IT Hiring Report

Report Prepared for

Test IT Hiring Professionals

Ph No	
Email ID	
Age	
Location	



This report is intended only for the use of the individual or entity to which it is addressed and may contain information that is non-public, proprietary, privileged, confidential, and exempt from disclosure under applicable law or may constitute as attorney work product. No part of this report may be reproduced in any form or manner without prior written permission from company.

Preface

Preface

Dear Candidate,

We, on behalf of Edumilestones.com, congratulate you for availing Career Planning Assessment. We understand you and your career related worries. E&C caters to your unique needs and requirements by providing complete planning. Thereby, getting more out of life and ensuring a better tomorrow. Our researchers are committed towards providing a career planning solution which is in line with Edumilestones.com VISION of offering best education and career planning services to those who needs it most and play an active role in each individual's life cycle.

Our Customized planning provides a direction and meaning to your education & career related decisions. You will achieve all your future endeavors through scientifically proven approach and planning of your resources. We gather your relevant information such as career goals, Interest level, feasibility, examine your current status and identify a strategy that shows how you can meet your goals.

In our journey towards successful achievement of your goals, we shall need constant support and feedback.

Thanking you,

Regards,

Career Planning Team.

Profiling

Your Profiling

Personal profiling is the first step in career planning. The purpose of profiling is to understand your current career planning stage. It will help decide your career objective and roadmap. The ultimate aim of the planning is to take you from the current stage of career planning to the optimized stage of career planning. Personal profiling includes information about your current stage, the risk involved and action plan for your career development.

Current Stage of Planning



Confused

Confused: You are at the confused stage in career planning. We understand that you are having little idea of career planning, but usually confused among various career options. At this stage, you are looking for proper guidance. Generally, at this stage, your career decisions shall be influenced by friends and parents.

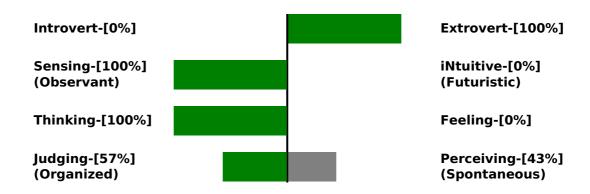
Risk Involved: Wrong selection of a career path, career dissatisfaction, and selfinterest mismatch.

Action Plan: Explore your strengths and weakness > Explore career options > Gather information>Match best suitable option> Early execution.

Result of the Career Personality

Personality Assessment will help you understand yourself as a person. It will help you expand your career options in alignment with your personality. Self-understanding and awareness can lead you to more appropriate and rewarding career choices. The Personality Type Model identifies four dimensions of personality. Each dimension will give you a clear description of your personality. The combination of your most dominant preferences is used to create your individual personality type. Four dimensions of your personality are mentioned in this chart. The graph below provides information about the personality type you belong to, based on the scoring of your responses. Each of the four preferences are based on your answers and are indicated by a bar chart.

Personality Type: Extrovert:Sensing:Thinking:Judging



Analysis of Career Personality

Your Career Personality Analysis

Where do you prefer to focus your energy and attention?



- You are quite talkative, energized and like to spend lots of time with others.
- Your primary mode of living is focused externally.
- You can easily be distracted.
- You are a bit aggressive.
- You quickly adapt to a given situation.
- You are sometimes described as an attention-seeker.

How do you grasp and process the information?



- You mostly collect and trust the information that is presented in a detailed and sequential manner.
- You think more about the present and learn from the
- You like to see the practical use of things and learn best from practice.
- You notice facts and remember details that are important to you.
- You solve problems by working through facts until you understand the problem.
- You create meaning from conscious thought and learn by observation.

How do you make decisions?



- You seem to make decisions based on logic rather than the circumstances.
- You believe telling truth is more important than being
- You seem to look for logical explanations or solutions to almost everything.
- You can often be seen as very task-oriented, uncaring, or indifferent.
- You are ruled by your head instead of your heart.
- You are a critical thinker and oriented toward problem solving.

