**Job Code** : ROGSOF0718214

**Assessment Date** :03/07/2018

**For** : rogs

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# ? HOW TO READ THE REPORT

## 7AS Competency Assessment

» Competency assessment is the most important predictor tool of performance for job fitment. This is based on PexiScore 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 not put a percentage number on a person's competency. However we prefer bands as an evaluation benchmark, which can be improved over time, being a learning and adaptability issue that progresses with maturity.

All scores depicted using graphs are color-coded for ease of reading and understanding.

**Red** – The candidate has scored Below Average (between 0-20% )

**Orange**- The candidate has scored Average ( 20-40% )

**Yellow**-The candidate has scored Above Average ( 40-60% )

**Light Green** - The candidate has scored Good (60-80%)

**Dark Green** – The candidate has scored Excellent ( 80-100% )

## The PexiScore 7AS Framework - Team, Managerial and Leadership Competence

Team Competence	Managerial Competence	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

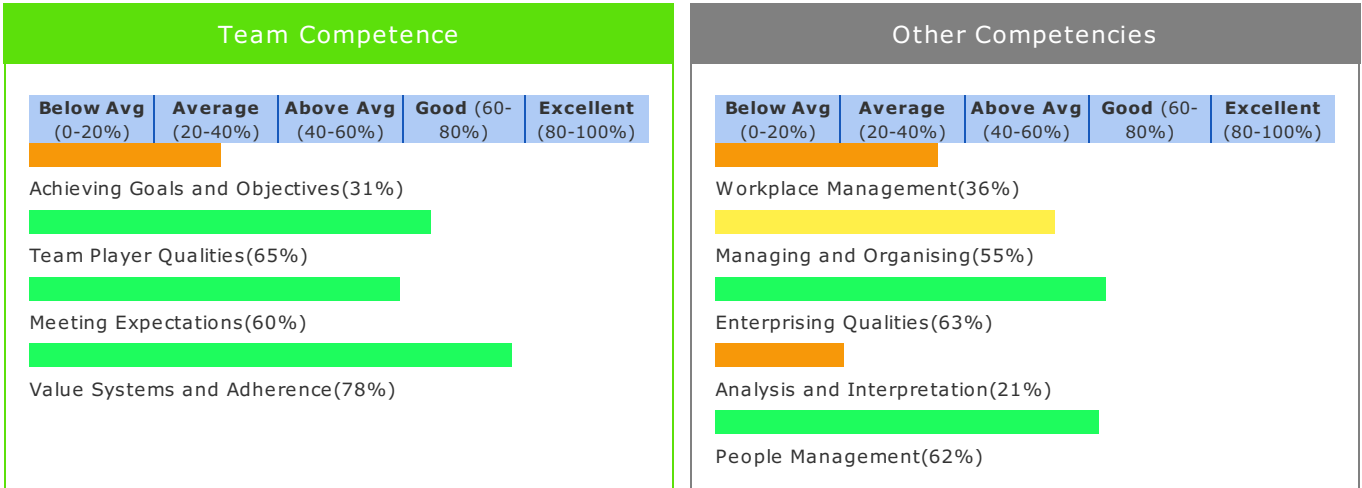
## Description of Assessment attributes

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.

