

HI **SHASHWAT BHATT**,

We are as excited as you to see your fitment results.

We base our results on the assessment of the following traits -

- 1 **INTEREST** Based on the popular and widely used Holland theory which assesses individuals and careers from among six types; the recommendations are based on a Person to Environment fit.
- 2 **ABILITIES** Focuses on self assessment of a wide array of cognitive, psychomotor and physical abilities which helps an individual accomplish a wide range of career tasks effectively.
- 3 **WORKSTYLE/PERSONALITY** Based on personality traits that are critical for work and are identified in various personality tests like Five Factor Model/Big 5, Hogan, CPI etc.
- 4 **WORKVALUES** Based on the Theory of Work Adjustment we assess relative importance of activities and work environment features that determine the satisfaction and tenure of the individual.
- 5 **SKILL** Are established procedures that lay the foundation to work with knowledge. Knowing your desired levels helps to compare with requirements in different occupations.
- 6 **KNOWLEDGE** Are organized set of principles and are gained through education and experience. Knowing your desired levels helps to compare with requirements in different occupations.

Your career recommendations presented further are determined based on the above assessed traits and mapped to career pathways and occupations inside them.

PATHWAY: Career Pathways are groups of occupations based upon similar work performed, skills, education, training, and credentials.



INTRODUCTION

SUMMARY OF RESULTS

The results are based on the assessment of your interest, abilities, workStyle/personality, workvalues, skills, knowledge to provide a best career fitment.

PSYCHOMETRIC RESULTS (TOP 3)

INTEREST 1. Enterprising 2. Artistic 3. Conventional	WORK VALUES 1. Working Conditions 2. Recognition 3. Independence	WORK STYLE 1. Conscientiousness 2. Practical Intelligence 3. Achievement Orientation	ABILITIES 1. Quantitative Abilities 2. Spatial Abilities 3. Idea Generation and Reasoning
	SKILLS 1. Resource Management Skills 2. System Skills 3. Process	KNOWLEDGE 1. Business and Management 2. Manufacturing and Production 3. Education and Training	

RECOMMENDED PATHWAY 1. MARKETING



The marketing pathway includes occupations related to the management of policies, operations & staff working in marketing activities that include advertising, promotions, sales, marketing research or public relations in businesses & corporations, nonprofit institutions, & other organizations.

FITMENT BASED ON YOUR ASSESSMENT*



*The fitment is on a scale of 100 with a score above 50 indicating a positive fitment. Higher the score better is the fitment.

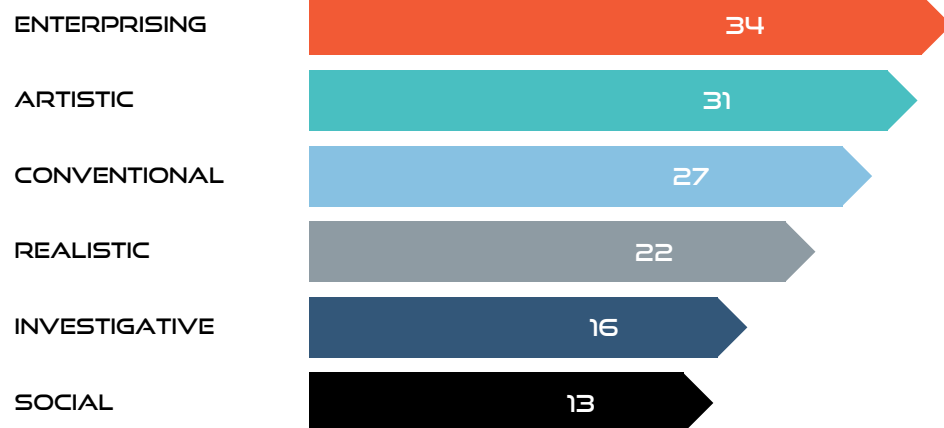
For any further guidance and clarifications contact us

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Note: The assessment analytically compares your profile with a database of individuals who have worked in the same/similar roles. However as your decision could also consider factors like your education, desired salary, opportunities etc. some of these recommendations may not be appropriate in your current context.

INTEREST ASSESSMENT RESULTS

The assessment of interests is based on Holland's theory. The theory states that people and the careers can be classified into a combination of six interest types and a good match leads to satisfaction, persistence and success. The types identified are Realistic, Investigative, Artistic, Social, Enterprising and Conventional and the results from your assessment are mentioned below