Analysis of Career Personality

Your Career Personality Analysis

How do you prefer to plan your work?



- You prefer a planned or orderly way of life.
- You like to have things well-organized.
- Your productivity increases when working with structure.
- You are self-disciplined and decisive.
- You like to have things decided and planned before doing any task.
- You seek closure and enjoy completing tasks.
- Mostly, you think sequentially.

Your strengths



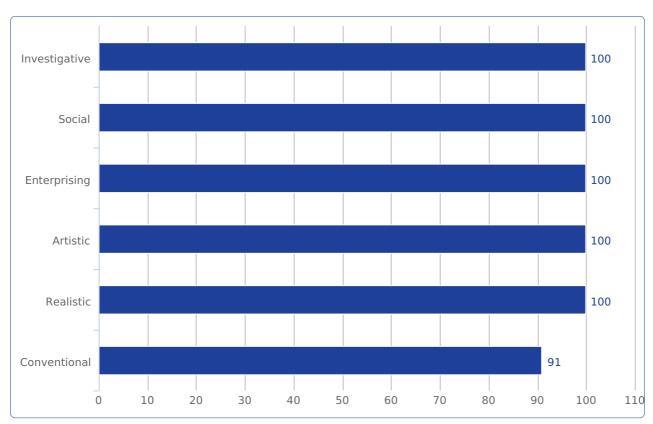
- Dedicated
- Strong-willed
- Loyal, patient and reliable
- Excellent organizer
- Honest and direct

Result of the Career Interest

Your Career Interest Types

The Career Interest Assessment will help you understand which careers might be the best fit for you. It is meant to help you find careers that you might enjoy. Understanding your Top career interest will help you identify a career focus and begin your career planning and career exploration process.

The Career Interest Assessment (CIA) measures six broad interest patterns that can be used to describe your career interest. Most people's interests are reflected by two or three themes, combined to form a cluster of interests. This career interest is directly linked to your occupational interest.



Analysis of Career Interest

Your Career Interest Analysis

Realistic-HIGH



- You are active and stable and enjoy hands-on or manual activities.
- You prefer to work with things rather than ideas and people.
- You tend to communicate in a frank, direct manner and value material things.
- You may be uncomfortable or less adept with human relations.
- You value practical things that you can see and touch .
- You have good skills at handling tools, mechanical drawings, machines or animals.

Investigative-HIGH



- You are analytical, intellectual, observant and enjoy research.
- You enjoy using logic and solving complex problems.
- You are interested in occupations that require observation, learning and investigation.
- You are introspective and focused on creative problem solving.
- You prefer working with ideas and using technology.

Artistic-HIGH



- You are imaginative and enjoy creative activities.
- You encourage originality and use of imagination in a flexible, unstructured setting.
- You are generally impulsive and emotional.
- You tend to communicate in a very expressive and open manner.
- You seek opportunities for self-expression through artistic creation.
- You like to work with ideas and things.

Analysis of Career Interest

Your Career Interest Analysis

Social-HIGH

Social

- You are humanistic, idealistic, responsible and concerned with the welfare of others.
- You enjoy participating in social activities, helping, training or counselling others.
- You communicate in a warm, cheerful, tactful manner and can be persuasive.
- You like to solve problems through discussions and utilize interpersonal skills.
- You are cooperative, friendly, generous, helpful and idealistic.
- You like to work with people.

Enterprising-HIGH

Enterprising

- You are energetic, ambitious, adventurous, and confident.
- You are skilled in leadership and speaking.
- · You generally enjoy starting your own business, promoting ideas and managing people.
- You are effective at public speaking and are generally
- You like activities that require to persuade others and leadership roles.
- You like the promotion of products, ideas, or services.