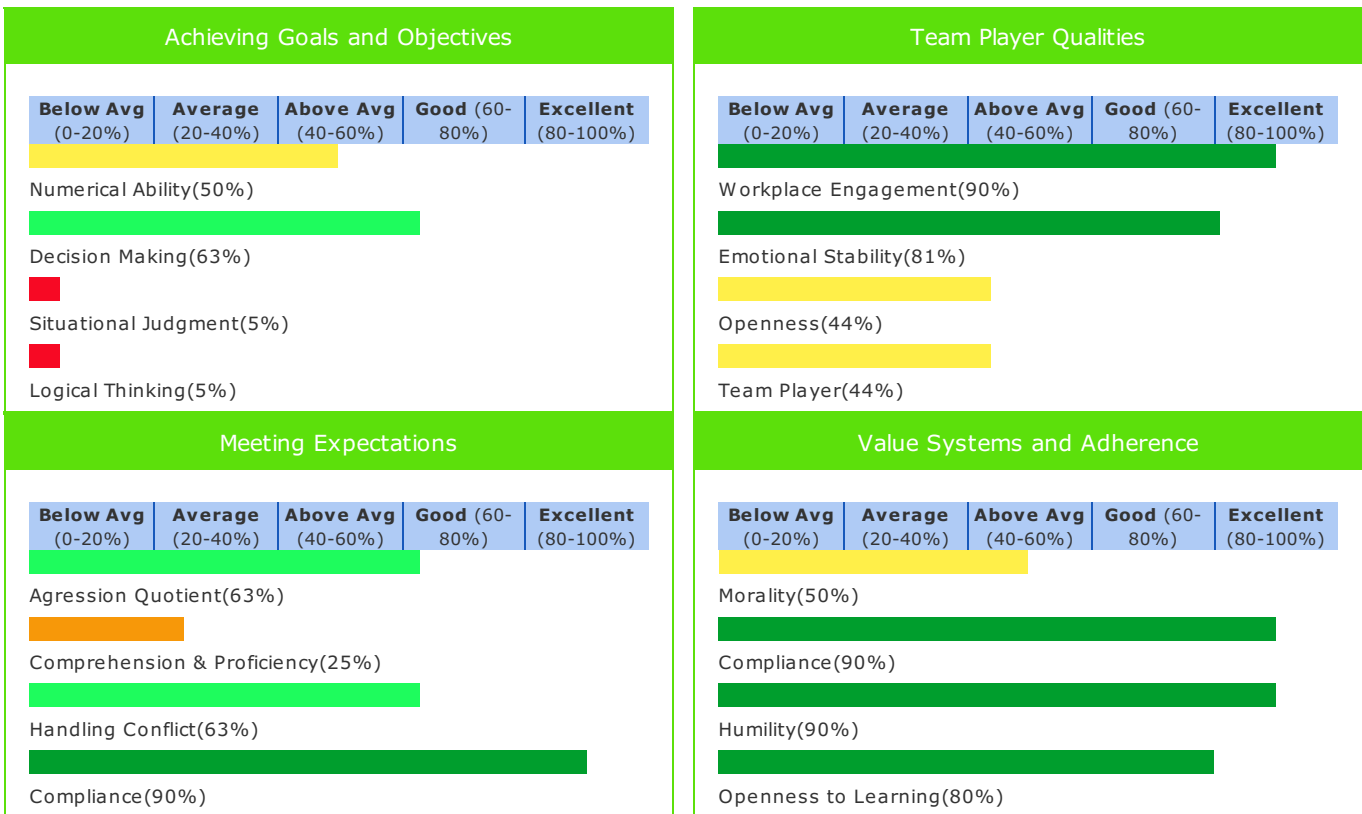
## How To Read The Band ?

» The Work Behavior Assessment is a proprietary questionnaire used to assess applicant Competency 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 or areas of improvement, depending on the candidate responses and their bands. The Work Behavior scale measures attributes more necessary in workplaces focuses on traits key to employability fitment today. The reports are valid for 130 days or 6 months, whichever is higher.