TOP 3 INTEREST AREAS

01

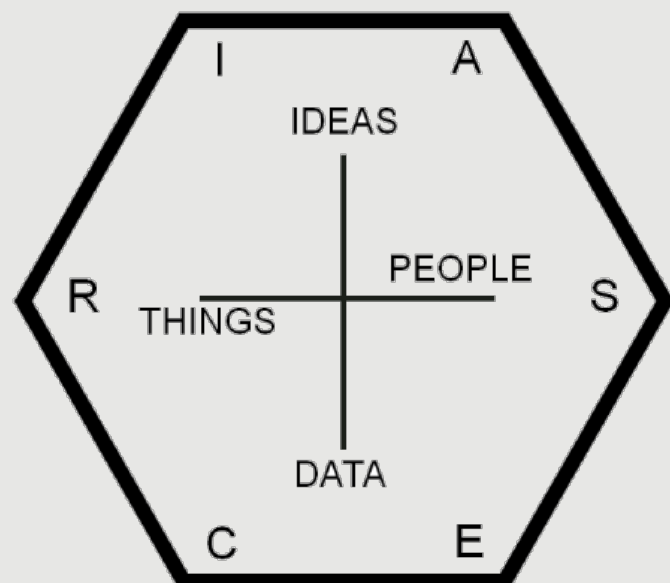
ENTERPRISING

02


ARTISTIC

03

CONVENTIONAL

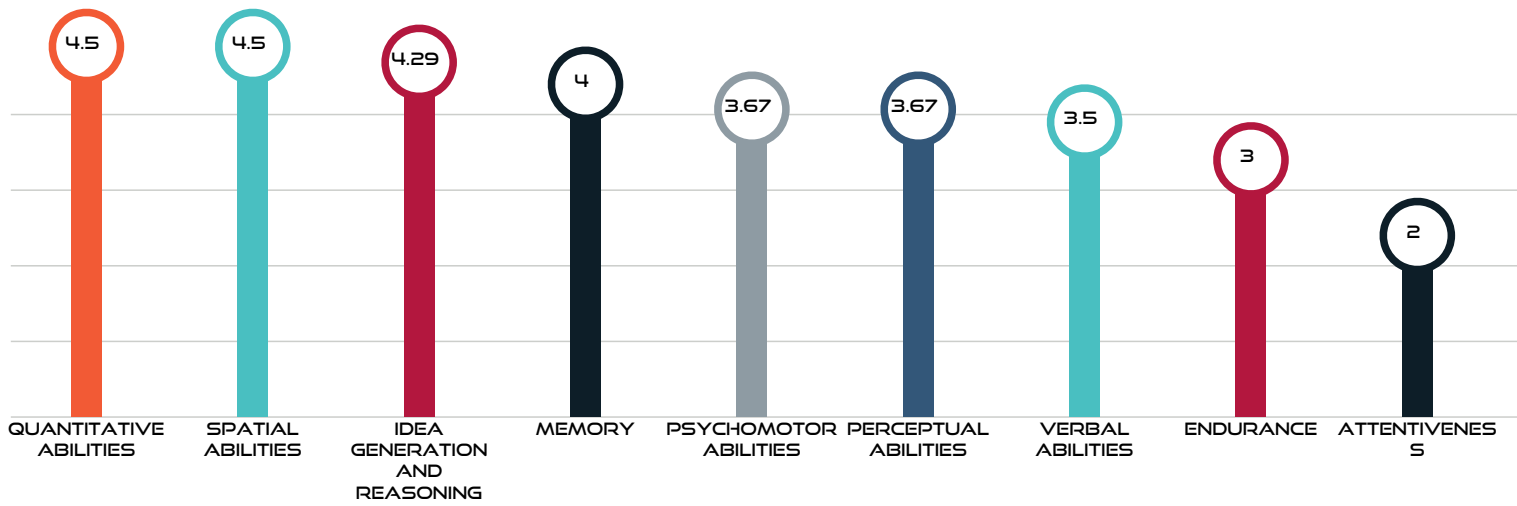


Given below the characteristic and typical interests and abilities for the six interest types -

INTEREST TYPE	INTEREST & ABILITIES	TYPICAL TRAITS
 R - REALISTIC	<ul style="list-style-type: none"> • Like outdoor activities, building things and operating machines • Good at jobs requiring mechanical and athletic abilities 	<ul style="list-style-type: none"> • Practical, frank, focused, persistent and action oriented • Asocial, traditional, uninvolved and inflexible.
 I - INVESTIGATIVE	<ul style="list-style-type: none"> • Like to watch, learn, analyze, design and solve problems. • Good at math, science, research and data analysis jobs. 	<ul style="list-style-type: none"> • Curious, analytical, independent, creators & unconventional • Work alone and thinkers
 A - ARTISTIC	<ul style="list-style-type: none"> • Like to work in unstructured situations and come up creative solutions • Good at language, literature, performing (theater or music) and visual arts 	<ul style="list-style-type: none"> • Imaginative, expressive, innovative, original and sensitive • Disorderly, impulsive and non conforming
 S - SOCIAL	<ul style="list-style-type: none"> • Like to work with people and are interested in helping others • Good public speakers, enjoy training, instructing, counseling or curing others 	<ul style="list-style-type: none"> • Trustworthy, cooperative, religious, outgoing and sensitive • Idealistic
 E - ENTERPRISING	<ul style="list-style-type: none"> • Like to work with other people • Good at influencing, leading, motivating, persuading and performing. 	<ul style="list-style-type: none"> • Ambitious, adventurous, optimistic, social and self confident • Domineering and talkative
 C - CONVENTIONAL	<ul style="list-style-type: none"> • Like to work with data and in structured situations • Good at designing new processes, working with numbers, organizing and following rules and procedures 	<ul style="list-style-type: none"> • Careful, efficient, systematic and diligent • Thrifty

ABILITIES ASSESSMENT RESULTS

Abilities are enduring capabilities to accomplish a wide range of tasks effectively and thus are critical to determine a persons capability match to a career and keep the employer satisfied.