Conventional-HIGH

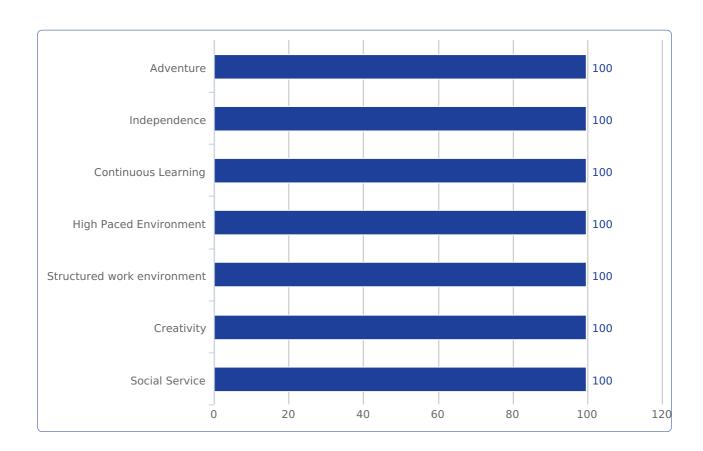
Conventional

- You are efficient, careful, conforming, organized and conscientious.
- You are organized, detail-oriented and do well with manipulating data and numbers.
- You are persistent and reliable in carrying out tasks.
- You enjoy working with data, details and creating reports
- You prefer working in a structured environment.
- You like to work with data, and you have a numerical or clerical ability.

Result of the Career Motivator

Your Career Motivator Types

Values are the things that are most important to us in our lives and careers. Our values are formed in a variety of ways through our life experiences, our feelings and our families. In the context of Career Planning, values generally refer to the things we value in a career. Being aware of what we value in our lives is important because a career choice that is inline with our core beliefs and values is more likely to be a lasting and positive choice



Analysis of Career Motivator

Your Career Motivator Analysis

Adventure-HIGH

Adventure

- You enjoy adventure as part of your work.
- You enjoy a lot of excitement and adrenaline rush involved in the work.
- You may also like work which can involve physical risk.

High paced environment-HIGH

High Paced Environment

- You like to work in a highly competitive work environment.
- You prefer a high degree of challenge and excitement in your work.
- You like a fast-paced work environment.

Structured work environment-HIGH

Structured work environment

- You enjoy working in a structured work environment.
- You like following directions and guidelines.
- You enjoy work routine.
- You dislike variety and frequent changes in work.

Creativity-HIGH

Creativity

- You enjoy trying innovative solutions.
- You enjoy creativity.
- You dislike conventional approaches.

Analysis of Career Motivator

Your Career Motivator Analysis

Social Service-HIGH

Social Service

- You like to do work which has some social responsibility.
- You like to do work which impacts the world.
- You like to receive social recognition for the work that you do.

Independence-HIGH

Independence

- · You enjoy working independently.
- You dislike too much supervision.
- You dislike group activities.

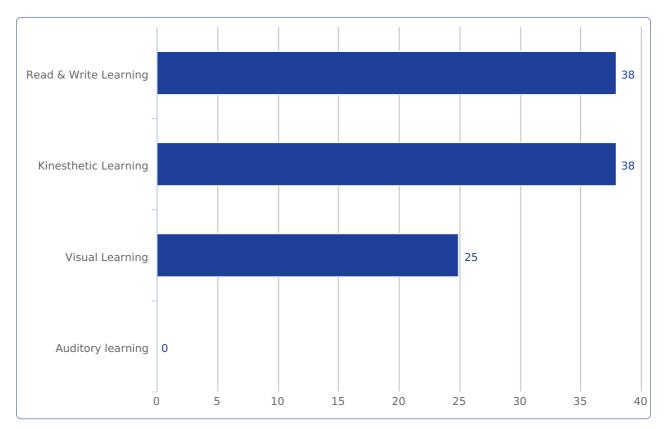
Continuous learning-HIGH

Continuous Learning

- You like to have consistent professional growth in your field of work.
- You like to work in an environment where there is need to update your knowledge at regular intervals.
- You like it when your work achievements are evaluated at regular intervals.

