



PexiScore Assessments

Adding value to careers



PexiScore Core Values Assessment Report

Name Of Candidate :Piyush Sanadhya

Job Code :

Assessment Date : 7/3/2018

For :

This report is transmitted for the sole purpose of assessment of the candidate for job roles as described and provided during creation of the Job Description and as per Job Code requirements for a specific job role only. The report may be used by the user or the Organisation represented by the user in full or part without changing the content, context, score/s and meaning, and after full verification of information enumerated below and provided for by the candidate in the website www.pexiscore.com for the current job role under the specific Job Code. PexiScore retains the right to publish, use all or parts of the report. This report in part or in its entirety may be published, circulated or distributed in print or any other form or function only if due credit is provided by with commercial rights approval by the owners of PexiScore.com

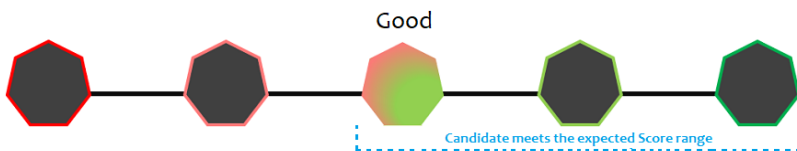


The Assessment is divided into five Score Bands; Below Average 0-20 | Average 21-40 | Above Average 41-60 | Good 61-80 | Excellent 81-100. The four Core Values are assessed through individual Attributes whose scores are also provided for individual segment understanding with Comments. A special segment called Motivation At Work helps understand the candidate's Core & Secondary motivation which we believe is an additional information that can help in understanding the candidate better for appraisal.



Summary of Core Values Assessment

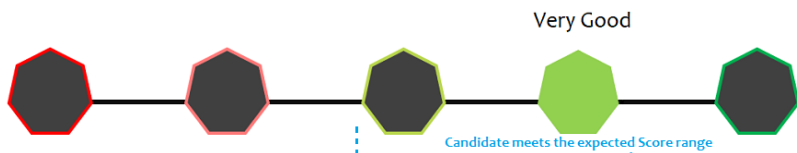
Respect



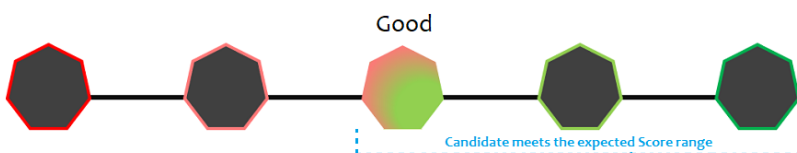
Trust



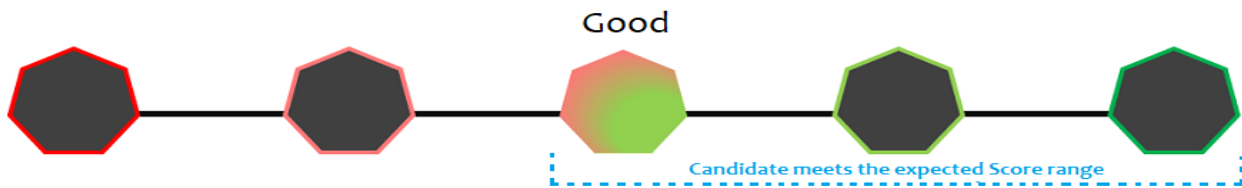
Ownership



Integrated Teamwork



Respect



Situational Judgment : The ability to handle complex situations.

Situational Judgment

Below Average

The candidate might face difficulty while establishing facts & principles for efficient judgment.

Self Esteem : One's subjective evaluation of one's own worth.

Self Esteem

Good

The candidate is self motivated and has a proactive approach.

Emotional Stability : This deals with your capability to handle pressures at the workplace and maintain a balanced and calm mindset.

Emotional Stability

Excellent

The candidate deals well with and can remain calm when faced with stress and apprehension.

Logical Thinking : The cognitive capability in taking decisions which are based on logic.

Logical Thinking

Below Average

The candidate may find execution and determining the optimum decision challenging.

Humility : The quality of being modest.

Humility

Excellent

The candidate has affirmed a highly humble approach while tackling critical decisions.

Trust



Morality: The ability to distinguish between right and wrong conduct for self and others.



The candidate may not always tread the path of morality in critical situations.

Openness : Ability to cooperate and collaborate with diverse teams and people with no moral bias.



The candidate adjusts well in new environments but may not be an active participant.

Compliance : The ability to adhere to policies and processes as is defined by the organisation.



The candidate has scored high on being a compliant resource.

Ownership



Decision Making : The ability to solve complex problems and issues that require logical thinking and creativity beyond the rule.

Decision Making

Good

The candidate seems mostly confident in taking decisions or choosing amongst alternatives.

Fight vs Flight : Ability to fight and see through the end of a deal or project in the face of obstacles and challenges.

