

S TEST NAME (WORKING PROFESSIONAL)



#### HIS TEST NAME,

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

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

**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.

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.

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.

**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.

SKILL Are established procedures that lay the foundation to work with knowledge. Knowing your desired levels helps to compare with requirements in different roles/occupations.

**KNOWLEDGE** Are organized set of principles and are gained through education and experience. Knowing your desired levels helps to compare with requirements in different roles/occupations.



**WORK CONTEXT** Determines the social psychological and physical conditions under which work is performed. Knowing your desired levels helps to compare with requirements in different roles/occupations.

Your career recommendations presented further are determined based on the above assessed traits and mapped to job families sub job families and specific roles inside them. A job family is described below.

**JOB FAMILY:** Job Families are groups of occupations based upon work performed, skills, education, training, and credentials. There are 23 Job families which are further divided into sub job families and specific roles.





# SUMMARY OF RESULTS

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

#### PSYCHOMETRIC RESULTS (TOP 3)



#### RECOMMENDED JOBFAMILY 1. HEALTHCARE PRACTITIONERS AND TECHNICAL



Jobs focused on providing medical treatment, & care to improve the health status of patients over time. Typically includes health checks & preventive measures, conducting/supervising laboratory tests, detecting & diagnosing of diseases, prescribing medication, surgical activities & providing recovery techniques.

#### FITMENT BASED ON YOUR ASSESSMENT\*



Your fitment in the Job Family your desired role belongs to is given above. For other suitable options refer your detailed report

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

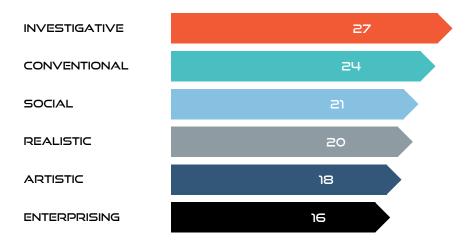
For any further guidance and clarifications contact us

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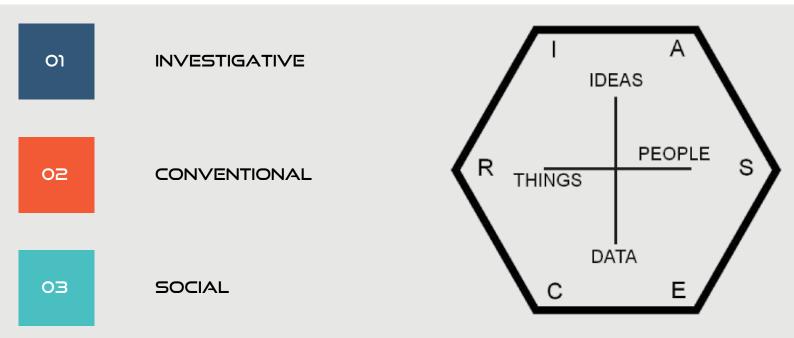
Note: The assessment analytically compares your profile with a database of individuals who have worked in the same/similar roles. However as your decision could also consider factors like your education, desired salary, opportunities etc. some of these recommendations may not be appropriate in your current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