## 7AS Team Competence



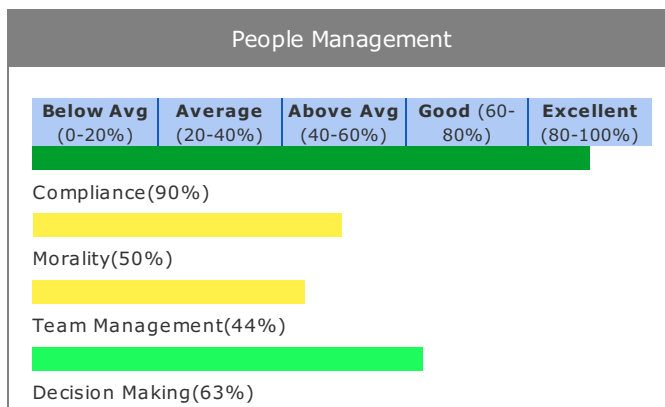
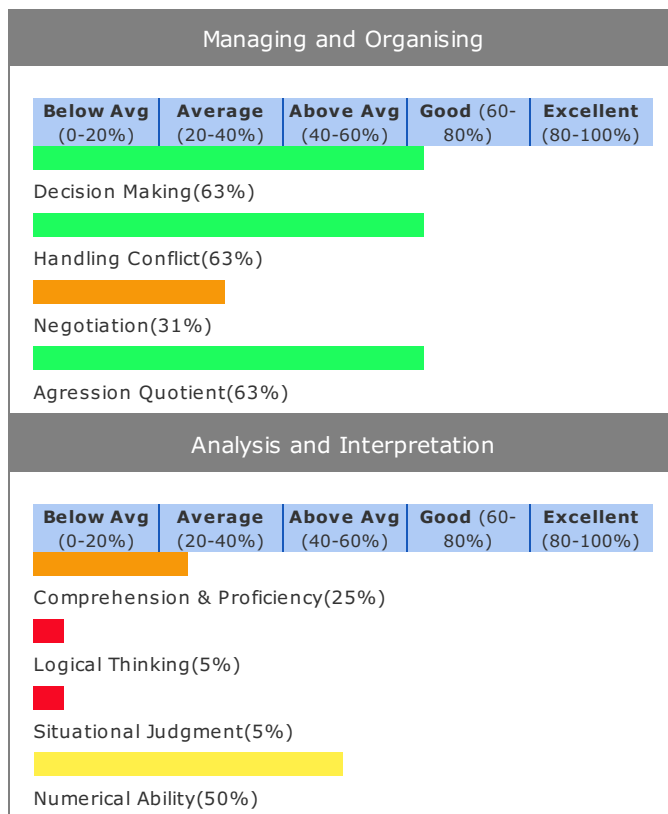
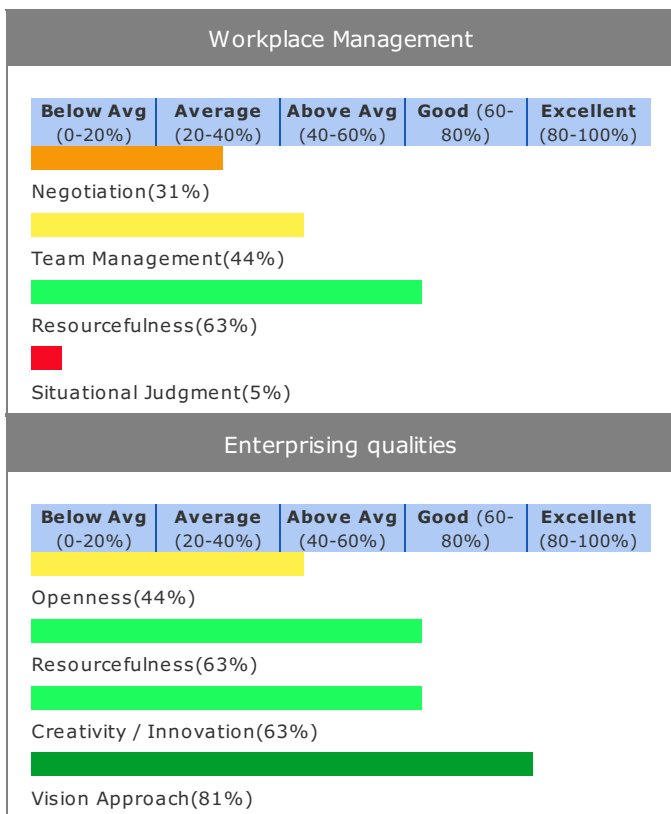
### Team Competence : Detailed Attributes Score



