

**PMaps Managerial Profiler™
(P-MaPer)**

Candidate Details

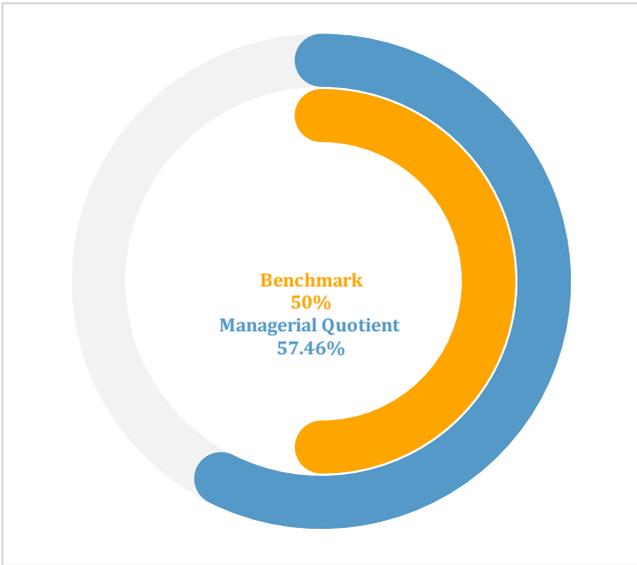
| | |
|--------------------------|---------------|
| Candidate ID: | 1000007 |
| Candidate Name: | Sample Demo |
| Candidate Email: | demo@pmaps.in |
| Date of Test: | 28-Apr-2021 |
| Language of Test: | English |
| Client Name: | PMaps |

Sample's Response Style

| | | |
|-----------------------|-------|---------|
| Impression Management | 35.94 | Genuine |
| Infrequency Scale | 10 | Genuine |
| Acquiescence | 5.83 | Genuine |
| Careless Response | 45 | Genuine |