Fight vs Flight

Good

The candidate seems mostly confident when attempting to tackle critical decisions.

Team Management : Ability to coordinate a group of individuals to perform a defined task.

Team Management

Above Average

The candidate is good in handling teams but maybe not be proficient in managing their expectations.

Vision Approach : Ability to foresee and articulate ideas over a longer time horizon.

Vision Approach

Excellent

The candidate is good at taking active steps to visualise and redress issues in the long term.

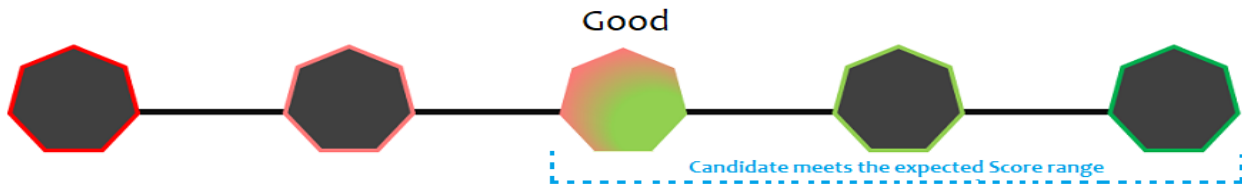
Openness to Learning : The capability and capacity to be on a continuous learning curve at work and in life.

Openness to Learning

Good

The candidate is good at taking active steps to visualise and redress issues in the long term.

Integrated Teamwork



Handling Conflict : The ability to handle differences in a healthy and productive fashion and without bias.



The candidate seems reasonably good at negotiating and handling conflict.

Negotiation : Ability to use diplomacy and tact to positively conclude and settle deals and differences.



The candidate needs to work on the ability to influence others and reach a favourable agreement.

Team Player : Ability to communicate and execute work with people towards attaining goals.



The candidate is an average team player who works relatively well in groups and teams.

Innovation : Ability to think critically and apply or ideate change or alter requirements for existing or new markets and products.



The candidate has average scores on openness to innovation and creative ideas.

Resourcefulness : Ability to deal with limited resources and capabilities for reaching time-bound outcomes.



The candidate is proactive but may not always be able to solve problems.



Interview Questionnaire

TRUST

Ask these questions to the candidate:

1. Generally speaking, would you say that most people can be trusted or that you can't be too careful in dealing with people?
(a) Most people can be trusted
(b) can't be too careful
2. Would you say that most of the time, people try to be helpful, or that they are mostly just looking out of themselves?
(a) Most people can be trusted
(b) can't be too careful
3. Do you think that most people would try to take advantage of you if they got the chance or would they try to be fair?
(a) Take advantage
(b) Try to be fair

Scoring : The high trust choices are 1a, 2a, and 3b.

For each one of these give respondent 1 point. Thus, all respondents will have a score ranging from 0 to 3, with 0 signifying a very low level of trust and 3 signifying a very high level of trust.

RESPECT

Ask these questions to the candidate:

1. What kind of actions or inactions denote that you are being respected? OR What kind of actions or inactions denote you are not being respected at the workplace?

Answer options : Too many 'I' in the response means the person is too self-centred and not bothered about the impact to others.

2. Between kindness and being responsible, which one would you choose?

Answer options : Kindness shows higher trait of Respect and ownership of the team. Responsible highlights higher compliance.

3. What is more important; being courteous or getting your job done?

Answer options : Being courteous is good, but not at the expense of not getting the job done. So the right spirit is in getting the job done while being courteous.

OWNERSHIP

Ask these questions to the candidate:

1. Do you believe your life is controlled by external factors?

Answer options : Too much dependency on external factors signals low confidence on self-ownership.

2. I often say yes when I want to say no. Answer as true or false.

Answer options : True means the respondent is passive and might not be owning up to the task.

3. Are you confident of making people accept your ideas and bringing them into your fold?

Answer options : An emphatic yes means either overconfident or extremely manipulative.

4. You made a mistake but your boss saved you. How would you show gratitude to your boss?

Answer options : A good employee will not seek to hide behind bosses, but accept ownership and correct it.

INTEGRATED TEAMWORK

Ask these questions to the candidate:

1. Rate yourself on a scale of 1-5, 1 being highest and 5 being lowest amongst the following traits; Reliable | Communicator | Active Listener | Cooperative | Flexible

Answer options : An ideal Team Worker should have all these qualities and depending on hierarchy, they may define what is more important. A leader needs to be a better communicator and a junior resource will need to be highly flexible.

2. Have you played any sport? At what level? What was your role (in case of a team sport)?

Answer options : Playing team sport provides a higher level of teamwork learnings than individual games.

3. When did you last fail as a team? What would you do given a second chance to correct it?

Answer options : Check if the respondent focuses on self analysis or is on a blame game.

WE THANK YOU FOR CHOOSING **PEXIScore** FOR YOUR ASSESSMENT.