VERBAL ABILITY

Individuals ability to understand the meaning of words and use them effectively in good communication while speaking, listening or writing.

IDEA GENERATION AND REASONING

Individuals ability to come up with original ideas, fluency of ideas, problem recognition, reasoning abilities, information ordering, processing and effective problem solving.

QUANTITATIVE ABILITIES

Individuals ability to use math skills and logical thinking to solve problems in everyday situations. Also indicates ability to gather, sort and make sense of all information related to a problem and then being able to explain ones decision.

MEMORY

Individuals ability to remember information such as words, numbers, pictures, and procedures.

PERCEPTION SPEED

Individuals ability to acquire and organize visual information for objects , pictures and drawing. Also indicates ability to quickly identify patterns and accurately compare similarities and differences among sets of letters, numbers, objects, pictures, or patterns.

SPATIAL ABILITY

Individuals ability to form pictures of objects in ones mind. It also involves easily understanding how drawings represent real objects and correctly imagining how parts fit together.

ATTENTIVENESS

Individuals ability to concentrate on a task over a period of time without being distracted and to be able to shift back and forth between two or more activities or sources of information (such as speech, sounds, touch, or other sources).

MOTOR COORDINATION

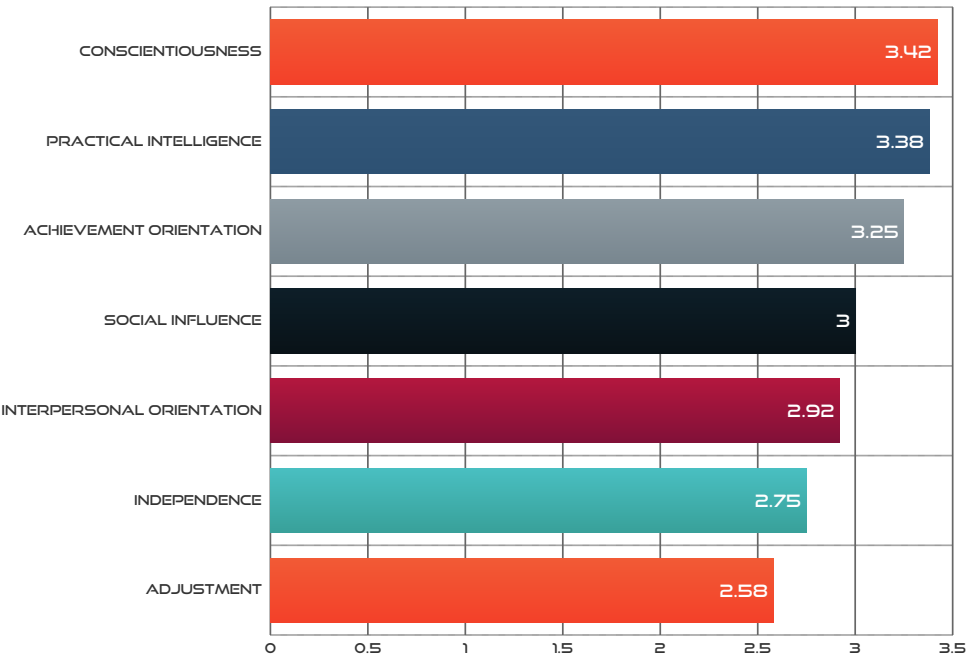
Individuals ability to quickly and accurately coordinate eyes with hands or fingers when making precise hand movements.

ENDURANCE / STAMINA

Individuals ability to exert oneself physically over long periods of time without getting winded or out of breath.

WORK STYLE ASSESSMENT RESULTS

Work Style represents personality, temperament and cognitive factors that influence a individuals work related aspects and as personality related research has shown it as a core human values with an application and validity across cultures. The work style measures are build utilizing constructs from multiple personality assessment models like Five Factor Model, Big 5, Hogan etc. Your results on the 7 broad dimensions are presented below .



ACHIEVEMENT ORIENTATION

Indicates the level of personal goal setting , trying to succeed at the goals set, and striving to be competent in ones work and other endeavors.

SOCIAL INFLUENCE

Indicates the level of an individuals impact on others and level of energy and leadership in their work and other situations.

INTERPERSONAL ORIENTATION

Indicates the level of pleasantness, cooperation, sensitivity and ease to get along with others and a preference for associating and working with others.

ADJUSTMENT

Indicates the level of maturity, poise, flexibility and restraint to cope with pressure stress, criticism, setbacks in handling personal and work related problems etc.

CONSCIENTIOUSNESS

Indicates the level of dependability, commitment in doing a job correctly and carefully and being trustworthy, accountable and attentive to details.