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

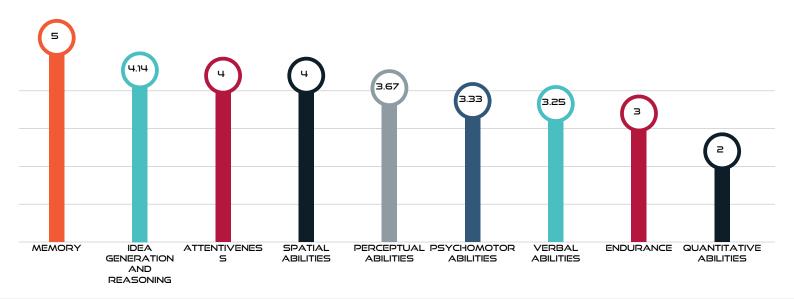
INTEREST TYPE	INTEREST & ABILITIES	TYPICAL TRAITS
R - REALISTIC	<ul> <li>Like outdoor activities, building things and operating machines</li> <li>Good at jobs requiring mechanical and athletic abilities</li> </ul>	<ul> <li>Practical, frank, focused, persistent and action oriented</li> <li>Asocial, traditional, uninvolved and inflexible.</li> </ul>
I-INVESTIGATIVE	<ul> <li>Like to watch, learn, analyze, design and solve problems.</li> <li>Good at math, science, research and data analysis jobs.</li> </ul>	<ul> <li>Curious, analytical, independent, creators &amp; unconventional</li> <li>Work alone and thinkers</li> </ul>
A-ARTISTIC	<ul> <li>Like to work in unstructured situations and come up creative solutions</li> <li>Good at language, literature, performing (theater or music) and visual arts</li> </ul>	<ul> <li>Imaginative, expressive, innovative, original and sensitive</li> <li>Disorderly, impulsive and non conforming</li> </ul>
S-SOCIAL	<ul> <li>Like to work with people and are interested in helping others</li> <li>Good public speakers, enjoy training, instructing, counseling or curing others</li> </ul>	<ul> <li>Trustworthy, cooperative, religious, outgoing and sensitive</li> <li>Idealistic</li> </ul>
E - ENTERPRISING	<ul> <li>Like to work with other people</li> <li>Good at influencing, leading, motivating, persuading and performing.</li> </ul>	<ul> <li>Ambitious, adventurous, optimistic, social and self confident</li> <li>Domineering and talkative</li> </ul>
C - CONVENTIONAL	<ul> <li>Like to work with data and in structured situations</li> <li>Good at designing new processes, working with numbers, organizing and following rules and procedures</li> </ul>	<ul> <li>Careful, efficient, systematic and diligent</li> <li>Thrifty</li> </ul>





# 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.

Individuals ability to remember information such as words,

#### 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.

#### 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.

#### 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).

#### SPATIAL ABILITY

numbers, pictures, and procedures.

MEMORY

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.

#### MOTOR COORDINATION

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

# ENDURANCE / STAMINA

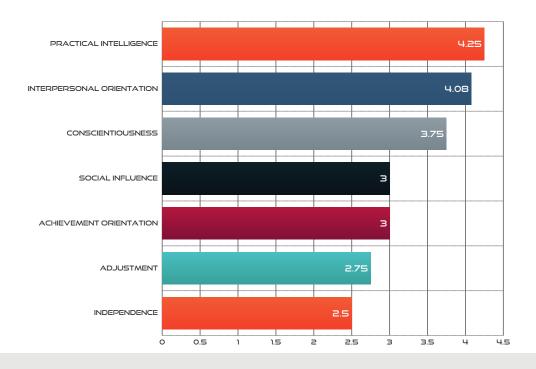
Individuals ability to exert oneself physically over long periods of time without getting winded or out of breath.





# 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.

# CONSCIENTIOUSNESS

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

# PRACTICAL INTELLIGENCE

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

# 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.

#### INDEPENDENCE

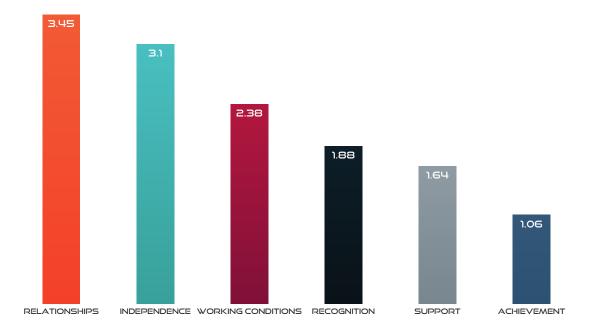
Indicates the level of independence and autonomous working, an own way of doing things, guiding oneself with little or no supervision and depending mainly on oneself to get a job done.





# 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.

# RECOGNITION

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

# SUPPORT

Individual gives importance to having superiors / seniors who are both competent and considerate 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.

# RELATIONSHIPS

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

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# 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.

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#### 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.

#### RESOURCE MANAGEMENT SKILLS

Developed capacities used to allocate resources efficiently.

# SYSTEMS SKILLS

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

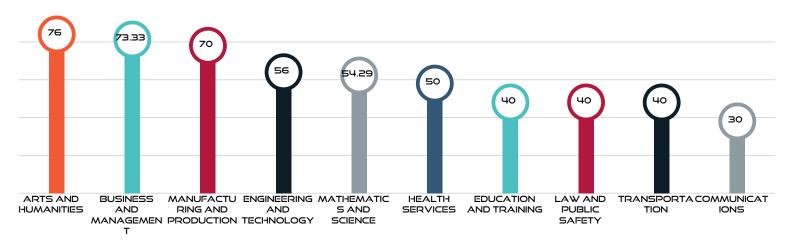
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# KNOWLEDGE ASSESSMENT RESULTS

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.

