grade. analysis

CAREER PREP

Free Test

30.01.2021

CONTENTS OF THE REPORT

Using the Report
GRADE Score
GRADE Analysis
Factor Analysis

USING THE REPORT

The GRADE Analysis report provides detailed answers to the following questions:

What is your employability score?

Why you need this answer: Your employability score, or the GRADE Score, tells you how likely you are to meet employer expectations, or, what are your chances of success in the job market at the current skill level.

What is your skill hierarchy, i.e., your skills ranked from highest to lowest?

Why you need this answer: Your skill hierarchy is an unbiased way of looking at your strengths and weaknesses. It is unbiased, because it does not take into account your qualifications, choice of subjects to study, academic background or alma mater.

The skill hierarchy does not suggest that certain skills are good or certain skills are bad. Instead, it determines what is your choice/preference of skills, or your dominant skillset. It helps employers in understanding which skills are you most likely to rely on and predicting which role you would be best suited for.

What does your score on each skill say about you?

Why you need this answer: Depending on the career you want to build for yourself, you will need an in-depth understanding of the meaning of each skill, how proficient you are in it and where you need to improve. The individual skill scores help you in learning about yourself as well as how to improve yourself.

WHAT ARE EMPLOYERS LOOKING FOR?

Globally, employers are looking for 11 key employability skills, or factors, which are:

BEFORE YOU PROCEED, REMEMBER:

- The GRADE Analysis is not a pass or fail judgement. It is a measure of where you stand today, which in no manner determines where you could be tomorrow if you decide to invest in developing yourself.
- Everyone has three-four skills which are low. The average person has something low.
- Your Employability Score is not a certificate of guarantee for placement. Your introspection based on the score and this analysis, and your presentation of the same will help you make a strong case in front of the employer and get an edge over your competitors.

GRADE SCORE

QUESTIONS ANSWERED

75/75

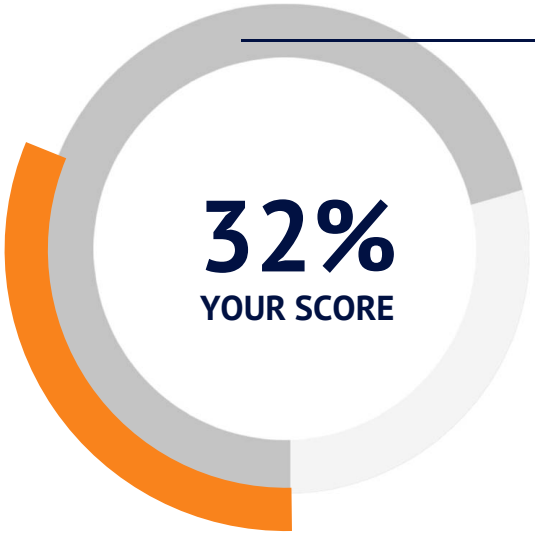
TIME TAKEN

04:34

Your employability score is 32%, which means:

You are 32% likely to meet Industry Expectations*.

You have a 32% chance of succeeding in the job market at your current skill level.



72%
INDUSTRY EXPECTATION

*Industry Expectations: Industry Expectations, expressed as a percentage on the same scale as your GRADE Score, is the minimum employability level expected in the job market. Industry Expectations is derived based on the analysis of 20,000 test-takers across 35 countries, over 6000 companies and 1700 institutions