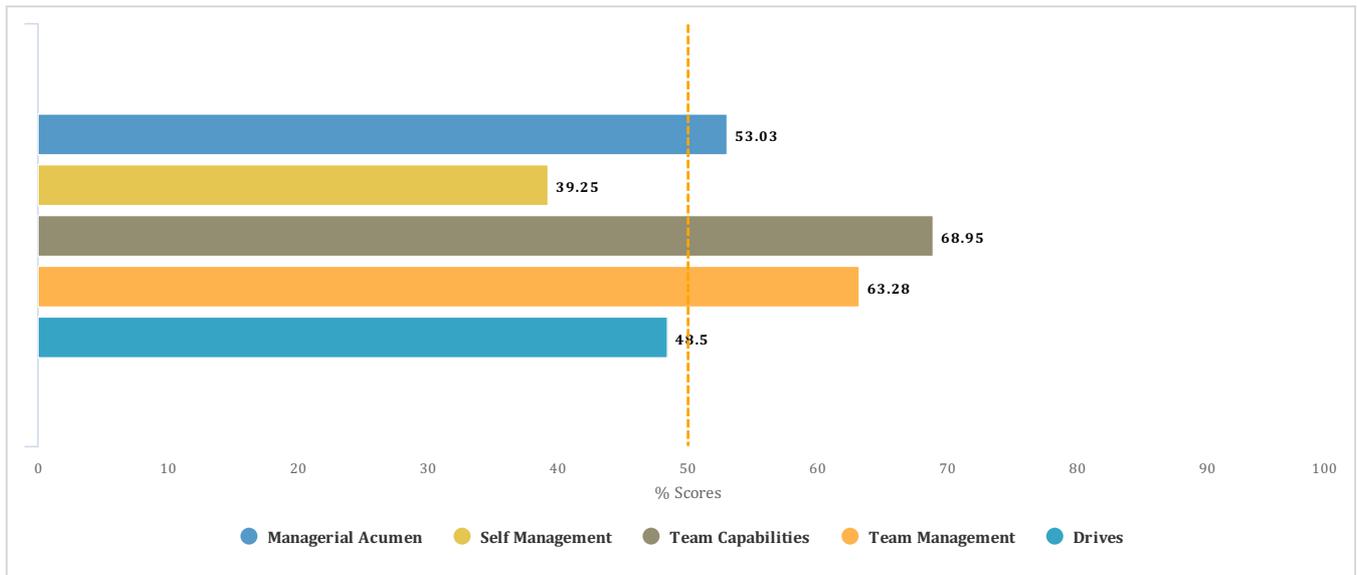
This Assessment is Genuine

Managerial Quotient

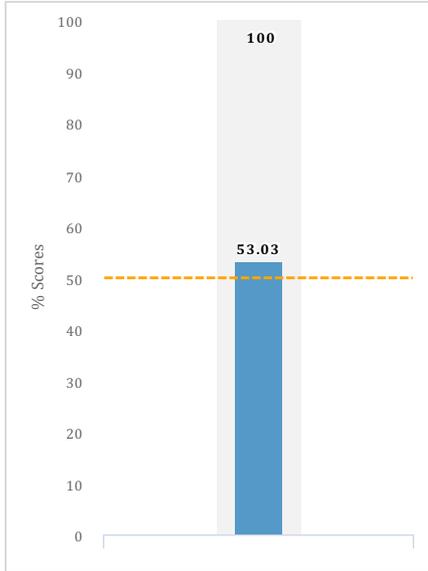


Sample may have the required business intelligence and understanding of business processes while handling any project/task or dealing with team members within the organization but may not pay attention to the long-term vision. Even though Sample may have the desired consciousness towards the achievement of the given project/target, there is an equivalent requirement of emotional intelligence to be displayed at the work environment. In case of any unforeseen challenges in project deliverables or target achievements, s/he may face difficulty in bringing up the team's motivation and mentoring them in the right direction. Sample may have an open approach to deal with her/his team members, but s/he may be somewhat restrictive in accepting any suggestions or feedback from the team members.

Sample's Managerial Competencies - Summary



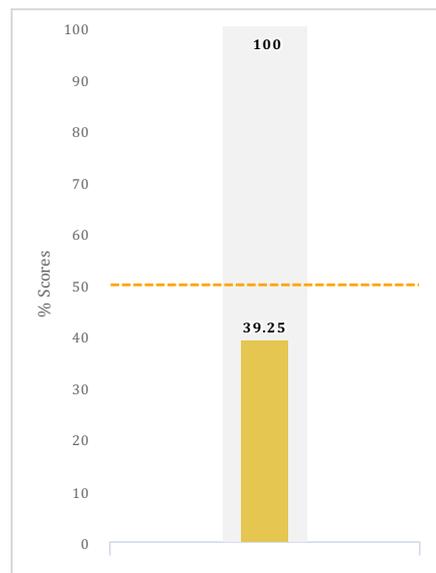
Managerial Acumen **Average**



- Sample may be able to analyze a problem, but may or may not offer a rational solution to the problem.
- Sample's approach to always use practical ideas may hamper her/his creative approach to offer solutions.
- Sample's approach to resolving problems may be limited to tried and tested methods.
- Sample's flexible attitude may restrain her/him to adhere with organizational standards to solve a given problem in hand.
- If the solution offered by Sample requires rigorous detailing then, s/he may ignore the accuracy and quality of the solution offered.
- Sample may prefer to solve a problem by communicating with team members and taking their suggestions.
- Sample may have free-spoken attitude regarding the settlement of a problem with her/his team members.
- Sample's expedient attitude may restrain her/him to plan out step by step processes to achieve any goals.
- Sample may not have task and goal oriented approach, hence, s/he may not be able to focus on details while making any plan of action.
- Sample may make plans and processes in traditional ways, but in case of specific requirement s/he may not follow diverse procedures to create a specific plan of action.
- Sample's inclination to emphasize more on practical realities over innovative thinking may curb her/his ability to derive different strategies.
- While making a plan of action, Sample may prefer to use existing strategies over any new strategies to achieve organizational goals.

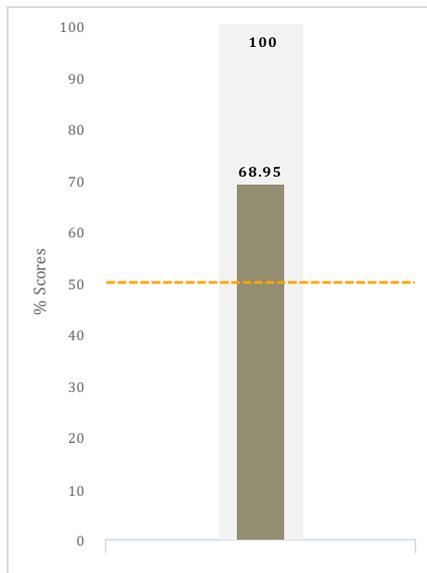
Self Management **Low**

- Sample may have moderate emotional maturity during any tough or critical situation, that may affect her/his decision making capability.
- Sample may find her/himself unperturbed during any panic/challenging situation utilizing all her/his confidence in finishing the target or a goal.
- Sample may bring tranquility to the table while working with her/his team members for the achievement of common goals positively impacting her/his decision making.
- Sample may have a tendency to act impulsively, result in, s/he may find it difficult to manage, control over self and may feel stressful and anxious to handle workplace pressures.
- Sample may not work in defined parameters. This may result in difficulty to meet the required outcomes through her/his responsibility and ownership.
- Sample's expedient attitude may restrain her/him to take adequate responsibility in given organization standards.
- Sample may not give up easily when things go wrong and will be able to make decisions confidently.



