



## PMaps Assessment

### PMaps High Potential Assessment

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Candidate ID - 1000001

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PMaps Demo

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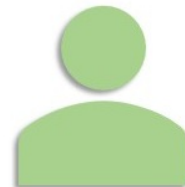
demo@pmaps.in

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27 Apr, 21

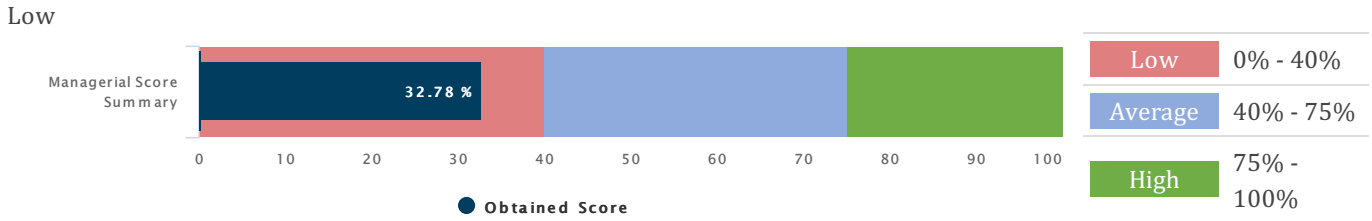
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West 1



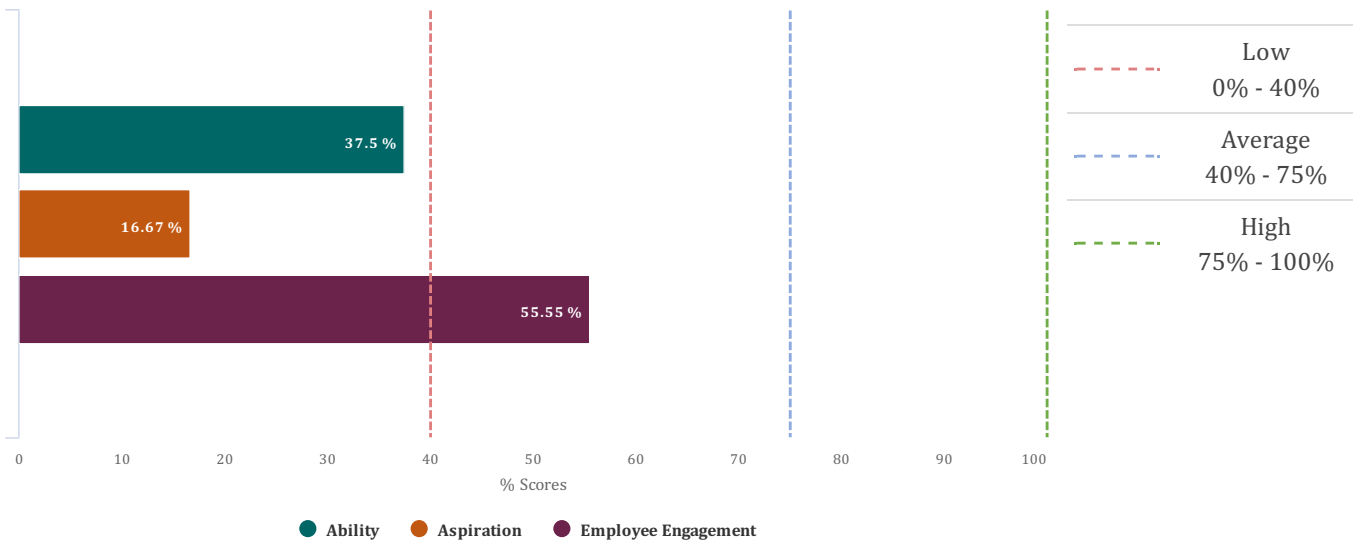
Summary Report

Overall Scores



PMaps may lack the required skills to be a team leader. S/He may command respect of some members. PMaps may avoid giving credit to team members for success as well as avoid accepting blame for failures. PMaps may not majorly focus to keep the organization's interests supreme.