### Observations

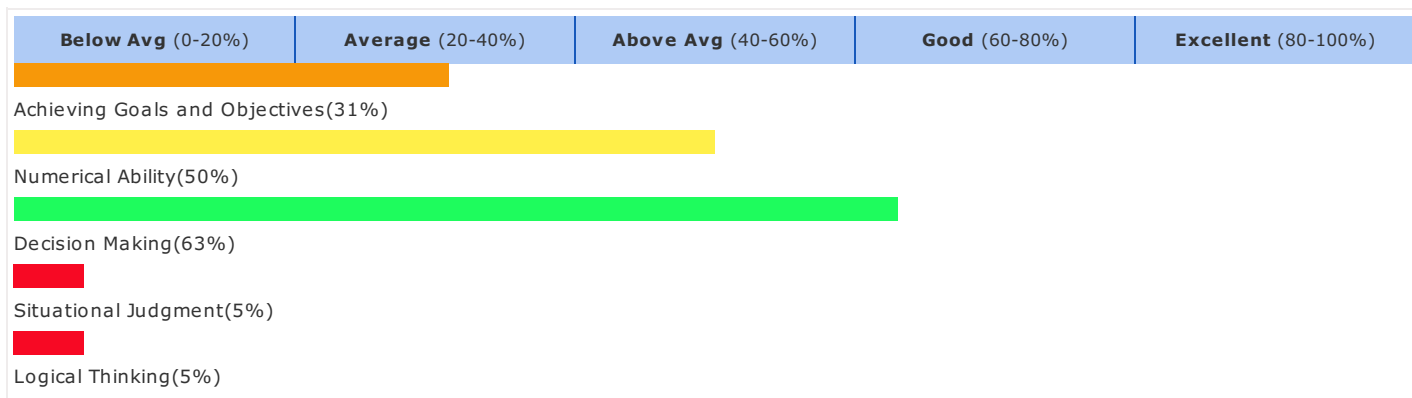
- » The person is resourceful but may disagree with set processes all the time.
- » The candidate has average capabilities while using logic and quantitative analysis.
- » Ability to cope with pressure is evidenced; however needs patience to deal with transformational changes.
- » The candidate can improve their communication skills with higher persuasion and networking capabilities.

### Other Competences : Detailed Attributes Score



## Team Competence : Achieving Goals and Objectives

» The objective of this attribute is to measure and cumulate scores from four core sub attributes to figure candidate's temperament on goals and objectivity in achieving them. Goals and success require understanding, evaluation, measurement and taking stock of resources available to achieve them in the shortest possible time within the limited resources available at our disposal.

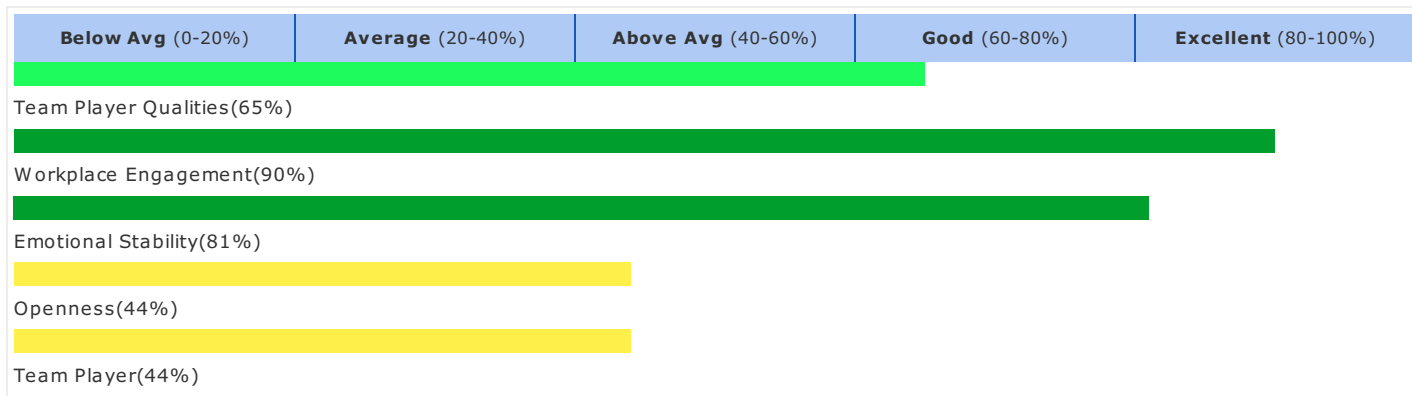


## Observations

- » The candidate is relatively proficient in comprehending fundamental arithmetics and applying numerical concepts.
- » The candidate seems mostly confident in taking decisions or choosing amongst alternatives.
- » The candidate might face difficulty while establishing facts & principles for efficient judgment.
- » The candidate may find execution and determining the optimum decision challenging.

## Team Competence : Team Player Qualities

» This attribute is focussed on contribution as an individual to a team as a team player and measures ability to work within diverse teams. Emotional Stability and openness are key attributes other than the core team player scores. Workplace engagement helps further understand how the person would adapt to the team and how fast would they be able to add value to the team as a key component resource.