# ENGINEERING AND TECHNOLOGY

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

#### MANUFACTURING AND PRODUCTION

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

# 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.

#### ARTS AND HUMANITIES

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

#### COMMUNICATIONS

Knowledge of the science and art of delivering information.

#### 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.

#### 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.

#### TRANSPORTATION

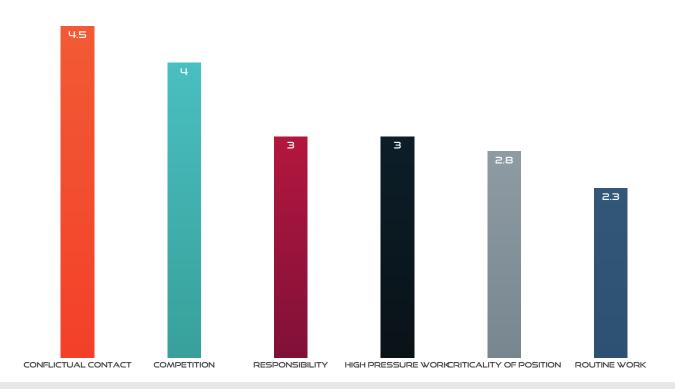
Knowledge of principles, methods for moving people or goods by air, rail, sea, or road, including relative costs & benefits.





# WORK CONTEXT RESULTS

Work Context determines the social psychological and physical conditions under which work is performed.



#### RESPONSIBILITY

Amount of responsibility the worker prefers having for other workers as a part of this job.

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# CONFLICTUAL CONTACT

Amount of conflict that the worker has readiness to encounter as part of this job.

# CRITICALITY OF POSITION

Amount of impact the worker prefers to have on final products and their outcomes.

#### **ROUTINE WORK**

The relative amounts of routine versus challenging work the worker prefers while performing this job.

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#### HIGH PRESSURE WORK

Description of the role that time plays in the way the worker prefers to perform the tasks required by this job.

#### COMPETITION

Amount of competition that the worker prefers to face as part of his job.

# JOB FAMILY FITMENT

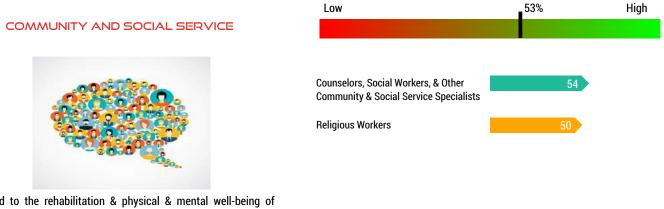
#### HEALTHCARE PRACTITIONERS AND TECHNICAL



Jobs focused on providing medical treatment, & care to improve the health status of patients over time. Typically includes health checks & preventive measures, conducting/supervising laboratory tests, detecting & diagnosing of diseases, prescribing medication, surgical activities & providing recovery techniques.

	Success Analytics	
Low	56%	High
Healthcare Diagnosing or Treating Practitioners	56	•
Health Technologists & Technicians	54	
Other Healthcare Practitioners & Technical Occupations	54	

Top Role Matches : 1. Prosthodontists [59%], 2. Dietitians and Nutritionists [59%], 3. Naturopathic Physicians [58%], 4. Orthoptists [58%], 5. Speech-Language Pathologists [58%]



Jobs related to the rehabilitation & physical & mental well-being of individuals in a community. May include providing educational, vocational & emotional counselling, treatments for substance abuse & behavioural disorders, spiritual guidance & healthy lifestyle support.

**Top Role Matches**: 1. Healthcare Social Workers [55%], 2. Marriage and Family Therapists [55%], 3. Mental Health Counselors [55%], 4. Health Educators [54%], 5. Social and Human Service Assistants [54%]



OFFICE AND ADMINISTRATIVE SUPPORT

Jobs that facilitate organizational activities through a variety of administrative & clerical duties, such as information & communication management, data processing & collection, & tracking of inventory & accounts. Also includes customer service, conducting monetary transactions & collecting bills, preparing statements.