Result of the Learning Style

• Your Learning Style Types



Analysis of Learning Style

Your Learning Style Analysis

Read/Write learning style

- Reading and writing learners prefer to take in the information displayed as words.
- These learners strongly prefer primarily text-based learning materials.
- Emphasis is based on text-based input and output, i.e. reading and writing in all its forms.
- People who prefer this modality love to work using PowerPoint, internet, lists, dictionaries and words.

Kinesthetic learners

- Kinesthetic (or tactile) learners learn best by touching and doing.
- Hands-on experience is important to kinesthetic learners.
- It includes demonstrations, simulations, videos and movies of "real" things, as well as case studies, practice and applications.
- Sometimes, it can be difficult for the individuals with this learning preference to sit still for long period of time.

Analysis of Learning Style

Your Learning Style Analysis

Learning improvement strategies

- Re-write your notes after class.
- Use coloured pens and highlighters to focus on key ideas.
- Write notes to yourself in the margins.
- · Write out key concepts and ideas.
- Compose short explanations for diagrams, charts and graphs.
- Write out instructions for each step of a procedure or math problem.
- Print out your notes for later review.
- Post note cards/post-its in visible places. (when doing dishes, on the bottom of the remote etc).
- Vocabulary mnemonics.
- Organize your notes/key concepts into a powerpoint presentation.
- Compare your notes with others.
- · Repetitive writing.
- · Hangman game.

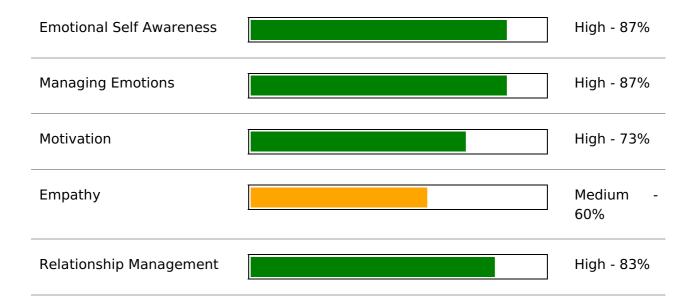
Learning improvement strategies

- Skim through reading material first to understand the theme or main idea.
- Move around as you read aloud or study; walk and read; work in a standing position.
- · Record notes and listen to it while exercising.
- Take frequent study breaks.
- Listen to music while studying.
- Sit in front of the classroom.
- Stay actively engaged in class: take notes, write key points, draw charts.
- Create hands-on learning when possible.
- Use models, extra lab time, visit museums or places that connect to course material.
- Create cards for processes.
- Colour code the primary information.
- Limit information; use keywords, symbols or arrange in order; shuffle and repeat.
- Type over notes from text and class.
- Create spreadsheets, tables, charts to organize material.

Result of the EQ

Your EQ Types

Emotional intelligence indicates our ability to understand and make sense of our emotions both within ourselves and in our relationships with others. Candidates who demonstrate high levels of El are better at understanding themselves and others, making confident decisions and expressing their views.



Analysis of EQ

Your EQ Analysis

Emotional Self Awareness

- Self-Awareness is the ability to recognize and understand your moods, emotions and drives, as well as their effect on others.
- Your result indicates that your emotional self-awareness level is Very high. You know how your emotions affect your behaviour and performance. You see yourself as others see you, and have a good sense of your abilities and current limitations.

Managing Emotions

- Emotions self-management is your ability to manage stress, stay honest, take responsibility for your performance & behaviour, handle change, be open to new ideas.
- Your result indicates that your emotional self-management level is very high. You?
 re able to control impulsive feelings and behaviours, manage your emotions in healthy ways, follow through on commitments, and adapt to changing circumstances.

Motivation

- Motivation is your ability to constantly try to improve, align yourself with the goals
 of a group, be ready to act on opportunities, pursue goals persistently despite
 setbacks.
- Your result indicates that your motivation level is very high. You can take the initiative and persevere in the face of obstacles and setbacks. You have a strong drive to achieve your goals.

