

# CAREER SURE TEST

## Report of Aishwarya Philip

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"YOUR CAREER DECISION TODAY WILL DEFINE YOUR ENTIRE LIFE".

Why leave it to chance?

## FACTORS ASSESSED FOR CAREER SELECTION:

There are four areas which need to be looked at for the purpose of Career profiling. They are:

- 1) Interest, 2) Internal Motivators, 3) Aptitude and 4) Personality

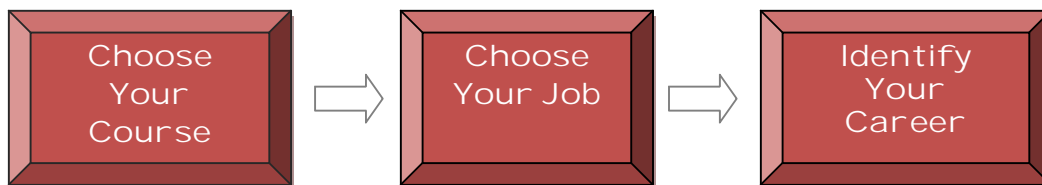
Interest	Identifying your areas of interest is important to ensure that you are happy at your work place. When we are interested in our work, no one need to prod us to learn and initiative and involvement comes in by itself. When you enjoy what you are doing, work becomes fun.
Internal Motivators	Internal motivators refers to the driving forces that encourage you from within to perform at your best, beyond money and status. Your motivators may be different from your friend's and finding yours correctly is an integral part of your Career Planning. We will assist you in that search. These two factors are indicative of areas where you can be happy working and would be motivated to perform effectively.
Aptitude	Aptitude is associated with an individual's mental abilities. Howard Gardner's theory of Multiple intelligence says each one of us is intelligent in different areas. One may be good at using words, one at numbers, another at music, while still another at sports and so on. When we choose a career which makes the most use of our natural inborn intelligence, then we perform well in that area.
Personality	No two people are ever the same. Some are quiet, some talkative, some are risk takers, some are fast at making decisions, some think slow but go deep and analyze, some are influenced by their emotions in making decisions, some are more logical.... etc., This is the essence of an individual's personality and it has a great bearing on a person' career. In fact most parents and students tend to ignore this important area while choosing a career. When a person is unhappy or dissatisfied with his career, the personality mismatch is often the cause.

**CAREER PLANNING:** Once these 4 factors in an individual have been identified, the next step is to match these factors with different job profiles and choose the best suited careers for you. In depth knowledge of different jobs in the various fields and the essential skills sets to be successful in each field is required. This is where the experience and expertise of a professional career consultant becomes vital.

This report will list out the best suited careers for you based on your Interests, Internal Motivators, Aptitude and Personality. Once you know which are your best suited careers, then you can explore them in depth and then shortlist them further to one or two before you make the final decision. Career planning is a process and one has to go through the different stages. Once you are clear about the perfect Career for you, then you can start moving in that direction by choosing the Course, that is the undergraduate degree or diploma.