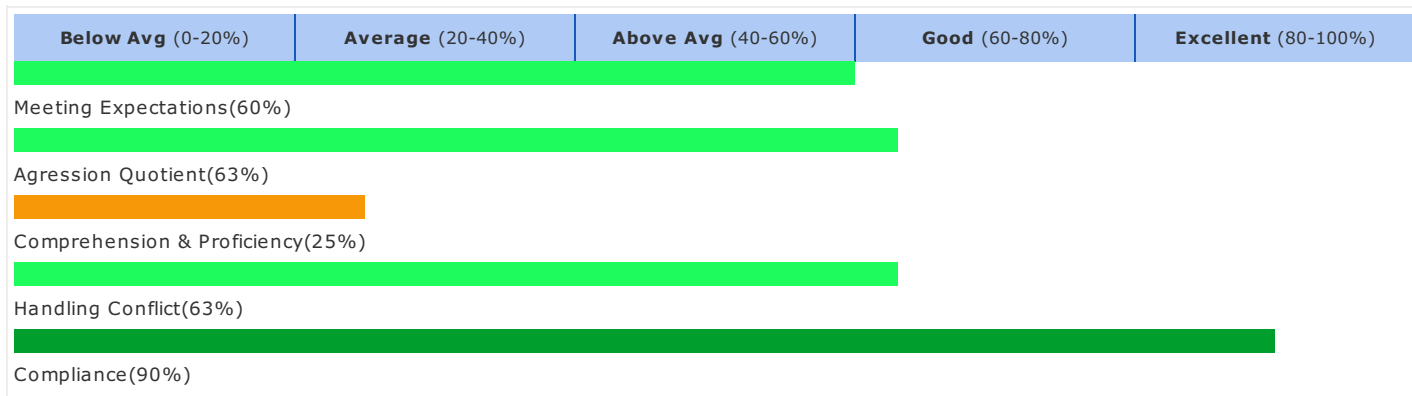


## Observations

- » The candidate is participative in ancillary activities and would be a good cultural fit.
- » The candidate deals well with and can remain calm when faced with stress and apprehension.
- » The candidate adjusts well in new environments but may not be an active participant.
- » The candidate is an average team player who works relatively well in groups and teams.

## Team Competence : Meeting Expectations

» This attribute focusses on candidate capabilities in dealing with expectations at the workplace. It measures capability to endure, situational judgment and capability to interact and comprehend. Expectations meeting attribute also focusses on ability to deal with conflicting ideas and people in the deal with affirmation.

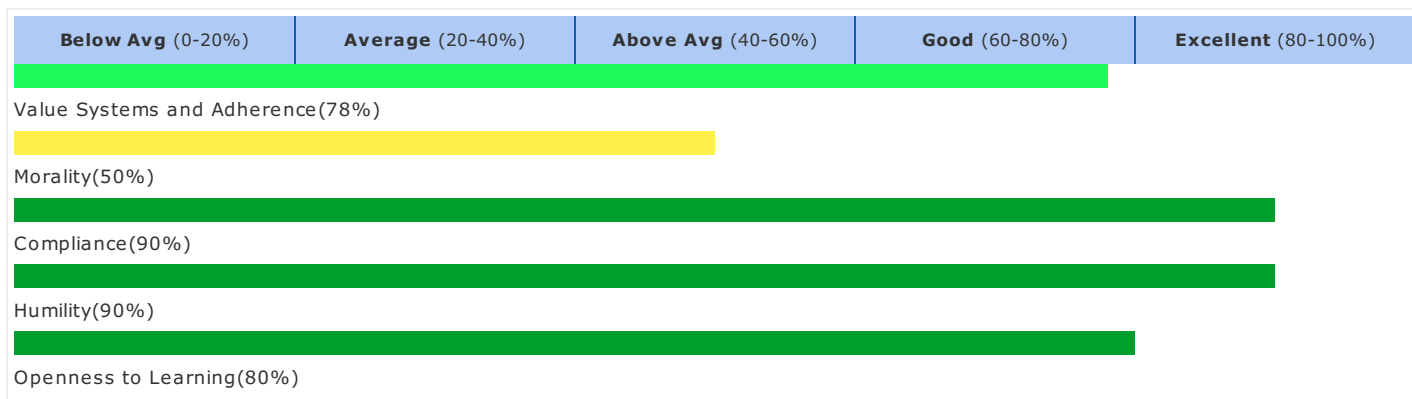


### Observations

- » The candidate seems mostly confident when attempting to tackle critical decisions.
- » The candidate needs improvement to achieve proficiency in English comprehension and dialect.
- » The candidate seems reasonably good at negotiating and handling conflict.
- » The candidate has scored high on being a compliant resource.