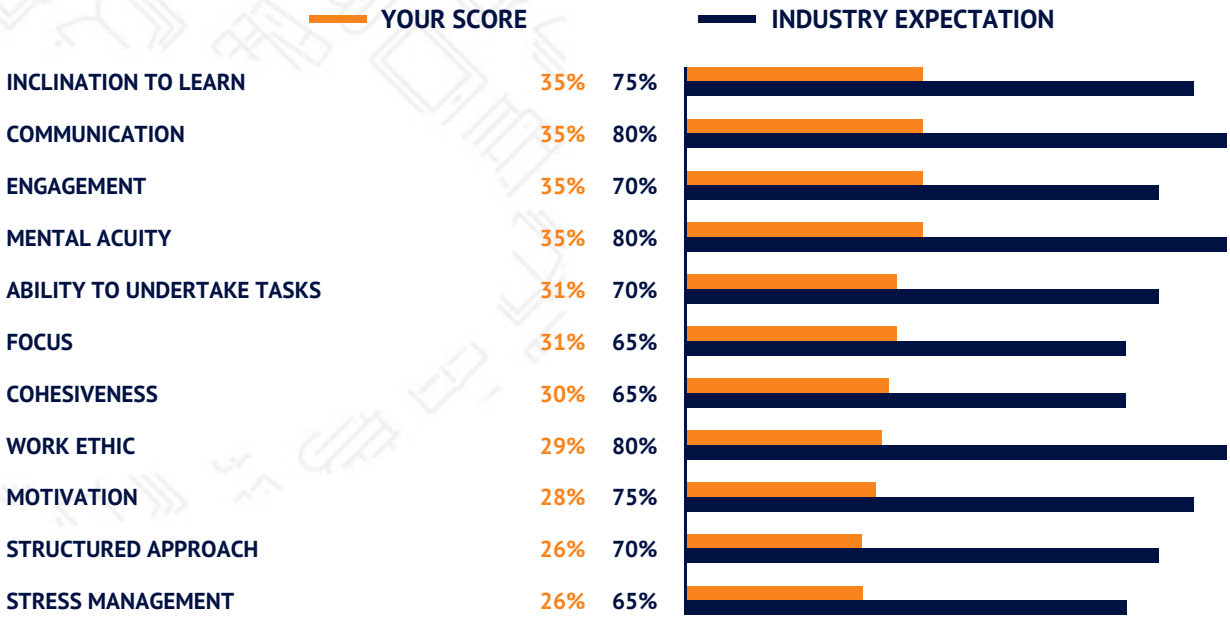
SKILL HIERARCHY

Skills cannot be measured on a binary scale. You HAVE all the skills; however, you are likely to be better at some skills more than others, and you are likely to rely on some skills more than others when performing tasks.

Your skill hierarchy is your "toolkit", which may have all the tools, but you may tend to use some tools more frequently than others when performing your tasks.

More importantly, this hierarchy is a fairly accurate predictor of how you work, what you give more importance to and which type of tasks and roles are you most likely to succeed in.

The following graphs ranks your skills from which skills you use most confidently and frequently, and which skills are least developed and least used when you perform day-to-day tasks.



DOMINANT	SECONDARY	DORMANT
INCLINATION TO LEARN	MENTAL ACUITY	MOTIVATION
COMMUNICATION	ABILITY TO UNDERTAKE TASKS	STRUCTURED APPROACH
ENGAGEMENT	FOCUS	STRESS MANAGEMENT
	COHESIVENESS	
	WORK ETHIC	

GRADE ANALYSIS

MOST DOMINANT

INCLINATION TO LEARN

MOST DORMANT

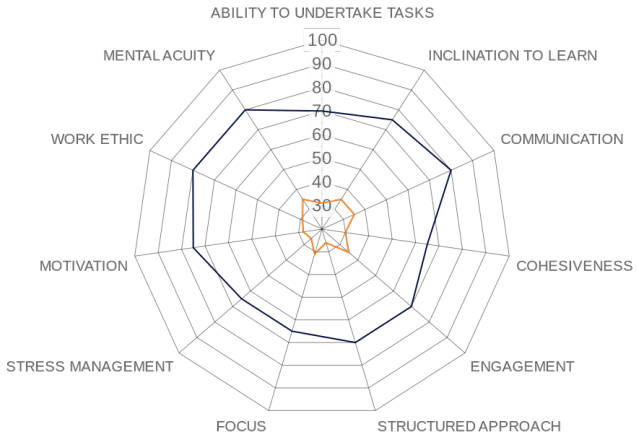
STRESS MANAGEMENT

Use the GRADE Analysis as a snapshot of your employability across 11 factors, with the focus on classifying these factors/skills into:

DOMINANT: Skills you are better than others in, most confident about and most likely to utilise regularly. These skills can be easily observed in a simple conversation with you or while watching you work. Other people might use these skills to describe you frequently.

SECONDARY: Skills you have been practicing with, frequently using but not regularly, and where you need more practice to master. These skills may not be easily visible and you may need to put extra effort to showcase them in your conversations and work.

DORMANT: Skills you have used least and have very little practice with. These skills are more likely to be untapped or hidden, and may not be used to "describe who you are" by other people.