INDEPENDENCE

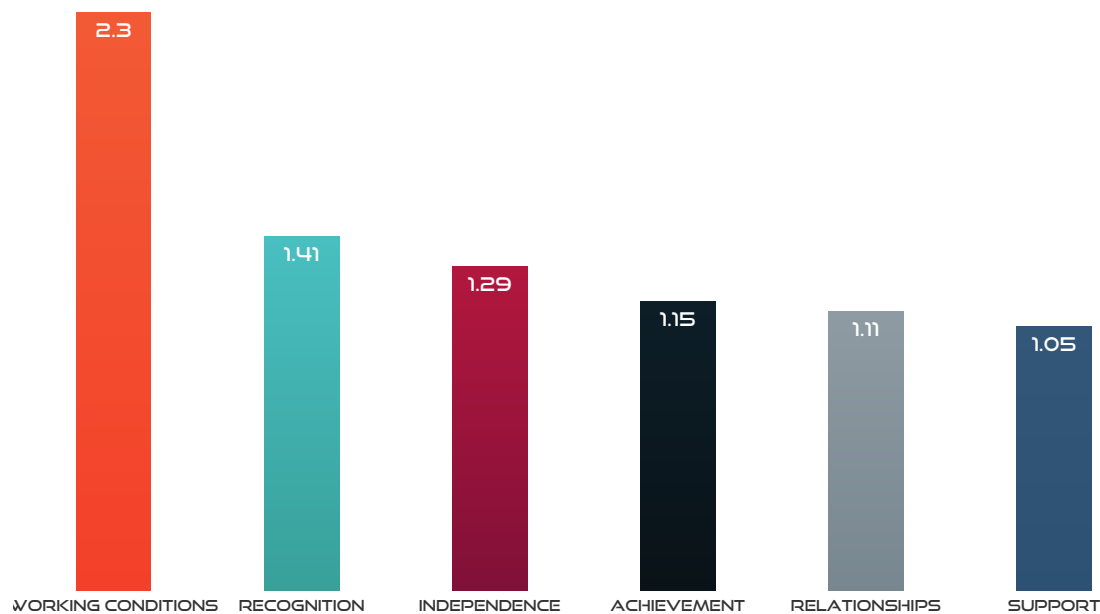
Indicates the level of independence and autonomous working, an own way of doing things, guiding oneself with little or no supervision and depending mainly on oneself to get a job done.

PRACTICAL INTELLIGENCE

Indicates the level of capability to generate new ideas and thinking through things logically.

WORK VALUES ASSESSMENT RESULTS

Work Values are relative importance of activities and work environment characteristics for an individual and since they are fairly stable across context and time are important traits to match when considering career options. Your results on the 6 broad dimensions are presented below .



ACHIEVEMENT

Individual gives importance of using ones best abilities and a sense of accomplishment is important in his/her ideal job.

WORKING CONDITIONS

Individual gives importance to salary, job security, physical working conditions and doing work that suits his/her temperament in his/her ideal job.

RECOGNITION

Individual gives importance to advancement, recognition and respect from his/her ideal job.

RELATIONSHIPS

Individual gives importance to being of service for others, getting along with others and having a clean conscience from his/her ideal job.

SUPPORT

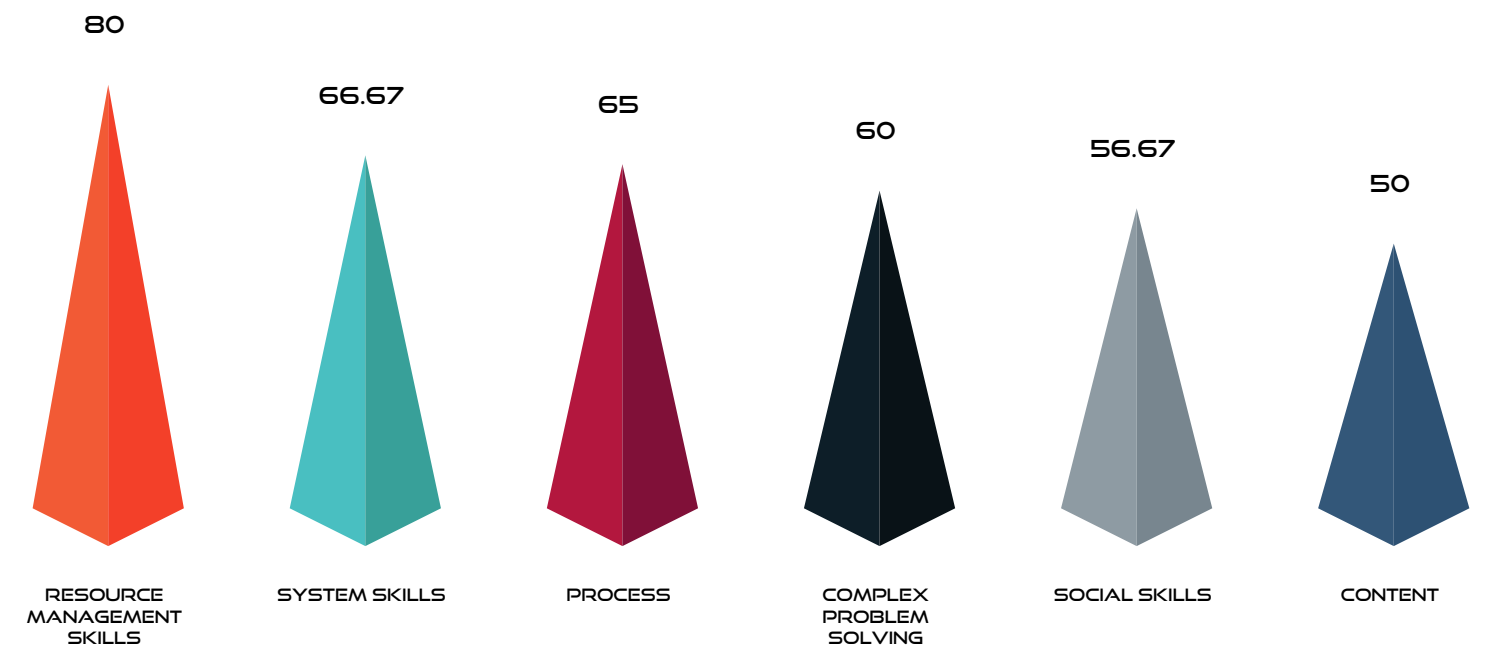
Individual gives importance to having superiors / seniors who are both competent and considerate in his/her ideal job.