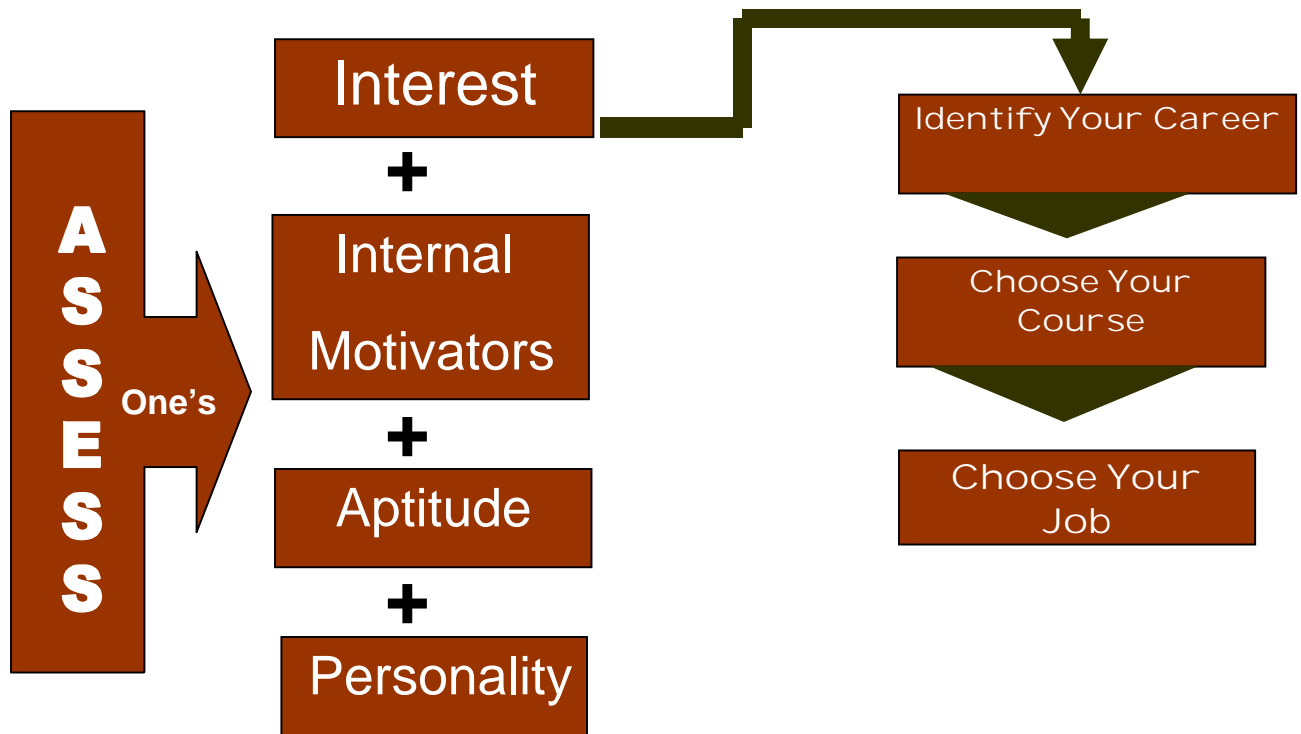
Choosing the Career should precede choosing the course. This is where most parents and students make a mistake. They choose the course first, based on the current trend. It is only after they finish the course and start working, they realize the mistake and quite often it becomes too late to make a career change.

**THE WRONG MODEL:**



8 out of 10 people follow the above model and end up in the Wrong Career.

OUR CAREER MODEL:



This model integrates all the 4 crucial factors – Interest, Motivators, Aptitude & Personality to identify your Right Career. Discounting any one FACTOR can cost you heavily, often irreversibly.

## WHAT MAKES PEOPLE SUCCESSFUL

Research has shown that successful people choose Careers which make the best use of their inherent capabilities. A few examples :

Dr. Abdul Kalam – Space Scientist

Dr. Amartya Sen - Economist

Michael Jordan – Basketball Player

Kalpana Chawla – Astronaut

A.R. Rahman – Musician

## CAREER SURE TEST:

The Career Sure Test is developed by a team of psychologists who have expertise in the field of Educational and Organizational Psychology, Clinical Psychology, Education and Career guidance. It has been meticulously tested by individuals, educational institutions and corporate houses. It is made to suit to Indian culture and standards unlike certain standard tests which are attuned to the western mind.

The important factors which need to be taken into consideration for finding the Right Career Fit are one's

1. Interests.
2. Internal Motivators. (What actually motivates one or the absence of motivators)
3. Aptitude. (One's logical and abstract reasoning, mechanical, numerical, spatial, verbal potential)
4. Personality. (One's basic traits, emotional and behavioural, personal values, Interpersonal style and need, Decision making, Planning, Time management etc..)

The Career Sure Test is a scientific tool which comprises of Interest, Aptitude and Personality modules.