## Team Competence : Value Systems and Adherence

» The focus of this attribute is to check on the value systems of the candidate and check on key factors like humility and morality. Being a core Junior hiring attribute, there is also a focus to understand compliance and openness to learning, being key to performance and progression at the workplace.

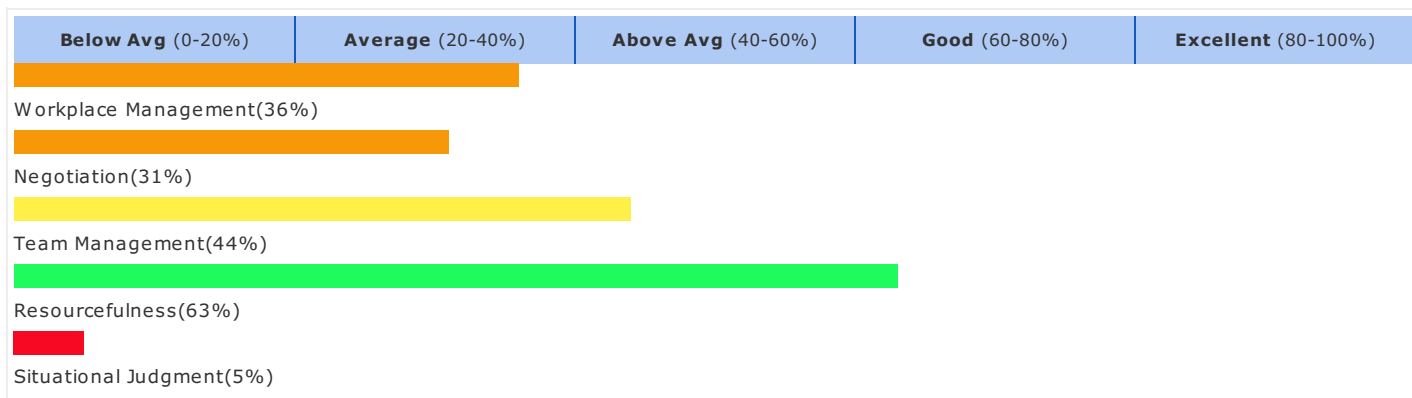


### Observations

- » The candidate may not always tread the path of morality in critical situations.
- » The candidate has scored high on being a compliant resource.
- » The candidate has affirmed a highly humble approach while tackling critical decisions.
- » The candidate has been regular in upskilling with newer knowledge tools and resources.

## Other Competencies : Workplace Management

» This is the first of the middle management attributes and the one that is new in the middle segment; the core focus is on team management capabilities. Workplace management helps in further understanding of a person's capability to handle teams and add value as a team leader as a key component resource.

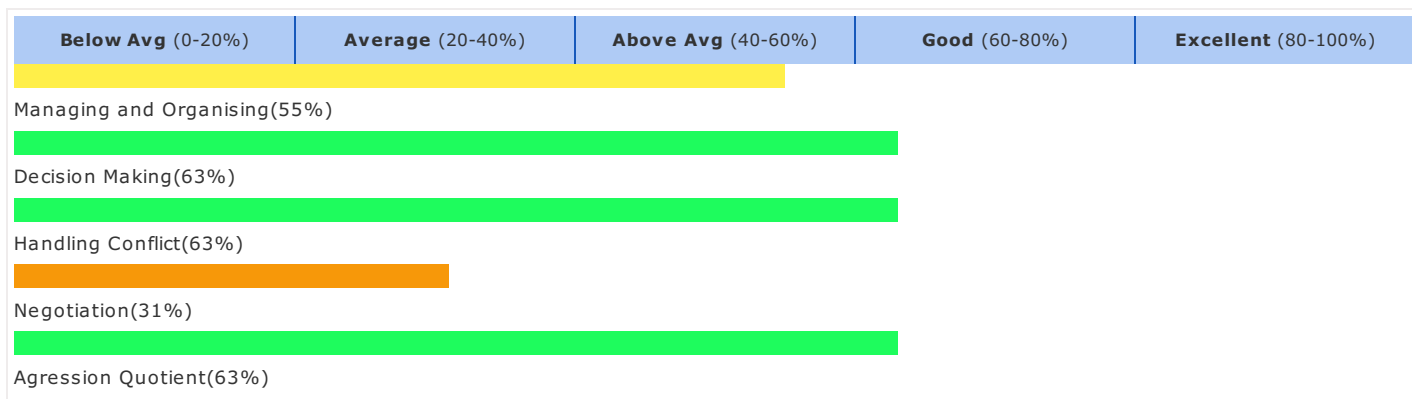


### Observations

- » The candidate needs to work on the ability to influence others and reach a favourable agreement.
- » 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 might face difficulty while establishing facts & principles for efficient judgment.