Team Capabilities

Above Average

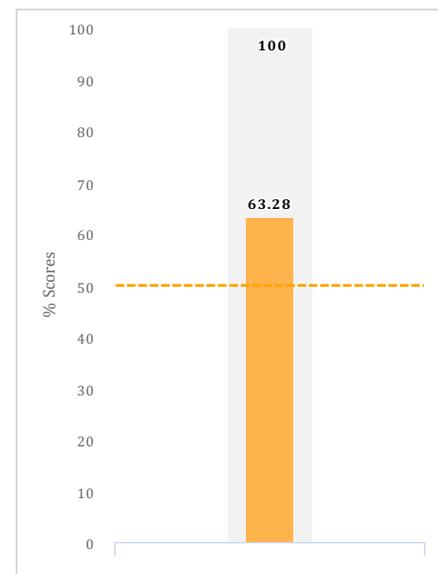


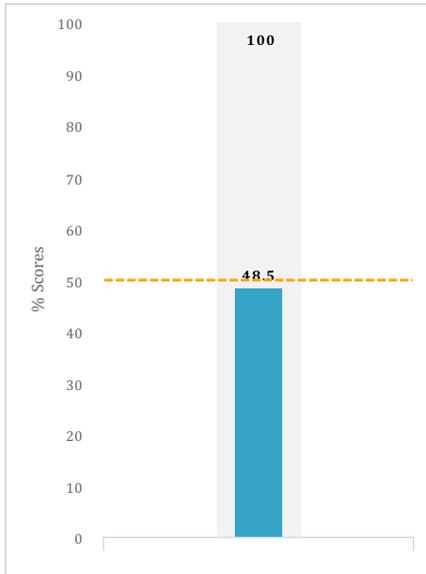
- Sample may find it comfortable to start conversation with her/his team members to take collective decisions.
- Sample may prefer to take opinions from other team members by accepting advice or suggestions offered by them.
- Sample's less assertive attitude may not effectively build collaboration within team members that may hamper the work to be done effectively.
- Sample may try to understand other team members' points, ideas to maintain a cooperative working environment.
- Sample's optimistic behaviour while working with other team members may motivate them to participate in any decision making process.
- Sample may easily share and communicate any issues or projects with the team members that may give them comfort to work mutually.
- To manage a conflict within the team, Sample may express her/his views respectfully and try to resolve arguments with straightforward attitude.
- Sample may actively manage a conflicting situation within her/his team and may try to take further steps to resolve the same.
- Sample may lose her/his temper at the time of addressing any conflict within her/his team, that may result in on the resolution of the conflict.
- When a conflict within a team involves a controversial or unpopular decision, then Sample may resist or avoid such conflicting situations.

Team Management

Average

- As a mentor to other team members, Sample sometimes may not be able to accurately share the information, knowledge or insights with other team members to achieve the common goals.
- Sample may be well aware about her/his own abilities before directing or mentoring her/his team members.
- Sample may not plan out a format or process to mentor her/his team members and may also transfer only limited knowledge to them that may restrain them from showcasing high performance.
- Sample may have an inclination to support and help her/his team members to link their professional goals with the organizational values in order to achieve the organizational goals.
- Sample's comfort with existing processes and rules within the organization may restrict her/him to propose the team members to implement innovative strategies at the time of handling new assignments.
- Sample's traditional assumptions may restrict her/him to coordinate effectively and adapt fresh ideas or perceptions given by the team members from culturally different backgrounds.
- Sample may acknowledge the efforts and working style of culturally different team members on any project or task.
- Sample may provide attention for listening to diverse other team members personal experiences or thoughts to work better with them within organization.