The Key Benefits of the Career Sure Test are:

- ✚ Awareness of one's strengths and areas for improvement.
- ✚ Identifying the right career at the right age.
- ✚ Ensuring lead time to develop one's potential to prepare for the right career.
- ✚ Saving time and money as one knows where and how to apply talent and skills.
- ✚ Avoiding disappointment and frustration in adulthood.
- ✚ Planning for the right courses and colleges.
- ✚ Uncluttered study plans to get high marks.
- ✚ It is an integrated test and discovers all aspects of you.
- ✚ The test itself will stimulate you to think that 'thinking for your future' is essential.
- ✚ You and your parents can rest as there will be no confusion in your minds.
- ✚ Sure of achieving happy, meaningful and successful life.
- ✚ Gateway to total personality development.

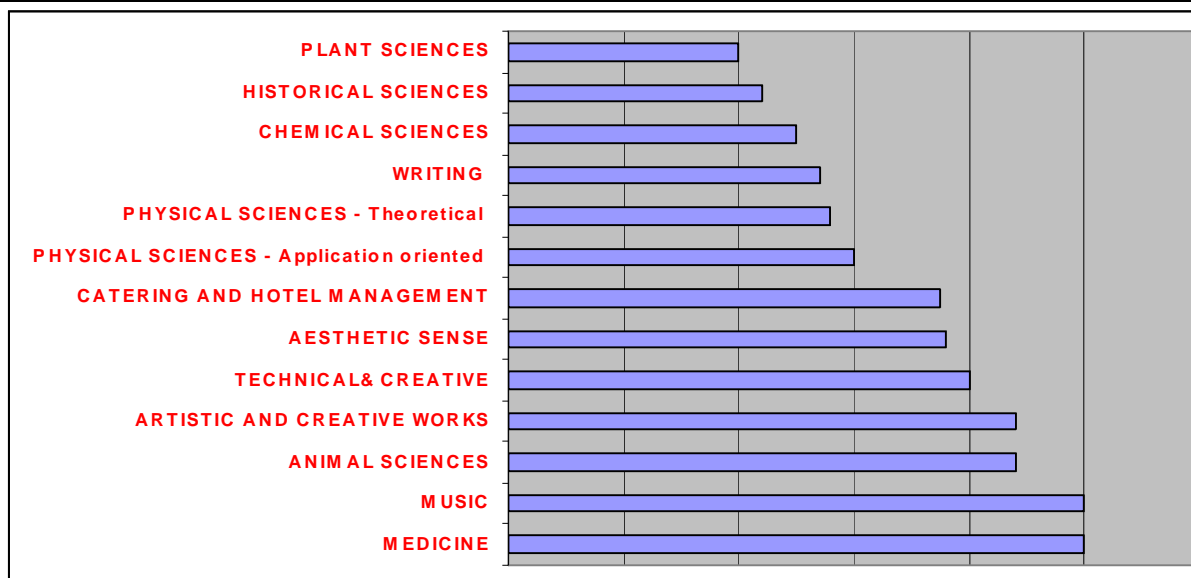
## INTEREST REPORT OF AISHWARYA PHILIP

### Areas of High Interest :

- MEDICINE
- MUSIC
- ANIMAL SCIENCES
- ARTISTIC AND CREATIVE WORKS
- TECHNICAL & CREATIVE - You like doing technical jobs that gives you the opportunity to display your creativity.
- Tasks involving usage of AESTHETIC SENSE
- CATERING AND HOTEL MANAGEMENT

### Areas of Medium Interest :

- PHYSICAL SCIENCES – with particular reference to the theory aspects
- PHYSICAL SCIENCES - with particular reference to the Hands on technical aspects
- CHEMICAL SCIENCES
- Tasks requiring usage of your LANGUAGE ABILITY, particularly Writing related tasks
- HISTORICAL SCIENCES
- PLANT SCIENCES