Competency Overview



Detailed Report

## Ability

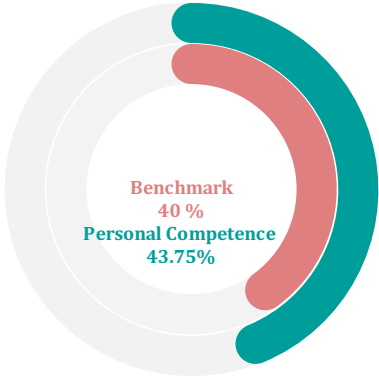
*Assesses an individual's ability to lead group of people to achieve team goals in a composed and self-assured manner.*

37.5%  
Low

PMaps may believe in taking decisions but only after seeking permission from all others which delays the decision-making process. Depending upon situations, S/He may not always be willing to own up poor choices or wrong decisions. PMaps may avoid taking risks if it is detrimental to personal interest. PMaps may be very open in experiencing and expressing feelings and emotions irrespective of the situations around. S/He may not believe in controlling her/his team members. At the same time, s/he may not believe in having regard for the appropriateness of the situation, and may find emotional self-control to be unnatural and fake. PMaps may understand others' feelings. S/He may also try to convey due respect to her/his team but may sometimes fail. S/He may sometimes be too much concerned about individual team member's concerns which may lead the team and/or the organisation as a whole to suffer to achieve monthly targets. PMaps may have difficulty to lead a team. S/He may struggle to be warm and strict in an equal measure while dealing with the team. S/He may have high self-interest regarding making decisions in the team. In addition, s/he may have poor communication that may affect relationship with team members. PMaps may have difficulty to recognize the best and worst in every team member. PMaps may experience a lot of difficulty in handling any kind of reasoning & comprehending complex ideas. PMaps may lack the ability to be a quick learner and thus proves to be not resourceful enough to handle any immediate stressful work situation.

## Personal Competence

Average



*Personal Competence assesses an individual's capability of handling oneself and one's emotions during or on apprehending any setback and on direct provocation from others. Well-adept in tough decision-making and comfortable taking reasonable risks. High on initiation and willingness to own the consequences of the choices made.*

PMaps may work for the best interests of the organisation but may not always be able to make a mark. S/He may have an average level of control on emotional self-expression and he/she may not be a highly positive person.

**Social Competence**

Average

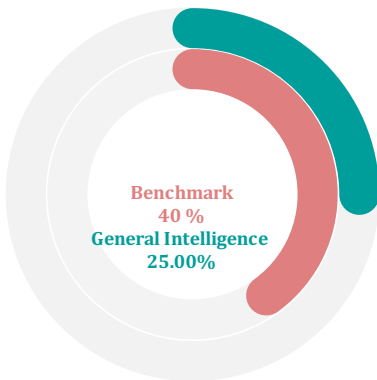
*Social Competence assesses an individual's skill and capability of handling others well, be it extending empathy when needed or leading the troupe from the front. It is the capacity to communicate clearly and assertively while being respectful to others and to offer support-both psychological and logistical when required.*



PMaps may like to lead people but may not be very adept at it. PMaps may sometimes indulge in faulty communication which may also lead to allegations or biases. S/He may understand the emotional needs of others but may take time to respond to them empathetically.

**General Intelligence**

Low



*General Intelligence assesses an individual's mental ability required for processing intellectual behaviour. It assesses an individual's ability to perform mental actions or process acquired knowledge at workplace.*

PMaps may experience a lot of difficulty in handling any kind of reasoning & comprehending complex ideas. PMaps may lack the ability to be a quick learner and thus proves to be not resourceful enough to handle any immediate stressful work situation.

**Aspiration**

*Aspiration assesses an individual's Type A personality that is characterised by a strong need to manage time (both of others as well as of self) well and deliver results well in time and every time. It assesses a strong need to be financially stable and self-reliant through all means possible. The desire to own and flaunt wealth and enjoy all material comforts and luxuries, without guilt.*

16.67%  
Low

PMaps may hardly get driven by goals or targets. S/He may tend to lay back when asked to perform towards her/his goal. S/He may lack internal motivation to outperform goals and tend to have unrealistic expectations from the role, thus affecting her/his productivity in her/his respective job.

**Work Motivation** Low



*Workplace Motivation assesses an individual's inclination towards intrinsic motivation for goal accomplishment rather than extrinsic motivation such as materialist gains.*

PMaps may be highly driven by extrinsic motivations. That is, s/he tends to highly believe in materialistic benefits and may not show sense of internal satisfaction or fulfillment through recognition or accomplishment of goals. PMaps may not show motivation towards her/his job role.