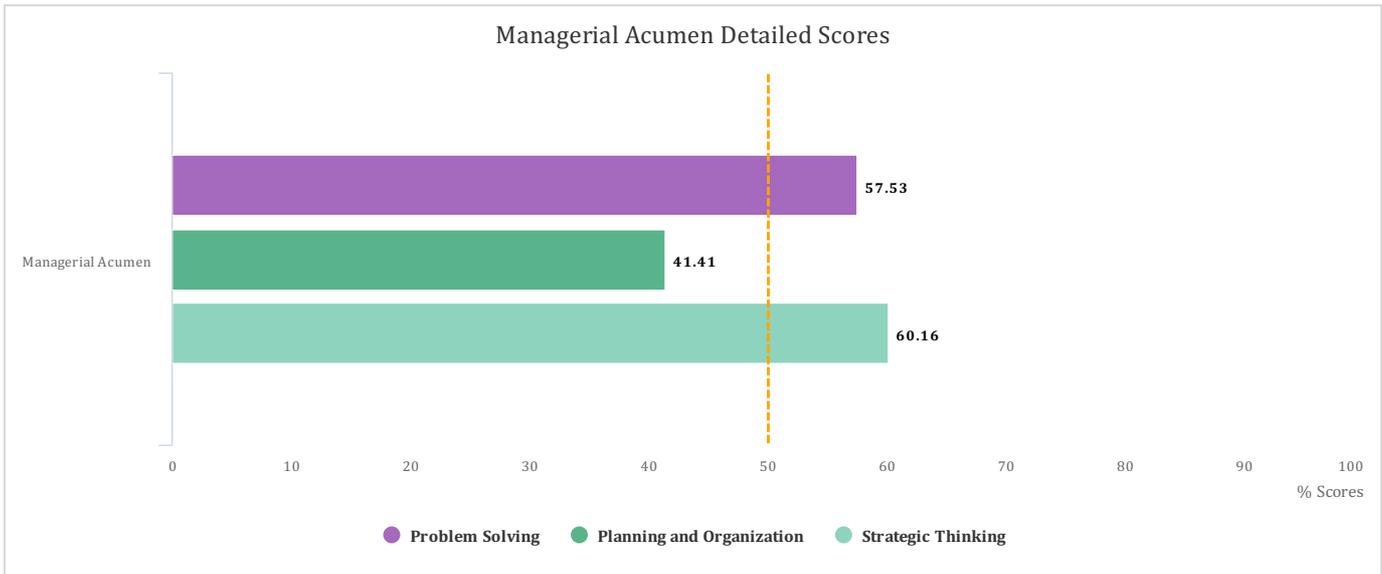


- Sample may have inhibited approach towards completion of any task in hand and has more inclination towards immediate deliverables. Also, s/he may not very motivated to focus quality of work and its long term impact.
- Sample may show little impatient at work and may take decisions impulsively. It may motivate her/him at work, but her/his impatience and excitement may also result in increased stress levels that may affect her/his productivity level.
- Sample may have an unjustified fear of making mistakes and excessively preoccupied her/himself in random thought processes that may reflect negative evaluation about her/himself.
- In order to build trustworthy relationship with team members, Sample may try to create a positive environment while regularly communicating with the team members.
- Sample may try to display attachment and connection with the team members by anticipating their needs, that helps Sample to motivate the team members to achieve deadlines.
- In difficult scenarios, Sample may find her/himself in a confused state while making a decision. As a result, Sample may have difficulty to channelize her/his energy within her/his team members.

Sample's Managerial Competencies - Detailed



Managerial Acumen



Problem Solving

Average

- Sample may be able to partially simplify the given problem and draw rational inferences to solve such problems, that may result in sound decision making.
- Sample may come up with unique ideas, but show more inclination towards a practical approach to offer a solution to the given problems.
- Sample may feel cautious about applying new ideas to a given problem and gives more preference to tried and established methods.
- Sample may find it difficult to stick with specific norms and conditions to apply different ideas for a given problem. As a result, it may affecting the presentation of outcomes in determined format.
- Sample's let go attitude to resolve an issue may hamper her/him to thoroughly evaluate a problem.
- Sample may understand other team members' perspective to solve difficult organizational problems and prefers to have an interactive approach to reach conclusions/solutions.
- Sample may have straightforwardness in her/his attitude, but may think twice before sharing the problem statement with team members without having any probable solution in mind.