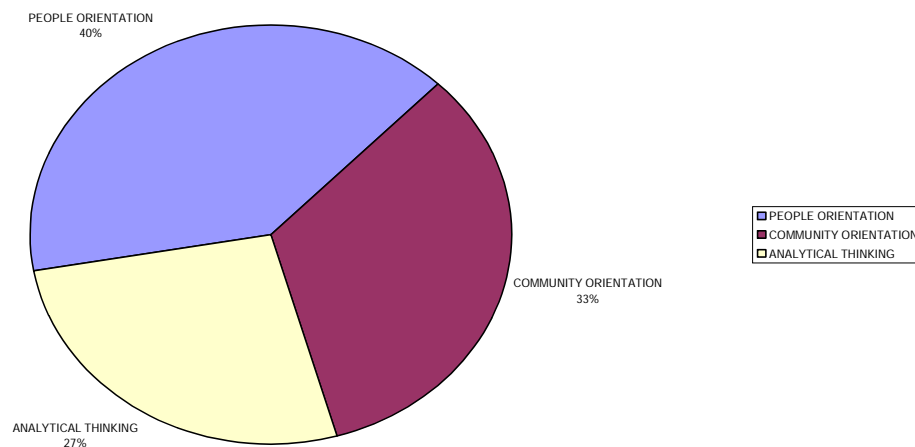
YOUR MOTIVATORS: There are certain areas where we feel more inclined to perform better than others. This is mainly because our motivators are present in these areas. When we are young we are not aware of these motivators. As we grow older we become aware of these factors and identify them more by trial and error method. For example –If a person who is a people oriented person, chooses mechanical engineering because of interest in that subject and gets into a job which requires him to be working on machines more. After some time he may find certain amount of dis-satisfaction creeping in slowly. This may be inspite of a high salary and a reputed company. This is because he needs to interact with people to derive energy and the absence of it can be quite stressful. So it is important that which ever field one chooses, the motivators should be present in the job profile. The presence/ absence can make the difference between job satisfaction and dis-satisfaction.

#### High Motivators :

- You are a highly people oriented person. Interacting with people keeps you immensely happy and satisfied.

#### Medium Motivators :

- Jobs that are oriented towards People and Community development. You are inspired to take up humanitarian causes.
- You have a high interest in undertaking tasks, which require using your analytical ability and have a keen interest to observe, explore, find out cause and effect, seek new knowledge and solve problems that arouse your curiosity.



## APTITUDE REPORT OF AISHWARYA PHILIP

How knowing your Aptitude will help you?

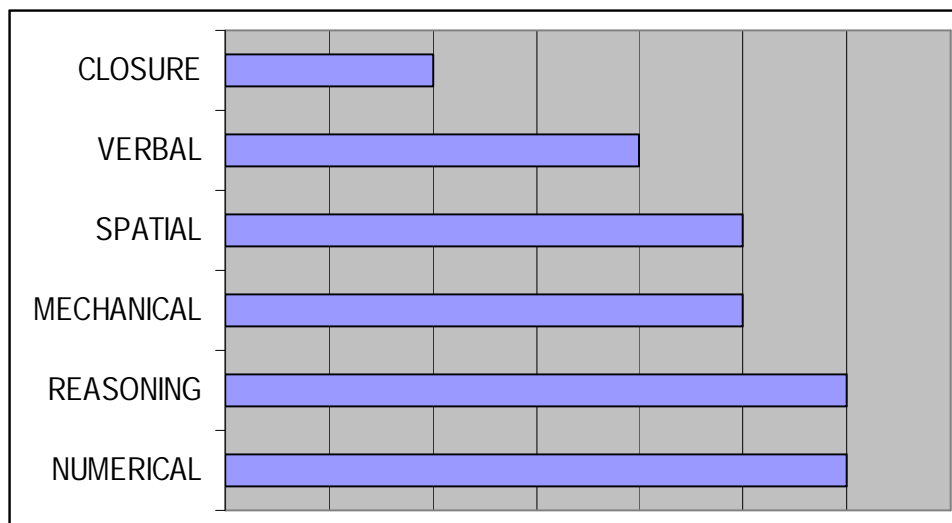
Knowing one's Aptitude allows establishing your likely Strengths / Weaknesses (we prefer to call this Area for improvement- AFI ) in order that you can

- ✚ Know what your strengths are and find a way to use them.
- ✚ Know your AFI- Area for Improvement, at the same time not allowing yourself to be limited by them.