INDEPENDENCE

Individual gives importance to having the ability to exercise initiative and make decisions by oneself in his/her ideal job.

Skill Assessment Results

Skills are established procedures that lay the foundation to work with knowledge. Your results on the desired levels on the various dimensions are presented below.



CONTENT

Background structures needed to work with and acquire more specific skills in a variety of different domains.

PROCESS

Procedures that contribute to the more rapid acquisition of knowledge and skill across a variety of domains.

SOCIAL SKILLS

Developed capacities used to work with people to achieve goals.

COMPLEX PROBLEM SOLVING SKILLS

Developed capacities used to solve novel, ill-defined problems in complex, real-world settings.

TECHNICAL SKILLS

Developed capacities used to design, set-up, operate, and correct malfunctions involving application of machines or technological systems.

SYSTEMS SKILLS

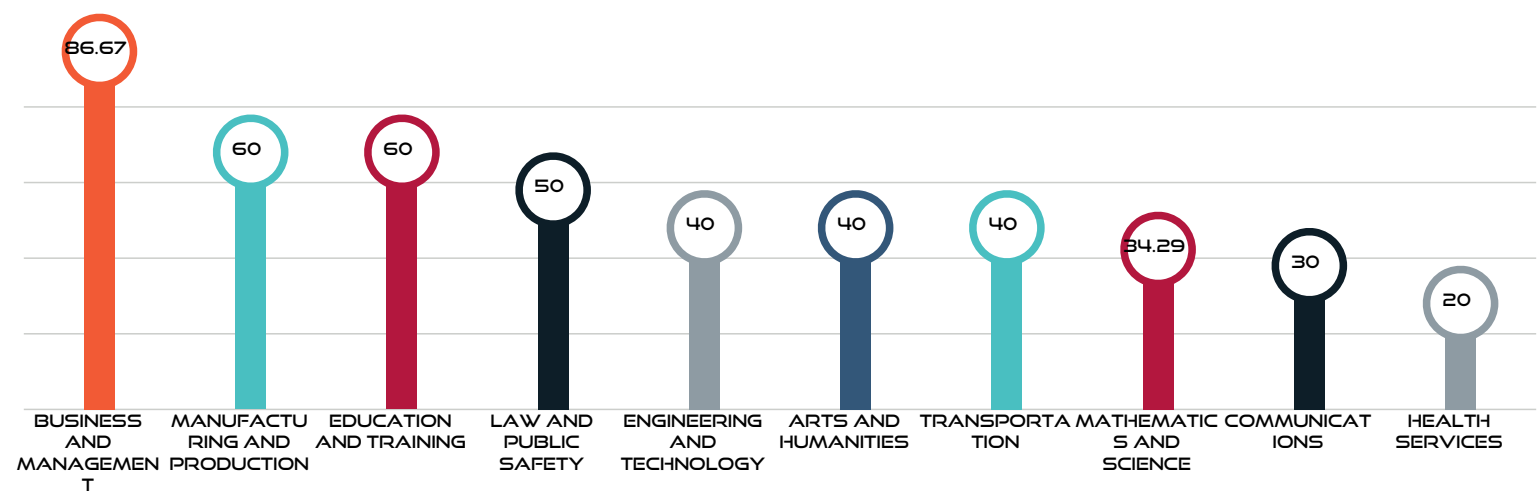
Developed capacities used to understand, monitor, and improve socio-technical systems.

RESOURCE MANAGEMENT SKILLS

Developed capacities used to allocate resources efficiently.

KNOWLEDGE ASSESSMENT RESULTS

Knowledge are organized set of principles and are gained through education and experience. Your results on the desired levels on the various dimensions are presented below.



BUSINESS AND MANAGEMENT

Knowledge of principles and facts related to business administration and accounting, human and material resource management in organizations, sales and marketing, economics, and office information and organizing systems.

MANUFACTURING AND PRODUCTION

Knowledge of principles and facts related to the production, processing, storage, and distribution of manufactured and agricultural goods.

ENGINEERING AND TECHNOLOGY

Knowledge of the design, development, and application of technology for specific purposes.

MATHEMATICS AND SCIENCE

Knowledge of the history, theories, methods, and applications of the physical, biological, social, mathematical, and geography.

HEALTH SERVICES

Knowledge of principles and facts regarding diagnosing, curing, and preventing disease, and improving and preserving physical and mental health and well-being.