Low	53%	High
Other Office & Administrative Support Workers	54	
Secretaries & Administrative Assistants	53	
Information & Record Clerks	53	
Supervisors of Office & Administrative Support Workers	50	

Top Role Matches : 1. Bioinformatics Technicians [55%], 2. Proofreaders and Copy Markers [53%], 3. Statistical Assistants [52%], 4. Patient Representatives [52%]

INSTALLATION, MAINTENANCE, AND REPAIR



Jobs related to installation, repair, & preventive maintenance of equipment, machines & tools. Also includes troubleshooting & maintenance of mechanical, electrical, computerized & electronic systems, overhauling of engines, servicing of air conditioning units among others.

TU	Success Analytics	
Low	53%	High
Electrical & Electronic Equipment Mechanics, Installers, & Repairers	52	
Supervisors of Installation, Maintenance, & Repair Workers	49	

**Top Role Matches** : 1. Electronic Equipment Installers and Repairers, Motor Vehicles [56%], 2. Telecommunications Equipment Installers and Repairers, Except Line Installers [54%], 3. Electronic Home Entertainment Equipment Installers and Repairers [53%]

EDUCATION, TRAINING, AND LIBRARY



Jobs related to providing or assisting in the delivery of educational or instructional material to children, adolescents, adults or professionals in classrooms, workshops, or using other methods. May include creation of learning material & content, providing learning resources & supporting any special needs individuals.

Low	53%	High
Librarians, Curators, & Archivists	58	•
Adult Basic Education, Adult Secondary	55	
Education, & English as a Second Language Instructors		
Preschool, Elementary, Middle, Secondary, & Special Education	53	
Teachers		
Postsecondary Teachers	52	
Other Educational Instruction & Library Occupations	51	

Top Role Matches : 1. Archivists [59%], 2. Audio-Visual and Multimedia Collections Specialists [59%], 3. Tutors [58%], 4. Librarians [56%], 5. Middle School Teachers, Except Special and Career/Technical Education [56%]

# MEDICINE

LIFE, PHYSICAL, AND SOCIAL SCIENCE

Jobs related to the study & application of knowledge in various disciplines like living organisms, physics, chemistry or human society & interpersonal relationships. Also includes research & studies for data collection & analysis, formulation of theories & their real world applications.

Low	52%	High
Social Scientists & Related Workers	55	
Occupational Health & Safety Specialists & Technicians	55	
Life, Physical, & Social Science Technicians	52	
Life Scientists	51	
Physical Scientists	51	

Top Role Matches: 1. Historians [59%], 2. Social Science Research Assistants [58%], 3. School Psychologists [58%], 4. City and Regional Planning Aides [58%], 5. Counseling Psychologists [57%]

#### BUSINESS AND FINANCIAL OPERATIONS



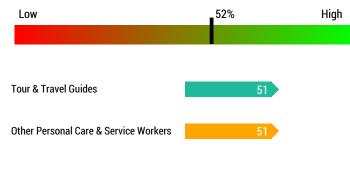
	Success Analytics	
Low	52%	High
Financial Specialists	52	
Business Operations Specia	lists 50	

Jobs that manage & implement policy & strategy for an organization's capital structure, budgeting, funding, dividends, & taxation. Also includes activities related to acquisitions & investments, financial modelling & planning.

PERSONAL CARE AND SERVICE

Top Role Matches : 1. Cost Estimators [55%], 2. Security Management Specialists [55%], 3. Management Analysts [55%], 4. Training and Development Specialists [53%], 5. Insurance Underwriters [53%]

Jobs that provide services to individuals related to their fitness, physical appearance or entertainment. May include assisting with child care, pet care & training, hair & beauty services, & assistance with entertainment activities.

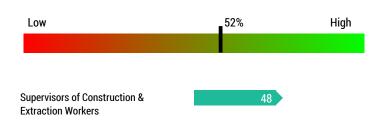


#### Top Role Matches : 1. Childcare Workers [54%], 2. Travel Guides [52%], 3. Residential Advisors [51%]



CONSTRUCTION AND EXTRACTION

Jobs related to the building of public or private structures, or removing material or resources from their natural habitat for construction or other purposes. Typically includes operating equipment for mining, drilling & other extraction activities, carpentry, brick laying & masonry, roofing, electrical work, plumbing, maintenance, & supervision of all tasks for quality control & adherence to codes.