Planning and Organization

Low

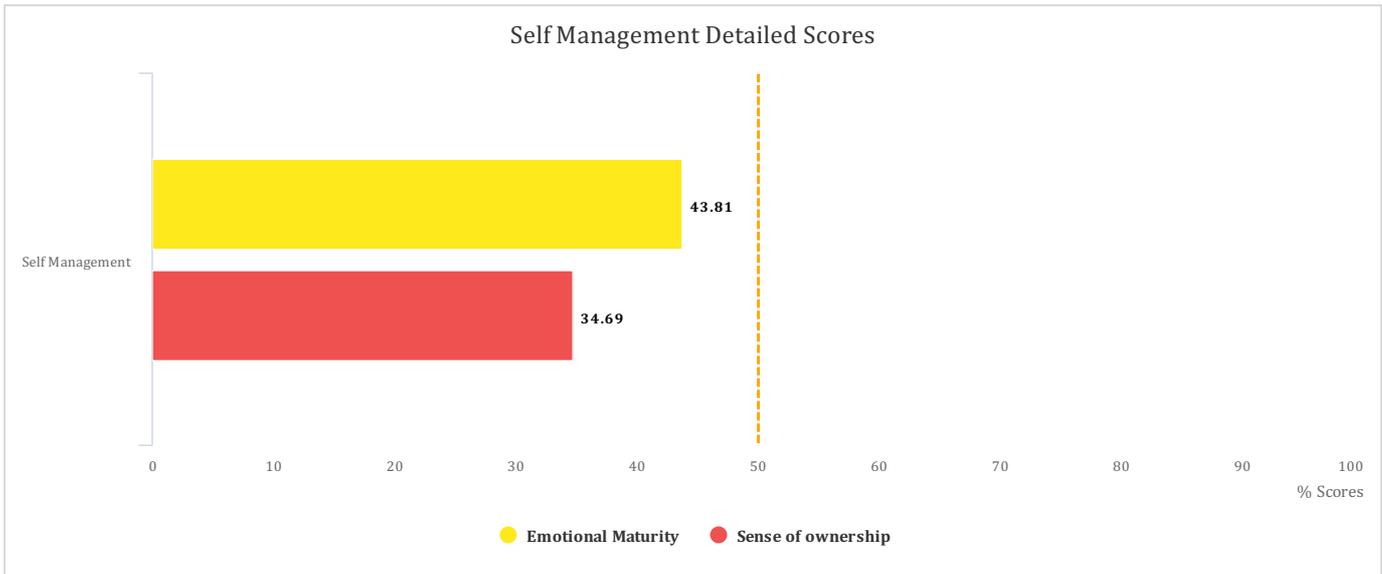
- Sample may have difficulty to work on projects/targets that require stringent follow up of existing norms and policies within the organization.
- Sample may not prefer to work systematically while drafting a plan of action and may also avoid advance planning impacting the timely delivery of the project.
- Sample may respect traditional and familiar ways of implementing strategies, but s/he finds it little difficult to modulate action plans with competitive workplace demands.

Strategic Thinking

Average

- Sample's empirical and factual approach may indicate that, s/he may take time to strategically achieve grounded and measurable goals of the organization.
- Sample may be comfortable in using tried -and- tested strategies and may get cautious to propose any new or innovative strategies to meet organizational goals.

Self Management



Emotional Maturity

Low

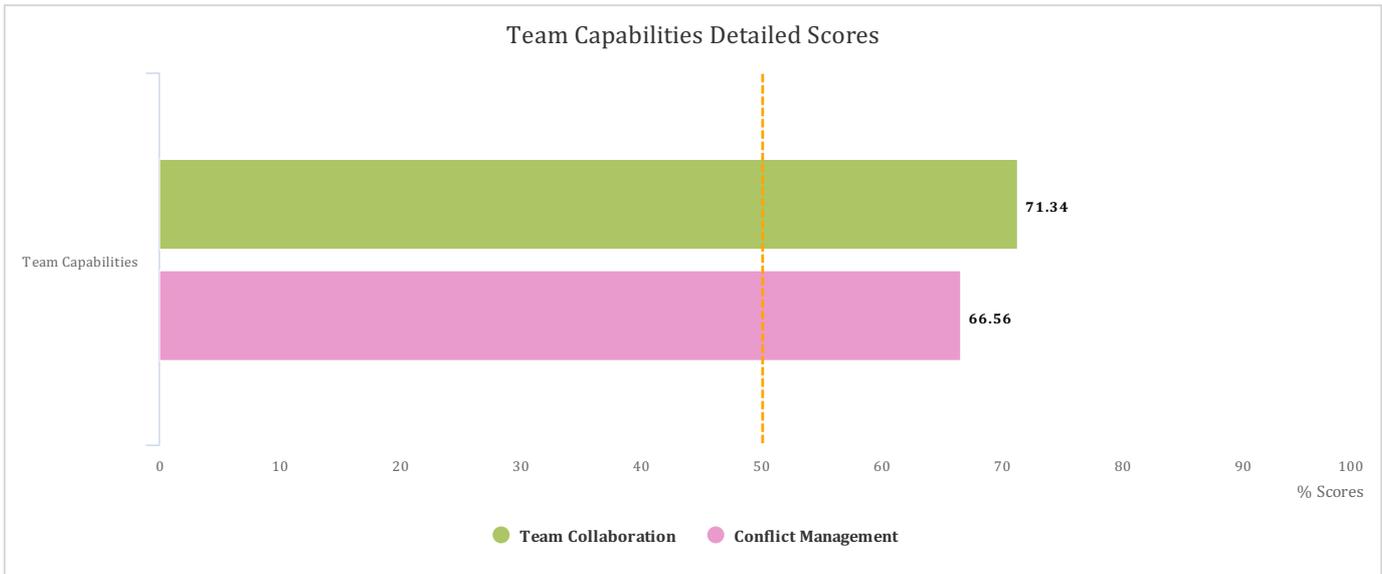
- When it comes to handling extremely stressful tasks or events, Sample may face difficulty to maintain a balance between emotional spontaneity and emotional constraint.
- Sample may have a positive and confident attitude and tend to ignore unnecessary criticism while paying all attention to successful completion of the task in hand.
- Sample may try to remain patient and calm during challenging circumstances at the workplace, thus giving a positive direction to the team to achieve the common goals.
- Sample may impulsively follow her/his own urges and express needs or feelings in an immediate manner to achieve organization's goals. If these needs or feelings are unmet, s/he may go through emotional annoyance and frustration.