## Other Competencies : Managing and Organising

» This attribute is focussed on capability to manage teams, projects and clients on an ongoing basis. Emotional Stability and openness are key attributes other than the core team player scores. The attribute measures capability to take decisions, handle conflicts, organise teams and provide resolutions. This is a Senior Management trait and is used to understand higher team managing capabilities.

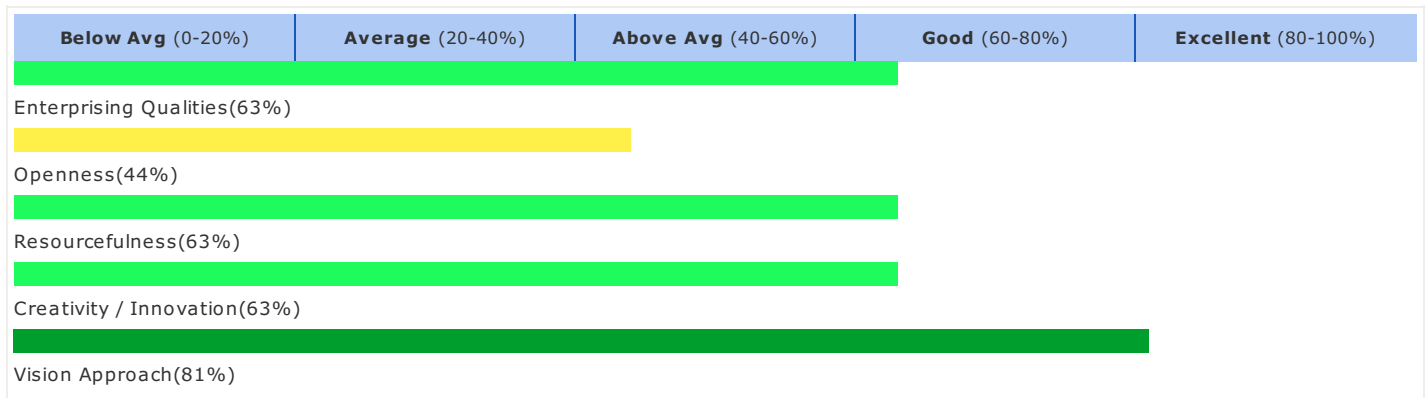


### Observations

- » The candidate seems mostly confident in taking decisions or choosing amongst alternatives.
- » The candidate seems reasonably good at negotiating and handling conflict.
- » The candidate needs to work on the ability to influence others and reach a favourable agreement.
- » The candidate seems mostly confident when attempting to tackle critical decisions.

## Other Competencies : Enterprising Qualities

» The focus of this attribute is to measure entrepreneurship capabilities within a person and/or handle new projects and guide resources effectively in a project. High scores in this attribute alongwith high scores in Workplace management can make an excellent team Manager.