Empathy

- Empathy indicates your ability to recognize how people feel, anticipate other's needs, work with many different types of people, understand why others act in specific ways.
- Your result indicates that your empathy level is medium. You may be viewed as somewhat lacking in interpersonal warmth and concern for others. Sometimes you find it challenging to understand the emotions, needs, and interests of other people.

Analysis of EQ

Your EQ Analysis

Recommendations

- Listen to opposing viewpoints and admit when you are wrong.
- Work at becoming a better listener.
- Acknowledge the other Person's Feelings

Relationship Management

- Relationship management indicates your ability to communicate clearly, influence & lead others, cause positive change, manage conflicts, build bonds with others by cooperating.
- Your result indicates that your relationship management ability is Very high. You know how to develop and maintain good relationships, communicate clearly, inspire and influence others, work well in a team, and manage conflict.

Skills and Abilities

Your Skills and Abilities

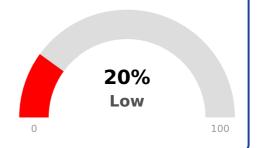
The skills & abilities scores will help us to explore and identify different ways to reshape your career direction. This simple graph shows how you have scored on each of these skills and abilities. The graph on the top will show the average score of your overall skills and abilities.

Overall Skills and Abilities

43.25% - Average

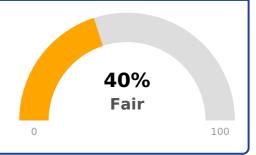
Numerical Ability

- Your numerical skills need improvement.
- Numeracy involves an understanding of numerical data and numbers.
- Being competent and confident while working with numbers is a skill, that holds an advantage in a wide range of career options.



Logical Ability

- Your logical skills are fair.
- Logical thinking is very important for analytical profiles.
- Being able to understand and analyze data in different formats is considered an essential skill in many career options.



Verbal Ability

- Your communication skills are fair.
- You need to develop your communication skills.
- Good verbal and written communication helps you to communicate your message effectively.

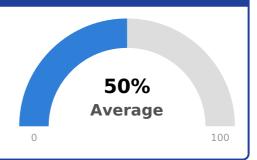


Skills and Abilities

Your Skills and Abilities

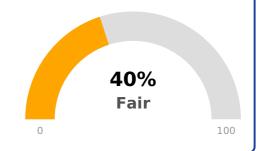
Clerical and Organizing Skills

- Your organizing & planning skills are average.
- It includes general organizing, planning, time management, scheduling, coordinating resources and meeting deadlines.



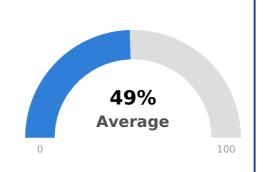
Spatial & Visualization Ability

- Your visualization skills are fair.
- This skill allows you to explore, analyze, and create visual solutions.
- It is important in many academic and professional career fields.



Leadership & Decision making skills

- Your leadership & decision-making skills are average.
- It includes strategic thinking, planning, people management, change management, communication, and persuasion and influencing.
- These skills allow you to make decisions quickly, adapt to changing scenarios and respond to opportunities promptly.

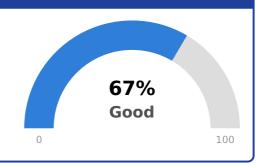


Skills and Abilities

Your Skills and Abilities

Social & Co-operation Skills

- Your social and cooperation skills are good.
- Social skills are important because they help you build, maintain and grow relationships with others.
- This skill is beneficial in the service industry and social causes.