#### SALES AND RELATED



Jobs involved in the act of convincing commercial or retail consumers to purchase products or services. Activities include selling consumer goods like furniture, appliances, automobiles & auto parts, packaged goods like food, beverages & medication, financial products & services, & insurance, real estate, consulting & medical services, among others.

Low	50%	High
Supervisors of Sales Workers	50	
Sales Representatives, Services	49	
Sales Representatives, Wholesa Manufacturing	le & 49	
Other Sales & Related Workers	49	

#### Top Role Matches : 1. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products [51%]

COMPUTER AND MATHEMATICAL



 Mathematical Science Occupations
 50

 Computer Occupations
 49

50%

High

Jobs related to the design, development, installation & maintenance of computer systems, network systems, database management & software development. Also includes system security, web design & development, technical support, artificial intelligence, statistical analysis & optimization.

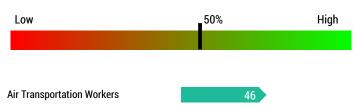
Top Role Matches : 1. Statisticians [57%], 2. Biostatisticians [53%], 3. Geographic Information Systems Technicians [52%], 4. Geospatial Information Scientists and Technologists [52%], 5. Information Security Analysts [52%]

Low



TRANSPORTATION AND MATERIAL MOVING

Jobs that pilot, navigate, drive or operate vehicles that transport people, materials or freight to ensure safe & timely carriage. Includes public & cargo transport over air, water, rail & road, operating machinery like cranes, tractors & forklifts, inspecting cargo, air traffic control, driving ambulances among other activities.



#### ARCHITECTURE AND ENGINEERING



Jobs requiring application of science & technology concepts into the design & development or production of physical entities, & the tools required for building them. Also includes installation, inspection & maintenance of machinery, physical & electrical equipment & all supporting structures & systems.

Low	50%	High
Architects, Surveyors, & Cartograp	hers 53	
Engineers	50	
Drafters, Engineering Technicians, Mapping Technicians	& 48	

Top Role Matches : 1. Industrial Safety and Health Engineers [59%], 2. Biomedical Engineers [56%], 3. Surveyors [56%], 4. Mechanical Engineers [55%], 5. Photonics Engineers [53%]



Jobs that plan, organize, coordinate, direct, control & evaluate all or part of a business organization through the allocation, use & supervision of financial, human, & material resources needed to produce goods and/or provide services. Higher management operations also include strategy & policy making, & budgeting. Managerial activities are common to all industries.

Top Role Matches : 1. Medical and Health Services Managers [52%], 2. Compensation and Benefits Managers [52%], 3. Water Resource Specialists [52%], 4. Brownfield Redevelopment Specialists and Site Managers [52%], 5. Education Administrators, Postsecondary [51%]



Jobs related to legal issues such as arbitration, litigation, negotiation or investigation. May include representing clients in legal matters, drafting & documentation of contracts & agreements, transcription of hearings, researching statutes & advising on regulations.

Top Role Matches: 1. Arbitrators, Mediators, and Conciliators [52%]

#### PROTECTIVE SERVICE



	Success Analytics	
Low	48%	High
Law Enforcement Workers	10	
Law Enforcement workers	48	
Supervisors of Protective Servic Workers	e 45	

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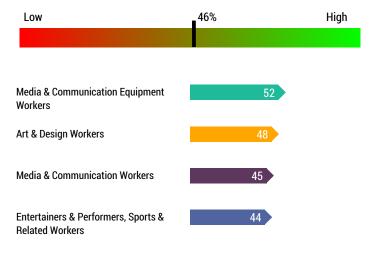
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Jobs involved in the protection of lives, property, community or the environment by preventing/investigating crime in accordance with the laws. May include traffic control, security services, guarding & patrolling, emergency services, apprehending & prosecuting suspects, fire fighting & investigation, & correctional services.

#### Top Role Matches : 1. Municipal Fire Fighting and Prevention Supervisors [52%], 2. Police Identification and Records Officers [51%]



Jobs related to the fields of arts, entertainment, sports, & creation & dissemination of ideas & information through various forms of media. Typically includes performing arts, editing, direction & production of plays & movies, print & visual media, set design & graphics, professional sports & related activities, interpreting & translating, operating media & technical equipments among others.