Ex: A person can be excellent at working with computers in the programming area. The same person may find himself out of place and incapacitated when it comes to doing computer graphics. This is because the person may have a high logical thinking aptitude, but not a spatial ability to think innovatively and design new things.

Your areas of High/ Medium and Low Aptitude are listed below. While selecting Careers it would be advisable to choose careers where your areas of high aptitude find maximum application. This will help you perform effectively on the job.

But also be advised that your aptitude has to be integrated along with your interests and personality before making a career choice.



### Medium Aptitude:

**NUMERICAL ABILITY:** Your ability to work with numerical data and is fairly good. Your skill at working with basic numerical operations falls within the medium range. This skill finds application in almost all jobs, but is more important to perform well in accounting, financial planning, financial management, technical, statistics, etc.,

**REASONING ABILITY:** Your ability to apply the process of induction or logical reasoning in order to comprehend relationships falls within the medium range. Having a high reasoning ability aids you in understanding cause and effect as well as in understanding concepts. As such it gives you a distinct advantage in academics where there is more of conceptual learning, rather than practical application oriented learning. Ability to analyze and reason out the cause and effect of issues and situation can aid one in the areas of learning as well as in problem solving and decision making.

This ability will aid you in activities, which involve logical thinking such as Computer programming, Engineering, Scientific technology, Mathematics, Management, etc

**MECHANICAL ABILITY:** Your awareness of the basic mechanical principles underlying machines, tools, and electrical and automotive operations is average. This ability is required to succeed in performance of technical vocations.

**SPATIAL ABILITY:** You have an average ability to understand spatial relations and grasp relationships among two-dimensional figures. This aptitude is indicative of a person's creative ability. Creativity comes from the word create, so a person with creativity has the ability to create something totally new from within him/ her. This can help you in problem solving by looking at situation from a totally different angle which others might have not looked at. You can be successful in tasks requiring imagination and thinking out of the box. This aptitude can help one perform well in artistic and creative jobs like Architecture, Commercial art, Dress-designing, Industrial designing as well as jobs requiring innovation and good problem solving skills like Management and Law.

**VERBAL ABILITY:** You have a fairly good ability to understand and apply English language in an unstructured form; to comprehend English vocabulary and verbal skills for usage in practical applications. All of us know the importance of this aptitude. Having a good verbal ability can help one speak eloquently as well as write well. All thoughts are expressed using words. So a person with a good verbal ability can find application of this aptitude more in vocations like journalism, electronic media, teaching, etc.

### Low Aptitude:

**CLOSURE APTITUDE:** Your ability to form a perceptual cluster from a number of vague or jumbled data present in the surroundings is low.

## PERSONALITY REPORT OF AISHWARYA PHILIP

Personality refers to a good answer to the “Who am I?” question. We will define your personality in terms of your behavior, attitude and feelings enabling you to know your Strengths and Area for improvement in which more work needs to be done. Very important to align it to the Right Career.

### General Traits

- Shy and reserved with new people. Take time opening out in a new group.
- Practical and down to earth.
- Stable and dependable.
- May not be naturally tuned into others emotional needs.
- Organized and systematic.
- Good at setting priorities and working to a carefully defined plan.
- Carry responsibility well. Serious and sincere, get the job done and complete it on schedule.
- Make decisions objectively, applying logic and rational thinking.
- Calm, serious, responsible and sensible
- Practical and realistic.
- Have the ability to focus and concentrate.
- Like to complete whatever your task you undertake.
- Tend to be cautious till you get familiarized.
- Good listener.
- Value and use logic and impersonal analysis.
- Tend to keep your feelings to yourself.

### Analytical Ability

Analytical ability is fairly good. Numerical Aptitude is average. More of a sequential, step by step thinker. Theories and concepts may be less interesting to you unless there is practical application of the same. Tend to be critical, tending to see the flaws in situations.