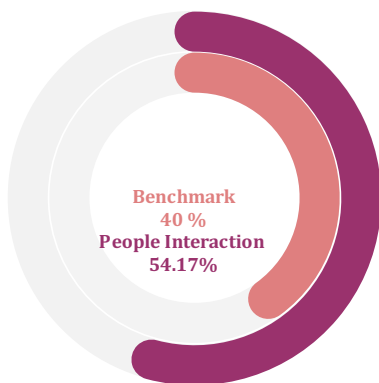
**Employee Engagement**

*Employee Engagement score depicts the degree of involvement of the individual with her/his organization, privileges and people around her/him.*

**55.55%**  
Average

PMaps may tend to be partially engaged with the organization. That is, s/he may be neither completely engaged in the organization nor tend to be completely unsatisfied with the company. S/he may not always agree with the people around him/her in a given situation. PMaps may find her/himself partially satisfied with the organizational benefits yet may keep more expectations from the company. S/He might found to be moderately satisfied with the job role given and hence would require constant motivation to perform highly in the organization.

**People Interaction** Average



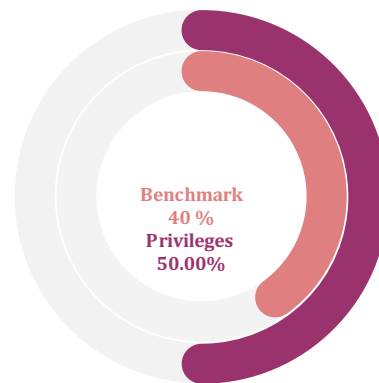
*People Interaction identifies the employee's effectiveness to work collaboratively with the team and the superiors. Identifies the employee's attitude towards the organization and willingness to grow forward in the same.*

PMaps may showcase a moderate team collaboration in the organization. That is, s/he may find her/his organization as an ordinary place of working where only few people share their common values and mutual relationship. Hence, s/he tends to feel gap between hierarchies resulting less cohesiveness among employees and managers. S/He may be less likely to trust and respect towards the leadership in the organization.

**Privileges**

Average

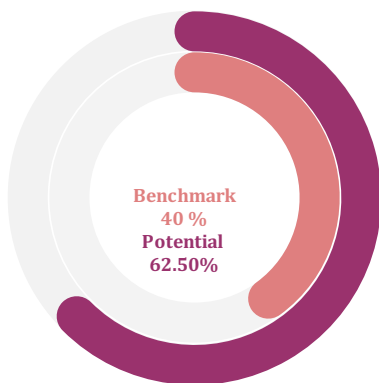
*Privileges identifies the employee's level of satisfaction and enjoyment of various policies provided by the organization.*



PMaps may display an average level of satisfaction towards the privileges or benefits provided by the organization. That is, s/he may find her/his workplace moderately efficient and equipped with required workplace demands and yet expect to make organization more occupationally healthy. S/He displays mediocre satisfaction towards monetary benefits provided to every employee and feels it could be done better. S/He may sometimes feel her extra efforts not been appreciated enough or valued. S/He may express disagreement with the reward policy of the organization.

**Potential**

Average



*Potential identifies the satisfaction level of the employee with respect to fulfilment of employees expected needs and desires with the organization. Low scores indicates dissatisfactory with the profile the employee has been hired.*

PMaps may express a moderate feeling of contentment towards her/his job. S/He might display feeling of satisfaction for the job role provided yet may find the role as incompetent in utilizing her/his potential to the fullest. Also s/he tends to express lack of provision of job role that would match her/his interest area. S/He may feel lack of autonomy as s/he may not not enjoy complete liberty at workplace resulting in restricted usage of one's potential.

**Disclaimer**

PMaps is involved in psychometric assessments and is capable of, on a best effort basis; designing a test as per its client's requirements and making a suggestion or giving an opinion on the suitability of a candidate for a particular job role based on the evaluation and interpretation of the candidate test results. The same applies to the report on the candidate psychometric profile, the report is an opinion on the candidate's personality. PMaps makes no warranty or representation with respect to the accuracy of its opinion, suggestion or profile report. The Client will use PMaps opinion and suggestion as an input in its recruitment process, but PMaps will not be held liable for any decision that Client takes based on the suggestions, opinions or the profile report given by PMaps. The Client indemnifies PMaps from any liability that can arise on account of utilizing PMaps services and holds PMaps harmless without limitation, against any losses, claims, costs, damages or liabilities suffered by PMaps arising out of or in connection with providing its services to the Client.