Sense of ownership

Low

- Sample may not set particular standards to attain goals and may not be concerned about organization's protocol. Therefore, s/he may not look for opportunities in order to improve quality and level of the processes.
- Sample may show erratic approach to control the working conditions within the organization. Therefore, s/he may not able to take authority willingly to process the work.
- Sample may have guarantee of her/his actions taken within an organization. Thus, s/he may not get so affected by minor mistakes or failures to provide further duties and responsibilities.

Team Capabilities



Team Collaboration

Above Average

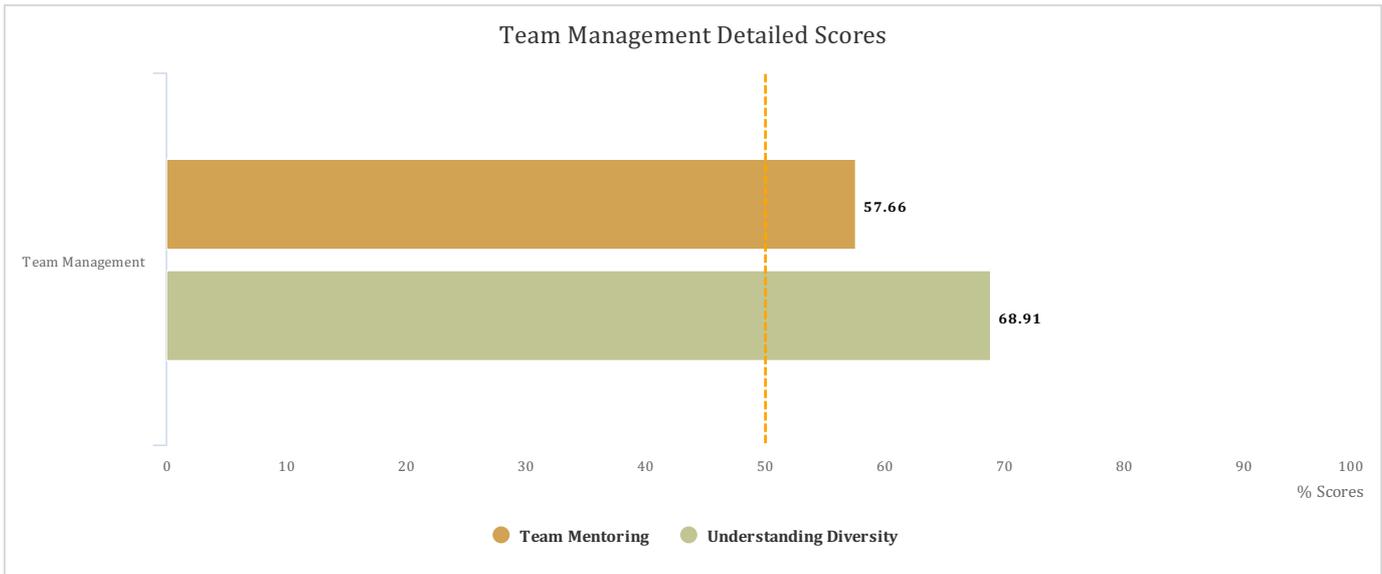
- Sample may show attentiveness in other team members and try to anticipate their views to reach any solution or take any decision that helps in working cooperatively within the team.
- Sample's persuasive personality may help her/him to have a realistic expectations of the team members and direct them to work in a competitive environment.
- Sample with her/his optimistic approach may try to develop relationships with other team members for successful collective decision making.
- Sample may like to communicate easily, thus, s/he may not be inhibited while discussing anything with the existing team members.
- Sample may conveniently share her/his work related experiences with the team members, that may help her/his team members to learn and freely share appropriate solutions collaboratively.
- Sample may like to participate with other team members to discuss any project, product or issue within the organization and try to develop their team spirit.