Mechanical Abilities

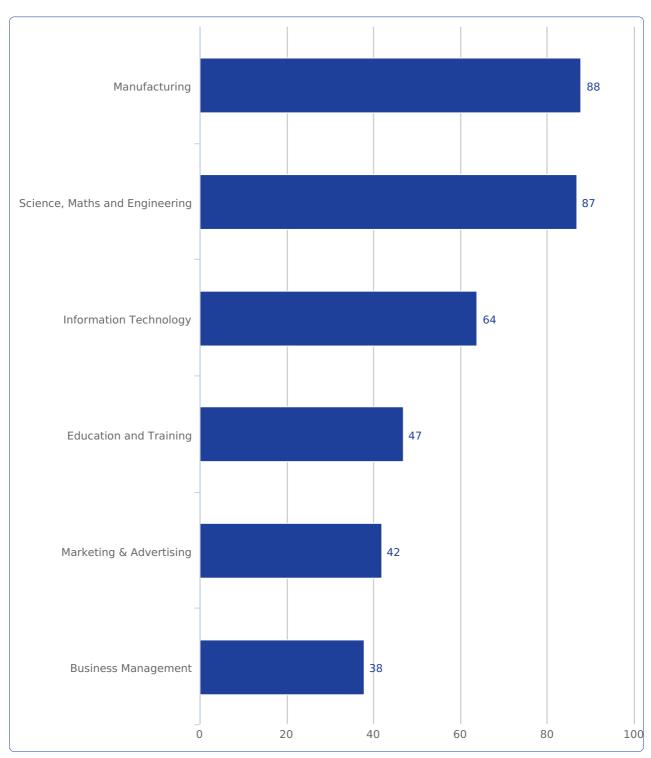
- The score indicates that your mechanical ability is low.
- This section evaluates your basic mechanical understanding and mechanical knowledge.
- This skill is required for many career options like engineering and mechanical services.



Career Clusters

Your Career Clusters

Career Clusters are groups of similar occupations and industries that require similar skills. It provides a career road map for pursuing further education and career opportunities. They help you connect your Education with your Career Planning. Career Cluster helps you narrow down your occupation choices based on your assessment responses. Results show which career clusters would be best to explore. A simple graph report shows how you have scored on each of the career clusters.



Selected Career Clusters

Your Selected 4 Career Clusters

Manufacturing



- Manufacturing professionals work with products and equipment.
- You might design a new product, decide how the product will be made, or make the product.
- You might work on cars, computers, appliances, airplanes, or electronic devices.
- Other manufacturing workers install or repair products.

Science, Maths and Engineering



- Science, math and engineering, professionals do scientific research in laboratories or the field.
- You will plan or design products and systems.
- You will do research and read blueprints.
- You might support scientists, mathematicians, or engineers in their work.

Information Technology



- Information technology professionals work with Computer hardware, software or network systems.
- You might design new computer equipment or work on a new computer game.
- Some professionals provide support and manage software or hardware.
- You might Write, update, and maintain computer programs or software packages

Selected Career Clusters

Your Selected 4 Career Clusters

Education and Training



- Education and training professionals involved in guiding and training people.
- Planning, managing and providing education and training services, and related learning support services.
- As a teacher, you could influence young lives.
- You could also support the work of a classroom teacher as a counselor, librarian or principal.

	Career Cluster 1: Science, Maths And Engineering			
	Career Paths	Psy. Analysis	Skill and Abilities	Comment
1	Internet Of Things (IOT) IOT Network Engineer, IOT Network & Communication Engineering	Very High:80	Low:35	Develop
2	Bio-medical Engineering Bio Medical Engineer, Artificial Teeth, Limb Technician,	High:72	Low:33	Develop
3	Physics, Astronomy & Scientist Research Consultant, Research Physicist, Research Scientist	High:69	Low:33	Develop
4	Engineering & Technology Electrical Engineer, Civil Engineer, Electronics Engineer,	High:67	Low:33	Develop
5	Geographic Information Systems (GIS) GIS Expert -Techinical, Remote Sensing	High:61	Low:34	Develop
6	Robotics And Electronics Robotics Engineer, Electronics Engineer	Average:54	Low:35	Explore

	Career Cluster 2: Information Technology				
	Career Paths Psy. Analysis Skill and Abilities Comment				
1	Project Management -IT Project Managers, Project Lead	Very High:88	Low:37	Develop	