EDUCATION AND TRAINING

Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

ARTS AND HUMANITIES

Knowledge of facts and principles related to the branches of learning concerned with human thought, language, and the arts.

LAW AND PUBLIC SAFETY

Knowledge of regulations and methods for maintaining people and property free from danger, injury, or damage; the rules of public conduct established and enforced by legislation, and the political process establishing such rules.

COMMUNICATIONS

Knowledge of the science and art of delivering information.

TRANSPORTATION

Knowledge of principles, methods for moving people or goods by air, rail, sea, or road, including relative costs & benefits.

PATHWAY RECOMMENDATIONS

Your top 10 career pathway recommendations are presented further.

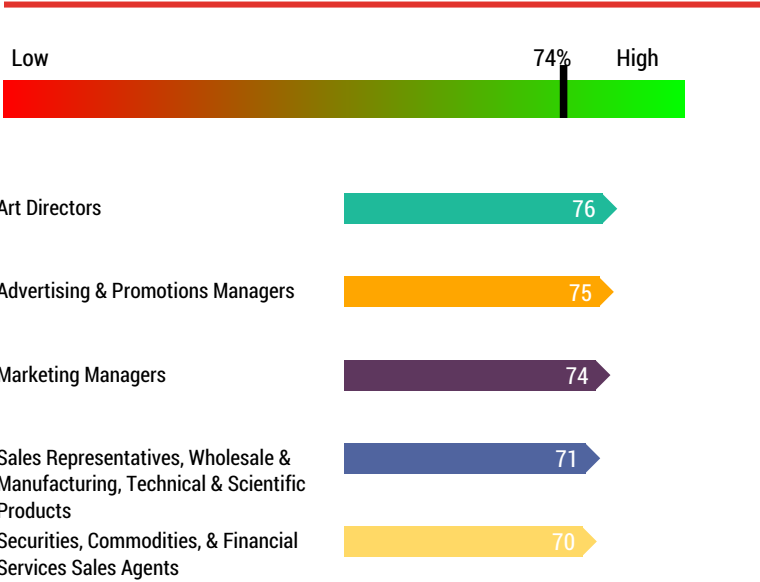
These are determined based on the various assessed traits that have been explained earlier. Career Pathways are groups of occupations based upon similar work performed, skills, education, training, and credentials.

Please note one occupation may occur in multiple pathways. Links are also provide below for you to explore the occupations further.

1. MARKETING



The marketing pathway includes occupations related to the management of policies, operations & staff working in marketing activities that include advertising, promotions, sales, marketing research or public relations in businesses & corporations, nonprofit institutions, & other organizations.

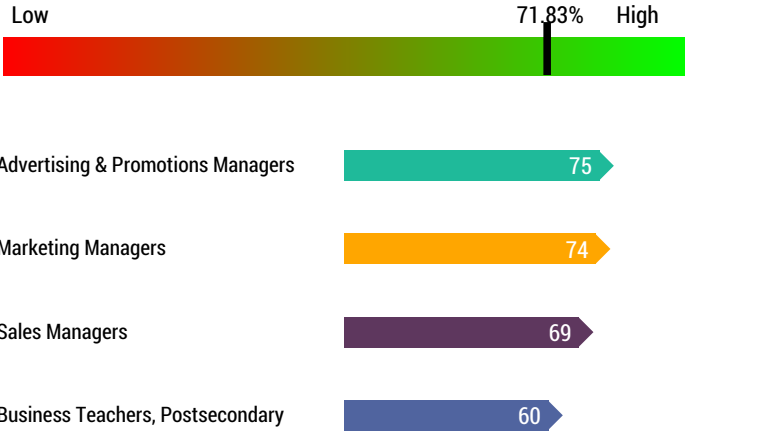


Top Matches : 1. Art Directors [76%], 2. Advertising and Promotions Managers [75%], 3. Marketing Managers [74%], 4. Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products [71%], 5. Securities, Commodities, and Financial Services Sales Agents [70%]

2. MANAGEMENT AND ENTREPRENEURSHIP



The marketing management & entrepreneurship pathway includes occupations related to the management of policies, operations or staff working in advertising, promotions, marketing, sales, marketing research, merchandising, or public relations in businesses & corporations, nonprofit institutions, & other organizations.



Top Matches : 1. Advertising and Promotions Managers [75%], 2. Marketing Managers [74%], 3. Sales Managers [69%], 4. Business Teachers, Postsecondary [60%]

RECOMMENDATIONS CONTD..

3. MANAGEMENT



The general management pathway includes occupations that plan, organize, coordinate, direct, control & evaluate all or part of a business organization through the allocation & use of financial, human, & material resources or controlling the resources needed to produce or provide a business' goods and/or services. Includes quality control, scheduling, procurement, & warehousing.

Top Matches : 1. Advertising and Promotions Managers [75%], 2. Chief Executives [74%], 3. Marketing Managers [74%], 4. Purchasing Managers [73%], 5. Financial Managers [72%]

4. BUSINESS ANALYSIS



The business information management pathway includes occupations that provide a bridge between business processes or initiatives & information technology processes. Employees in this area help to align business & IT goals.