### **Problem Solving Style**

Can be good at problem solving. In problem solving you would rely on your knowledge and past experience. Will seek information and data on what has worked before in similar situations and prefer to go by these rather than try out new approaches. Result-oriented; like to see immediate results for the efforts put in.

### **Creativity and Imagination**

Fairly good Creative ability.

### **Decision Making**

Good at making decisions particularly task based decisions. Need time to think and sort things on your own, before discussing with others. In making decisions, you prefer to go by your previous experiences or precedents set by others. Good at making task based decisions.

### **Planning and Time Management**

Like to be structured and organized. Good at creating systems and maintaining order. Tend to focus on completion, getting the task done and moving on.

### **People Skills**

Tend to be free and comfortable more with known group of people. But if the task at hand requires approaching totally new people, you can comfortably handle such task based situations. Because of this, people may misunderstand you as being very purposive and too task focused. May need to work upon developing your group and inter personal skills.

### **Emotional Sensitivity**

More logical than emotional. Tend to uncomfortable in emotionally charged situations. Need to be more sensitized to people's feelings and emotions.

### **Expression and Communication Style**

Usually able to communicate what's on your mind with precision. Would tend to communicate in a specific, direct manner, being more focused on the task at hand. This may be perceived by others as being too purposive.

## **Work, Career**

- Good at carrying tasks and following routines.
- Would like to work in a stable environment with clear structures, while at the same time giving you the necessary freedom wherever required to independently take decisions and work.
- Not very good with theory and concepts.
- Like predictability and consistency in what you are required to do to be most effective.
- Like to get things done efficiently and economically as possible within known systems and procedures.
- Jobs which are more technical in nature or fact and data based work requiring organizational skills, powers of concentration, involving a real product or service and using standard operating procedures (SOP) would be more suitable for you.

## **Potential Problem Areas**

- Low at risk taking. Will carefully check the waters before putting your feet in.
- Not very expressive.
- Not likely to give enough praise or appreciation.
- Not naturally in tune with what others are feeling .
- Unwillingness to focus on future needs at the same time as present ones.
- May be overly cautious, especially when rules and procedures are not clear.
- May be too task focused, giving less importance to personal relationships. This may make you seem purposive to others.
- Have a set and preferred way of doing things and may not be flexible. Very difficult to convince you to change, when you have been following a set pattern.
- Dislike laziness and disorganization. See easy going / laid back people as undisciplined and unmotivated.
- Reluctance to change directions and shift gears when warranted
- Your need for stability may make you insist on procedures for procedures sake, even if the process is not useful.

## **Tips for Personal Growth**

- Try to get in touch with people's feelings.
- Stay well connected to friends.
- Remember to learn from the conflict situations in your life.
- Allow others to do things their won way or they will walk out of your life.
- Past a certain point, repetition does not count as experience.
- Work on developing your interpersonal communication skills

## CAREER PREFERENCES OF AISHWARYA PHILIP

We have analyzed your Interests, Internal motivators, Aptitude and Personality and have kept the following factors in mind while suggesting the below mentioned careers for you. Please note that the careers have been ranked in order of preference.

Your Career recommendations have been made based on the following factors:

- You need a job which involves people interaction.
- Helping people and taking up a work which impacts the larger society would be of great motivator for you.
- Though you like to work with people, you may feel a little hesitant to take the initiative to approach new people on your own. You are more comfortable with people you are familiar with.
- You like to be engaged in activities where you are applying your mind and working rather than doing the same repetitive tasks again and again
- Have a keen interest in the biological sciences particularly towards the field of medicine
- You also have a keen interest in the creative fields. Also have a keen interest in music.
- Would enjoy work which involves decorating, designing, etc.
- Have a keen interest in the Catering and Hotel management field
- Your ability to work with Numerical data is fairly good.
- Your ability to analyze issues and understand cause and effect is good. Ability to understand concepts is also good.
- Your aptitude towards understanding mechanical principles and technical data is fairly good.
- Your creative ability is good. This can help you think out of the box and also enhance your problem solving skills.
- Your English vocabulary and comprehension is good.
- You have a good eye for details
- You would be better at activity based jobs where you are doing things hands on, rather than working with just theoretical concepts.
- Your ability to organize things and work in a structured way is good. As such administrative or management jobs where these natural talents can be put to good use will be better for you.
- Your emotional adaptability is good.