Top Role Matches : 1. Multimedia Artists and Animators [55%], 2. Interpreters and Translators [55%]

#### **RECOMMENDED INDUSTRIES**



**Educational Services** 



Government





**Professional Scientific and Technical Services** 



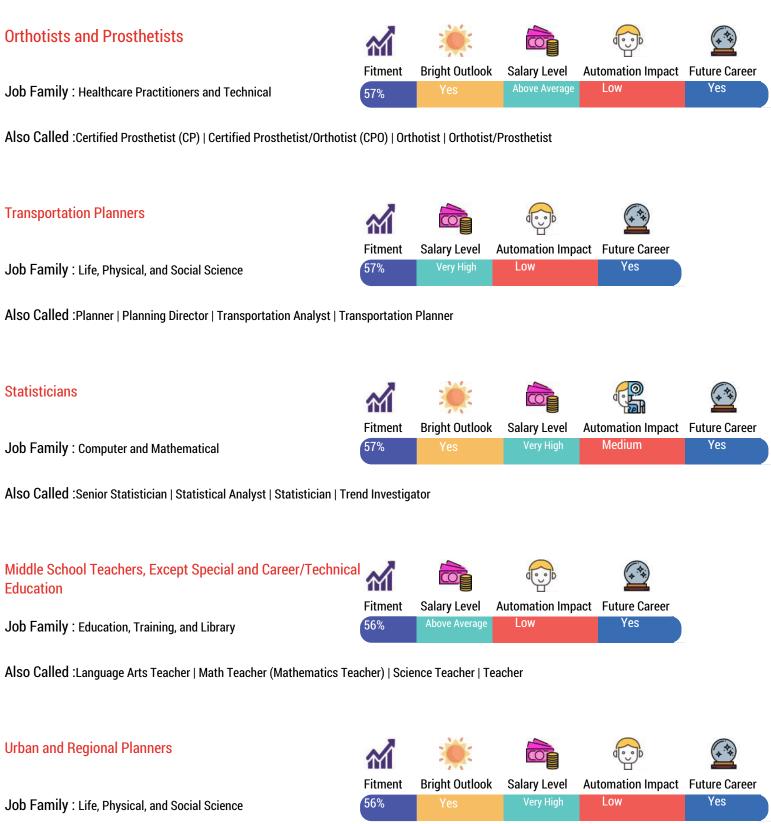
# TOP 10 RECOMMENDATIONS

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

Archivists Job Family : Education, Training, and Library	Fitment	Bright Outlook Yes	Salary Level A Above Average	ত্ত্ ि f f cont cont f cont cont cont cont cont cont cont cont	Future Career Yes
Also Called : Archives Director   Archivist   Manuscripts Curator   Reg					
Dietitians and Nutritionists	*	<b>)</b>			
Job Family : Healthcare Practitioners and Technical	Fitment 59%	Bright Outlook Yes	Salary Level A Above Average	utomation Impact Low	Future Career Yes
Also Called :Clinical Dietitian   Dietitian   Nutritionist   Registered Die	titian				
Tutors	*				Euture Coroor
Job Family : Education, Training, and Library	Fitment 58%	Bright Outlook Yes	Salary Level A Below Average	utomation Impact Low	Yes
Also Called :Academic Guidance Specialist   Educational Advisor   Le Supervisor)	earning Serv	ices Coordinator	Tutorial Laborator	y Supervisor (Tutoi	rial Lab
Social Science Research Assistants	Fitment	Salary Level	Automation Impac	t Future Career	
Job Family : Life, Physical, and Social Science	58%	Average	High	Yes	
Also Called :Research Analyst   Research Assistant   Research Associate   Research Specialist					
City and Regional Planning Aides	<b>M</b>				
Job Family : Life, Physical, and Social Science	Fitment 58%	Salary Level Average	Automation Impac High	t Future Career Yes	

Also Called :Community Planner | Planning Assistant | Planning Technician





LDING

Also Called :Community Development Planner | Planner | Planning Director | Urban Design Consultant

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. Medical Appliance Technicians, 2. Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic,

# "Nothing happens until you decide. Make a Decision and watch your life move forward."

- Oprah



For any Further guidance and clarification contact us

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