	Career Cluster 2: Information Technology			
	Career Paths	Psy. Analysis	Skill and Abilities	Comment
2	Business Analyst IT Business Analyst, Business Intelligence, Operational Analysts,	Very High:88	Low:36	Develop
3	Big Data And Analytics -IT Big Data Engineer, Data Architect	Very High:79	Low:37	Develop
4	Artificial Intelligence Machine Learning Engineer, Computer Engineer	Very High:76	Low:33	Develop
5	Programming And Software Development Software Programmer, Team Leader, Product Manager	High:71	Low:30	Develop
6	Block Chain Engineer Block-chain Developer, Software Developer	High:70	Low:37	Develop
7	Mobile App Development Android Developer, IOS Developer, App Developer	High:67	Low:33	Develop
8	Software Testing And Quality Software Testing Engineer, Database Management,	Average:58	Low:37	Explore

С	Career Cluster 2: Information Technology			
	Career Paths	Psy. Analysis	Skill and Abilities	Comment
9	Hardware And Network Systems Network Analyst, Network Consultant, Network Engineer	Average:49	Low:39	Explore
10	Ethical Hacking Security Architect, Ethical Hacker	Average:48	Average:40 Optional	
11	Web Designer, UI And UX Website Designer, UI, UX Expert	Average:44	Average:54	Optional
12	Multimedia, Animation, Gaming And VFX Animator, 3D Artist, Game Designer, Special Effects	Low:36	Average:40	Avoid
13	Graphical Designing Graphical Designer, Logo Designer, Print Collateral Designer	Low:36	Average:40	Avoid
14	Video Game Designer Videogame Designer, Coder	Low:36	Low:35	Avoid

	Career Cluster 3: Education And Training				
	Career Paths Psy. Analysis Skill and Abilities Comment				
1	Technical Training Technical Trainer	Very High:79	Average:49	Good Choice	

	Career Cluster 3: Education And Training				
	Career Paths Psy. Analysis Skill and Abilities Comment				
2	Corporate Trainer Corporate Trainer, Coach, Motivator	High:65	Average:54	Good Choice	

Ca	Career Cluster: Other Recommendations			
	Career Paths	Psy. Analysis	Skill and Abilities	Comment
1	Professional Sales Sales Executive, Sales Head, BDM	Very High:86	Average:45	Good Choice
2	Business Analytics Business Data Analyst, Marketing Research	Very High:85	Low:40	Develop
3	Business Management Information Technology Business Analyst, System Admin	Very High:85	Low:40	Develop
4	Project Management Project Managers, Project lead	Very High:80	Average:45	Good Choice
5	Human Resources HR Manager, Recruiter, Trainer	Very High:79	Average:52	Good Choice
6	Administrative and Operations Support Operations Manager, Administrator, Customer Support	Very High:77	Average:45	Good Choice
7	Entrepreneurship & Management Entrepreneur, Business head	High:73	Average:43	Good Choice
8	BPO Call center, Technical Support, Customer Service	High:66	Average:55	Good Choice
9	Marketing Marketing Manager, Product marketing	High:65	Average:52	Good Choice
10	Digital Marketing Digital Marketing Specialist, SEO Specialist	High:63	Average:42	Good Choice

Favourite Career Path

• Your Favourite Career Path: Technical training

Cai	Career Cluster: Education and Training				
#	Career Path	Career Profile	Psy. Analysis	Skill and Abilities	Comment
1	Technical training	Technical Trainer	Very High:79%	Average : 49%	Good Choice

Scenarios

- 1. **Top Choice** You have the highest degree of interest and skills to pursue this career path. You will excel in the fields mapped to this career path.
- 2. **Good Choice** This Career path will be a good match for you as your interest and skills & abilities are correctly aligned.
- 3. **Optional** You have adequate interest level and skills & abilities to pursue this career path. However, this can be pursued if you are not pursuing your top choice or good choice.
- 4. **Develop** Developing the skills and abilities required for this career path can increase your probability of success in this career path.
- 5. **Explore** Explore options where you have higher interest and skills and abilities than this career path.
- 6. **Avoid** You either have very less skills & abilities or very less interest in this career path. In both cases, it is suggested to avoid this career path.