YOUR SCORE **INDUSTRY EXPECTATION**

INCLINATION TO LEARN

LOW

A critical score in Inclination to Learn indicates that you have a fixed mindset, which means that you believe that all talent and abilities are given at birth and effort does not dictate your growth. You need to understand that while this is a thought process, it is evident to others in the way you approach your work. Continuous learning is a part of every employee's responsibility, and by not doing so, you will find yourself stagnating in your role or position.

COMMUNICATION

LOW

A critical Communication score indicates that you need to invest in upskilling yourself in reading, writing and listening. Communication in this case goes beyond language fluency, that is, you need to invest in learning the English language, as well as in understanding the protocols and norms for communicating in the workplace setting.

ENGAGEMENT

LOW

Critical levels of Engagement are indicative of the misalignment between what you wish to achieve and what you are working on. While it may be true that you did not get to build a career in the domain of your choice, there are still various ways to engage with the work that you have and make it your own. The downside of not being able to do it is that your mental faculties will not be as efficient and productive on a piece of work that you actively dislike, which will impact your performance and your growth.

MENTAL ACUITY

LOW

A critical score in Mental Acuity suggests that you lack in your understanding of basic concepts and foundational principles of the general set of subjects relating to the workplace. You are likely to build incorrect logics or inaccurate interpretations, which will subsequently affect the steps you take based on your analysis. You need to invest in taking time to understand the problem and identify the concepts that apply to it, before beginning to solve it. Furthermore, you need to practice building confidence in your own analysis.

ABILITY TO UNDERTAKE TASKS

LOW

A critical score in Ability to Undertake Tasks indicates that you are unable to comprehend instructions, and subsequently, may end up making mistakes and deviate from the way you are asked to do a task. While it may be because of choice, it also indicates that you are either unable to register the instructions correctly, struggle with deriving meaning from them or are unable to convert your thoughts into action effectively.

FOCUS

LOW

A critical level of focus indicates that you are unable to be “present” in the conscious setting around you. In a much simpler sense, you find yourself thinking about other things, which could include other pieces of work as well, except the immediate task that you are working on. This will greatly hamper your ability to perform well, meet deadlines and avoid mistakes.

COHESIVENESS

LOW

A critical score in Cohesiveness indicates that you struggle with the social aspects of the organisation. It may mean that either you choose to focus only on your tasks or, that you do not possess the skillset to forge and maintain work relationships. In either case, you are at a disadvantage, since getting along with people at work is a huge factor in your growth in any organisation. Furthermore, it is important to know that while you may be able to work in teams, you still need to invest in non-task-based relationships at work.

WORK ETHIC

LOW

A critical score in Work Ethic indicates that you have not put thought into building a value system, understanding your personal difference between right and wrong, or creating your own moral standards. While this may make you more flexible and less distressed, it also means that most of your decisions are taken by others who have a strong sense of authority over right and wrong. A lack of value system in turn leads to indecisiveness and unpredictability, which means that it will be difficult for people to trust you and follow you as a leader.

MOTIVATION

LOW

Critical levels of Motivation indicate that you are barely getting yourself to perform the work you are tasked with. You find it extremely difficult to perform your tasks and even the simplest tasks seem to drain you. You do not understand the importance of the work you are performing, which puts you at a disadvantage against anyone who does. Not being able to build motivation as a skill will only reduce the energy and intellectual capacity you need to perform complex tasks, which will interfere with your growth objectives.

YOUR SCORE ● INDUSTRY EXPECTATION ●

STRUCTURED APPROACH

LOW

A critical score in Structured Approach is indicative of performing work on some sort of auto-pilot mode. You either struggle or avoid thinking about the design of work and see it only as a set of tasks to check off the list. By not applying your mind to challenging yourself to find the best way of performing tasks, you risk being inefficient as well as repetitive when you could have been innovative.

STRESS MANAGEMENT

CRITICAL

A critical score in Stress Management indicates you are often anxious and stressed in the workplace. You might be very vulnerable to any stress inducing situation, which means that your primary strategy in the workplace setting is to avoid challenging situations. This approach is not conducive to growth and development, both personally and professionally. You need to find a way to, first, understand that stress management is a skill that can be developed, and second, build your own strategies for effective coping with stress without avoiding the situation.

Achievement Unlocked!

Congratulations on getting your employability score.

To help you with your journey ahead, or to help those around you, we are giving you a 10% discount on your next purchase.
Use the Coupon Code: **WELCOMEBACK10**

EXPLORE ASSESSMENTS