PREFERENCE 1 : HEALTH CARE

✚ MEDICINE

PREFERENCE 2 : MANAGEMENT

✚ HOSPITAL MANAGEMENT

✚ TECHNOCRAT- Technical based management

✚ HUMAN RESOURCE EXEC

✚ MARKETING-TANGIBLES

✚ COMPANY SECRETARY

PREFERENCE 3 : TECHNICAL

✚ PLASTICS

✚ AGRICULTURAL ENGG

✚ AUTOMOBILE ENGG

✚ EC/ EEE/ TELECOMMUNICATIONS

✚ ENVIRONMENTAL ENGG

✚ CIVIL ENGG

✚ AIRCRAFT MAINTENANCE ENGG

✚ MECHANICAL ENGG

✚ MECHATRONICS

PREFERENCE 4 : TECHNICAL AND CREATIVE

✚ ARCHITECTURE

✚ FILM MAKING-TECHNICAL

✚ INDUSTRIAL DESIGNING

✚ WEB DESIGNING

PREFERENCE 5 : CREATIVITY RELATED

✚ AUDIO/ SOUND ENGINEERING

✚ ADVERTISING-COPY WRITING

✚ MODELING

✚ FASHION DESIGNING

✚ LANDSCAPE ARTIST

✚ ELECTRONIC MEDIA

✚ JOURNALIST

✚ GRAPHIC ARTIST

✚ DESIGNER-JEWELLERY/SETS/WINDOW

PREFERENCE 6 : WORKING FOR PEOPLE

✚ AUDIOLOGIST

✚ SOCIAL WORK/COUNSELOR

✚ PSYCHOLOGIST

✚ SPECIAL EDUCATOR

PREFERENCE 7 : SERVICE INDUSTRY

✚ CATERING AND HOTEL MGT

✚ CATERING- CHEF

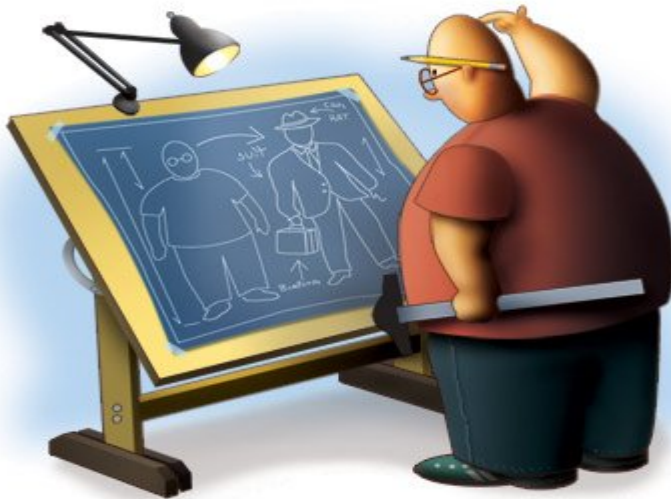
PREFERENCE 8 : PEOPLE RELATED

✚ TEACHING-SCHOOL-PRIMARY

### A Few career tips:

We hope that this Psychometric Assessment has helped you in giving a clear insight of what you are and your best choices for career. Before you decide on any career please follow the the tips which will help you in gaining practical knowledge and better planning.

- ✚ Discuss your dreams, aspirations and interest with your parents, family, and well wishers.
- ✚ Talk to you friends and seniors about career opportunities in the field you like.
- ✚ Try to meet people who are already in the field which you like. Try to know how things work.
- ✚ Read books/ magazines about the career you want to pursue.
- ✚ Do a proper research about everything before deciding your career subject.



Wishing you all the very best for your career!!!!