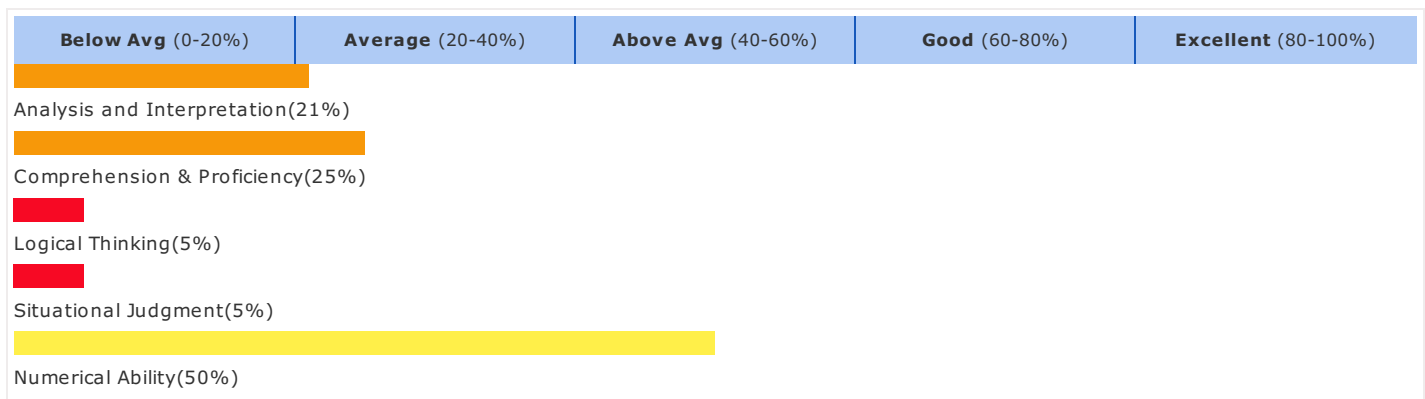


## Observations

- » The candidate adjusts well in new environments but may not be an active participant.
- » The candidate is proactive but may not always be able to solve problems.
- » The candidate can at times use an innovative approach and exhibit creative behaviour.
- » The candidate is good at taking active steps to visualise and redress issues in the long term.

## Other Competencies : Analysis and Interpretation

» This is a twin attribute which is a much needed quality for both middle and senior Managers at the workplace. It looks at analytical and interpreting with communicating qualities. The attribute looks at both data and verbal skills, so the candidate scores in the particular segment maybe useful to understand capability to deliver results in a particular job role.



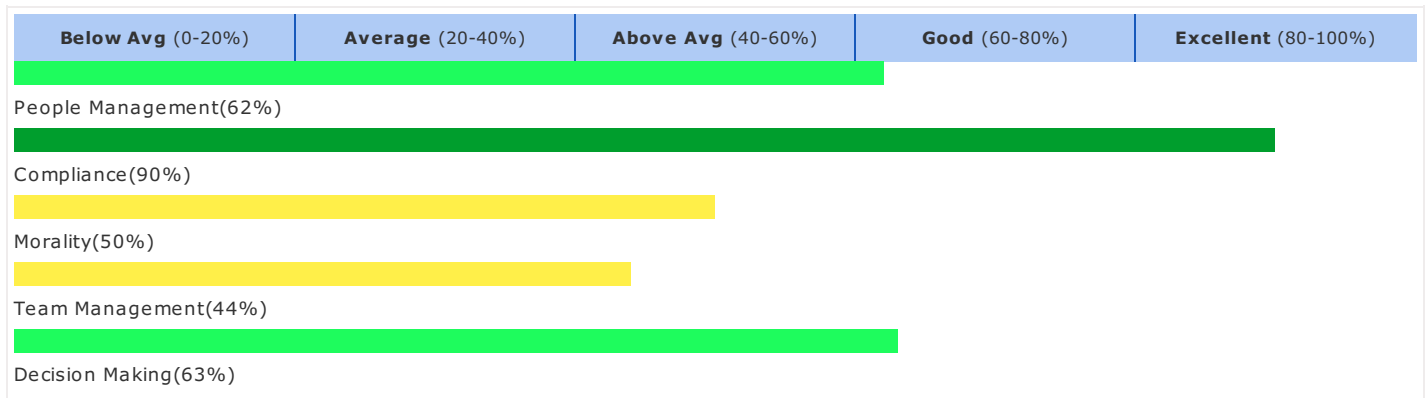
## Observations

- » The candidate needs improvement to achieve proficiency in English comprehension and dialect.
- » The candidate may find execution and determining the optimum decision challenging.
- » 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.



## Other Competencies : People Management

» The role of this attribute is to measure capabilities for leadership and managing people. It is a mandated trait for senior leadership team and must be read alongwith Enterprising qualities. The attribute focusses on capability to manage teams, decision making capabilities and high morality to deal in a transparent manner with people within teams.



## Observations

- » The candidate has scored high on being a compliant resource.
- » The candidate may not always tread the path of morality in critical situations.
- » The candidate is good in handling teams but maybe not be proficient in managing their expectations.
- » The candidate seems mostly confident in taking decisions or choosing amongst alternatives.

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