Conflict Management

Above Average

- Sample may be more forceful than being assertive. As a result, s/he may give firm decisions to resolve conflicts within the team and may usually show commanding attitude towards conflict situations.
- Sample may take initiative to investigate any conflicting situation within the team and also may not hesitate to give solution to her/his team members.
- In case any conflicting situation arises within the team, Sample may feel emotionally disturbed while managing and resolving such disputes.
- Sample may be able to handle only those conflicting situations within the team, that s/he is familiar with and is within her/his comfortable zone.

Team Management



Team Mentoring

Average

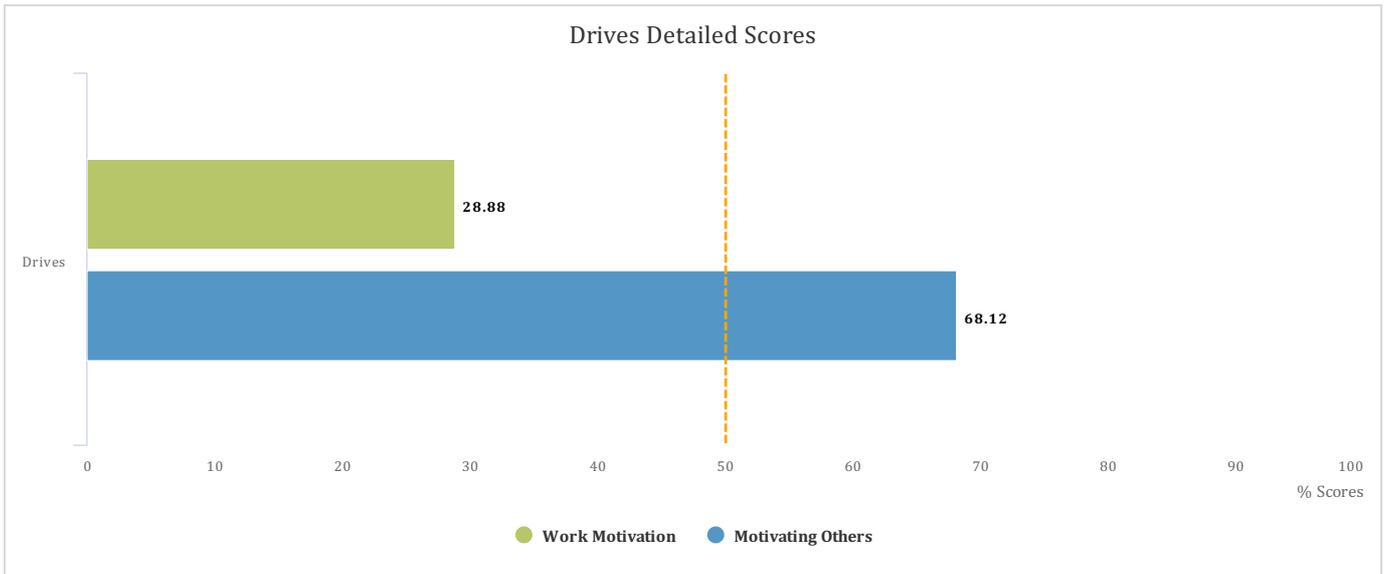
- When it comes to mentoring other team members, Sample may not able to sometimes successfully transfer her/his knowledge or experiences to them.
- Sample may evaluate her/his positive and self decisive aspects before guiding and mentoring the team members successfully.
- Sample's nonconforming attitude may make it difficult for her/him to timely offer mentoring or training to her/his team members, that may negatively impact their growth in the organization.
- Sample may try to establish an environment for open interaction and reflect upon sensitive responses from her/his team members, that may help her/him to provide relevant guidance to them for successful completion of common goals.
- In the process of mentoring the team, Sample may show more bias towards the repetitive and established methods to deliver a training, that may impact the teams' innovative and exploratory thinking.