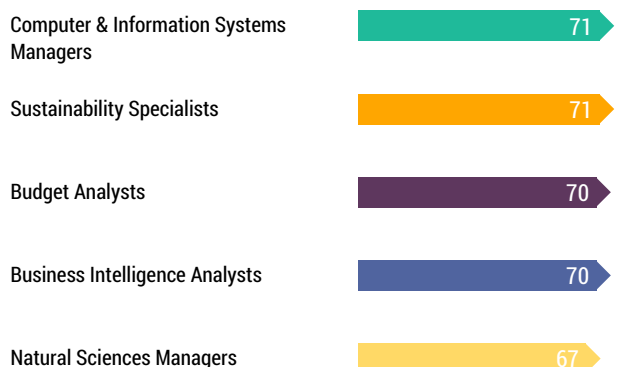
Top Matches : 1. Computer and Information Systems Managers [71%], 2. Sustainability Specialists [71%], 3. Budget Analysts [70%], 4. Business Intelligence Analysts [70%], 5. Natural Sciences Managers [67%]

5. CONSUMER SERVICES



The consumer services pathway includes occupations related to helping individuals with decisions & problems relating to finance, real estate, insurance & consumer goods.

Top Matches : 1. Marketing Managers [74%], 2. Technical Writers [70%], 3. Sales Managers [69%], 4. Property, Real Estate, and Community Association Managers [66%], 5. Public Relations Specialists [66%]



RECOMMENDATIONS CONTD..

6. LOGISTICS PLANNING AND MANAGEMENT SERVICES



The logistics planning & management services pathway includes occupations involve the planning, management & control of the physical distribution of materials, products, & people.

Top Matches : 1. Chief Executives [74%], 2. Supply Chain Managers [71%], 3. Transportation, Storage, and Distribution Managers [69%], 4. Logisticians [66%], 5. Logistics Analysts [66%]

7. MARKETING COMMUNICATIONS AND PROMOTION



The marketing communications pathway includes workers who plan, coordinate & implement marketing strategies, advertising, promotion & public relations activities.

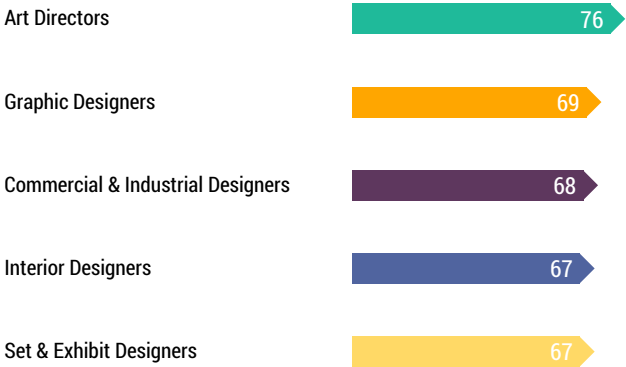
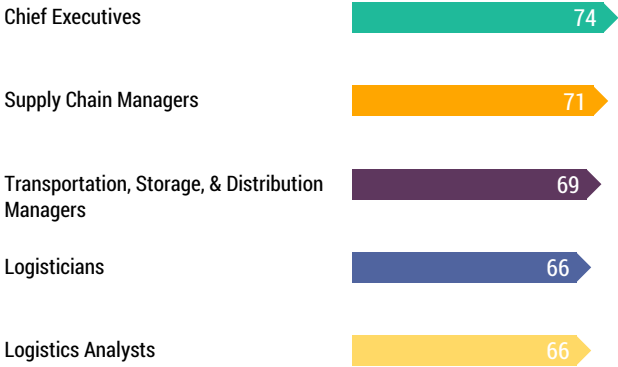
Top Matches : 1. Sales Managers [69%]

8. VISUAL ARTS



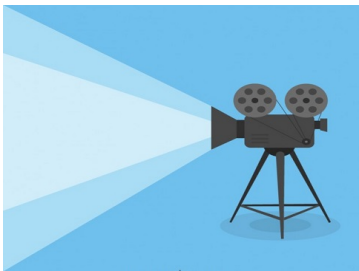
The visual arts pathway includes occupations involved in artistic creation through painting, sculpting, illustrating, fashion, or floral design, & the use of an assortment of materials, including oils, watercolors, acrylics, pastels, pencils, pen & ink, photography, plaster, clay, textiles, plants, & computers.

Top Matches : 1. Art Directors [76%], 2. Graphic Designers [69%], 3. Commercial and Industrial Designers [68%], 4. Interior Designers [67%], 5. Set and Exhibit Designers [67%]



RECOMMENDATIONS CONTD..

9. AUDIO AND VIDEO TECHNOLOGY AND FILM



The audio & video technology & film pathway includes occupations that manufacture, sell, rent, design, install, integrate, operate, & repair the equipment of audio-visual communications. Includes the presentation of sound, video & data in such venues as offices, convention centers, classrooms, theme parks & stadiums. Also includes workers who edit film & video.

Top Matches : 1. Agents and Business Managers of Artists, Performers, and Athletes [69%], 2. Curators [69%], 3. Graphic Designers [69%], 4. Commercial and Industrial Designers [68%], 5. Music Directors and Composers [68%]

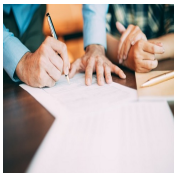
10. JOURNALISM AND BROADCASTING



The journalism & broadcasting pathway includes workers who research, write or produce news stories or broadcasts, or present commentaries. Workers also include those involved in publishing & writing. Includes occupations that install, repair & operate digital or electronic equipment used to record & transmit radio or television programs & motion pictures.