Work Nature

Work Nature: Technical training

- A technical trainer provides career-oriented technical training.
- Supervise and monitor students' use of tools and equipment.
- Observe and evaluate students' work to determine progress, provide feedback, and make suggestions for improvement.
- Determine the training needs of students or workers.
- Administer oral, written, or performance tests to measure progress and to evaluate training effectiveness.
- Prepare reports and maintain records, such as student grades, attendance rolls, and training activity details.
- Conduct on-the-job training classes or training sessions to teach and demonstrate principles, techniques, procedures, or methods of designated subjects.
- Participate in conferences, seminars, and training sessions to keep abreast of developments in the field.
- Integrate relevant information into training programs.
- A technical trainer presents lectures and conducts discussions to increase students' knowledge and competence using visual aids, such as graphs, charts, videotapes, and slides.
- Supervise independent or group projects, field placements, laboratory work, or other training.
- Select and assemble books, materials, supplies, and equipment for training, courses, or projects.
- Prepare outlines of instructional programs, training schedules, and establish course goals.
- Provide individualized instruction and tutorial or remedial instruction.
- Advise students on course selection, career decisions, and other academic and vocational concerns.
- Acquire, maintain, and repair laboratory equipment and tools.

Career Report

Education Road Map

• Your Education Road Map: Technical training

The Education road map will give you a clear idea of subjects that you should choose at a different level of your career path. You can choose any one of these courses to succeed in your career.

Stages	Subjects	Education Subjects	Occupations
Higher Education /Career Courses	Courses Graduation	 B.Ed Bachelor degree in any stream Any technical course or subject matter expert 	Technical TrainerTutorTrainer
	Courses Post Graduation	M.EdNETMaster Degree in any streamAny technical short term course	ProfessorGuideMentor

Education Road Map Continued

• Your Education Road Map Cont. : Technical training

Career
Developm
ent/Career
Change

Career Advancement
Change

Phd-Education
D.Ed
Phd any subject
Any Technical Certificate

Career Path Analysis

Your Career Path Analysis : Technical training

The Career Path Analysis contains four important parameters to have a better insight into the most suitable career path. These factors are fees for studying the primary courses needed for this career, demand for the skills in this career path, salary offered, level of preparation required on your part to pursue this career.

1.	Fees	Medium
2.	Demand	High
3.	Salary	High
4.	Level Of Preparation	Medium

Summary Sheet

• Our career assessment is based on the concept of correlation theory and various psychometric and statistical models.

Career Personality	Sensing + Thinking + Extrovert + Judging
Career Interest	Investigative + Social + Enterprising + Artistic + Realistic + Conventional
Adventure + Independence + Continuous Learning + High P Environment + Structured work environment + Creativity + Social Service Learning Style Read & Write Learning + Kinesthetic Learning	
Skills & Ablities	Numerical Ability[20%] +Logical Ability[40%] +Verbal Ability[40%] Clerical and Organizing Skills[50%] +Spatial & Visualization Ability[40%] +Leadership & Decision making skills[49%] Social & Co-operation Skills[67%] +Mechanical Abilities[40%] +
Selected Clusters Information Technology+Education and Training+Science, Maths Engineering+Manufacturing	
Favourite Career Path	Technical training

Disclaimer

Disclaimer

This Career & Education Planning is prepared by Auctus Infometrics Pvt. Ltd. This report is based on various psychometric assessments that we consider reliable. The plan is just an advice and no guarantee of the achievement of the same is undertaken. Students must make their own decision. While acting upon any information or analysis mentioned in this report, students and subscribers may please note that neither Auctus info metrics Ltd (Pvt) limited nor any person connected with any associate companies of Auctus Infometrics accepts any liability arising from the use of information and advice provided in this plan.