Understanding Diversity

Above Average

- Sample may follow some orthodox assumptions and may find it little difficult to understand and accept the views and ideas shared by her/his team members from different cultural backgrounds.
- Sample may appreciate and encourage team members' contribution towards a given goal/project without criticizing their judgement or views based on their diverse background.
- Sample may show a genuine interest to attain diverse team members, that may help her/him to understand their thoughts and point of views at time of dealing with different project or a task.

Drives



Work Motivation

Low

- Sample may neither have high professional standards, nor s/he be concerned about her/his own ambitions. Instead of signifying high standards, s/he may be self-critical, less task and goal oriented. Therefore, s/he has low motivation to achieve targeted tasks and goals.
- Sample may be more relaxed and has a composed attitude towards the work at the workplace. Therefore, s/he may be content with her/his current achievements and may not worry about the future vision.
- Sample may be confident in judging her/his own strengths and abilities in case of making decisions or solving problems as and when required at the workplace. Hence, Sample may be motivated enough to work effectively towards the given projects or targets.

Motivating Others

Above Average

- Sample may develop a belief in terms of planning, and then sharing that vision with other team members. Due to this belief, s/he may be able to communicate ideas and strategies with the team members and further inspire them to achieve collective goals or mission.
- Sample may try to maintain informal relationship with her/his team members. At the time of delivering a project or a plan, s/he may successfully drive the team members and encourage them to do collaborative discussions. Still if needed, s/he may also be open to work by her/his own.
- Sample may think in constricted manner and feel stuck and unsure when confronted with unfamiliar situations while making decisions. But in certain situations, s/he may attempt to motivate her/his team members to meet the desirable goals.

| Appendix | |
|--|---|
| Descriptors of Low Range | Descriptors of High Range |
| Warmth | |
| Cold | Warm |
| Impersonal, distant, cool, reserved, detached, formal, aloof. | Warm, outgoing, attentive to others, kind, easy-going. |
| Reasoning | |
| Instinctive | Intellect |
| Concrete thinking, low general mental capacity, unable to handle abstract problems. | Abstract-thinking, bright, high general mental capacity, fast learner. |
| Emotional Stability | |
| Irritable | Emotionally Stable |
| Emotionally reactive, affected by feelings, emotionally less stable, easily upset. | Emotionally stable, adaptive, mature, faces reality calmly. |
| Dominance | |
| Docile | Aggressive |
| Cooperative, avoids conflict, submissive, humble, obedient, easily led, accommodating. | Dominant, assertive, aggressive, competitive, stubborn, bossy. |
| Liveliness | |
| Restrained | Lively |
| Serious, restrained, prudent, introspective, silent. | Spontaneous, enthusiastic, happy go lucky, cheerful, expressive, impulsive. |
| Rule Consciousness | |
| Rebellious | Dutiful |
| Expedient, nonconforming, disregards rules, self-indulgent. | Rule-conscious, conforming, moralistic, organised, rule bound. |
| Social Boldness | |
| Shy | Socially Assertive |
| Shy, threat-sensitive, timid, hesitant, intimidated. | Socially bold, venturesome, thick skinned, uninhibited. |
| Sensitivity | |
| Tough | Sensitive |
| Objective, unsentimental, tough minded, self-reliant, rough. | Sensitive, sentimental, tender minded, intuitive. |
| Vigilance | |
| Trusting | Suspicious |
| Trusting, unsuspecting, accepting, unconditional. | Vigilant, suspicious, skeptical, distrustful. |
| Privateness | |
| Extrovert | Introvert |
| Forthright, genuine, artless, naive, unpretentious, involved. | Private, discreet, no disclosing, shrewd, polished, diplomatic. |

| Apprehension | |
|--|--|
| Confident | Anxious |
| Self-Assured, unworried, free of guilt, confident, self-satisfied. | Apprehensive, self doubting, worried, guilt prone, insecure, lack of confidence. |
| Openness to Change | |
| Close-minded | Open-minded |
| Traditional, attached to familiar, conservative, respecting traditional ideas. | Open to change, experimental, critical, free thinking, flexibility. |
| Self Reliance | |
| Social | Independent |
| Group-oriented, affiliative, follower, dependent. | Self-reliant, solitary, resourceful, individualistic, self-sufficient. |
| Perfectionism | |
| Disorganised | Perfectionist |
| Tolerates disorder, flexible, undisciplined, self-conflict, impulsive, uncontrolled. | Organized, compulsive, self-disciplined, socially precise, controlled. |
| Tension | |
| Relaxed | Tensed |
| Relaxed, tranquil, patient, composed low drive. | Tense, high energy, impatient, driven, frustrated, time driven. |

Disclaimer

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