Top Matches : 1. Technical Writers [70%], 2. Talent Directors [70%], 3. Writers and Authors [69%], 4. Media Programming Directors [68%], 5. Film and Video Editors [68%]

RECOMMENDED INDUSTRIES



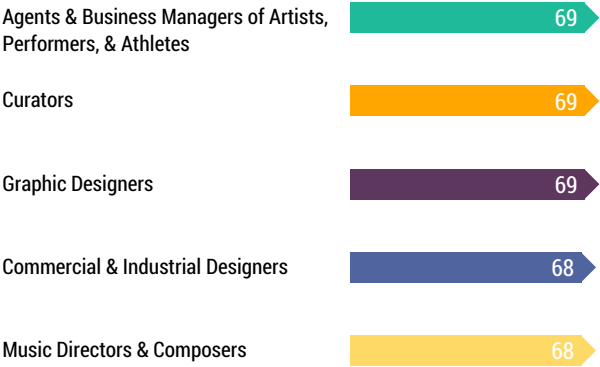
Professional Scientific and Technical Services



Finance and Insurance



Manufacturing

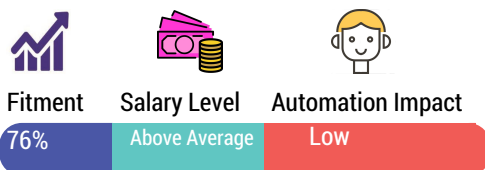


TOP 10 RECOMMENDATIONS

Given below your top occupational matches. These are ranked and you can click on them to read more about them.

1. Art Directors

Also Called :Art Director | Creative Director | Group Art Supervisor | Production Manager



2. Advertising and Promotions Managers

Also Called :Advertising Manager (Ad Manager) | Communications Manager | Promotions Director | Promotions Manager



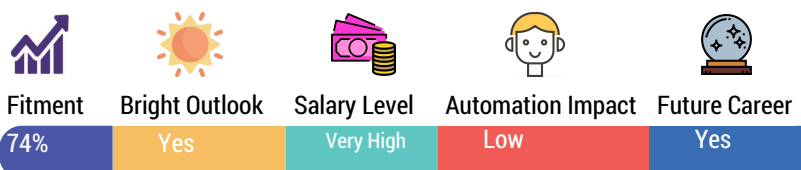
3. Chief Executives

Also Called :Chief Executive Officer (CEO) | Chief Financial Officer (CFO) | Chief Operating Officer (COO) | Executive Director



4. Marketing Managers

Also Called :Brand Manager | Business Development Manager | Marketing Director | Marketing Manager



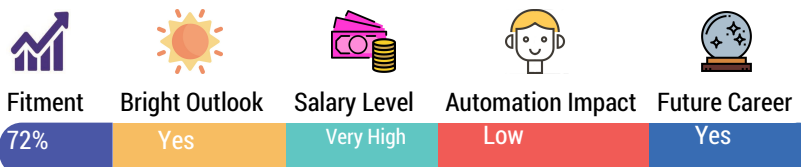
5. Purchasing Managers

Also Called :Materials Manager | Procurement Director | Procurement Manager | Purchasing Director



6. Financial Managers

Also Called :Banking Center Manager (BCM) | Branch Manager | Credit Administration Manager | Financial Center Manager



7. Online Merchants

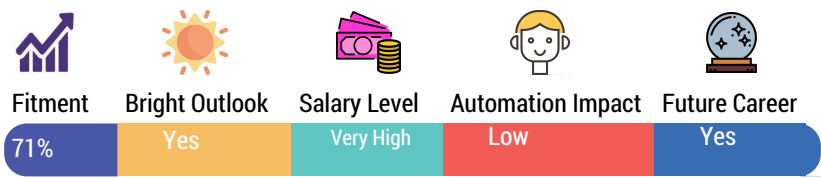
Also Called :Online Services Manager



TOP 10 RECOMMENDATIONS CONTD..

8. Computer and Information Systems Managers

Also Called :Information Systems Director (IS Director) | Information Systems Manager (IS Manager) | Information Technology Director (IT Director) | Information Technology Manager (IT Manager)



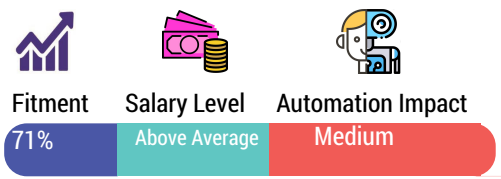
9. Sustainability Specialists

Also Called :Sustainability Consultant | Sustainability Coordinator | Sustainability Specialist | Sustainable Design Coordinator



10. Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products

Also Called :Inside Sales Representative | Marketing Representative | Sales Representative



Following are recommended jobs from a lower job zone (requires lesser formal education). You may decide to consider these further, only if these are appropriate in your social context - 1. Fashion Designers,

“Nothing happens until you decide. Make a Decision and watch your life move forward.”

- Oprah



For any Future guidance Nd clarification contact us



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