



grade.  
analysis

# CAREER PREP

**Free Test**

30.01.2021

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# 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 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**

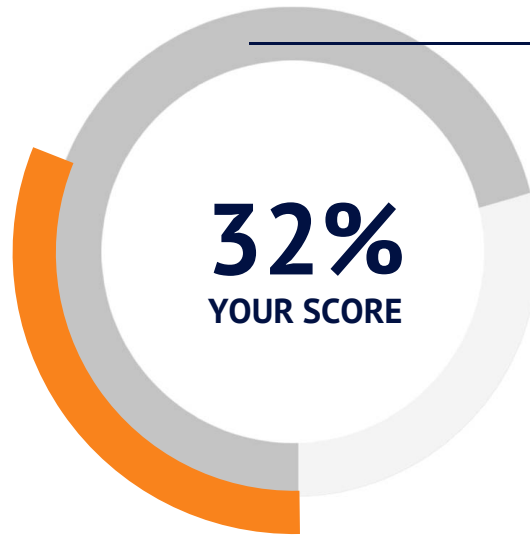
TIME TAKEN

 **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

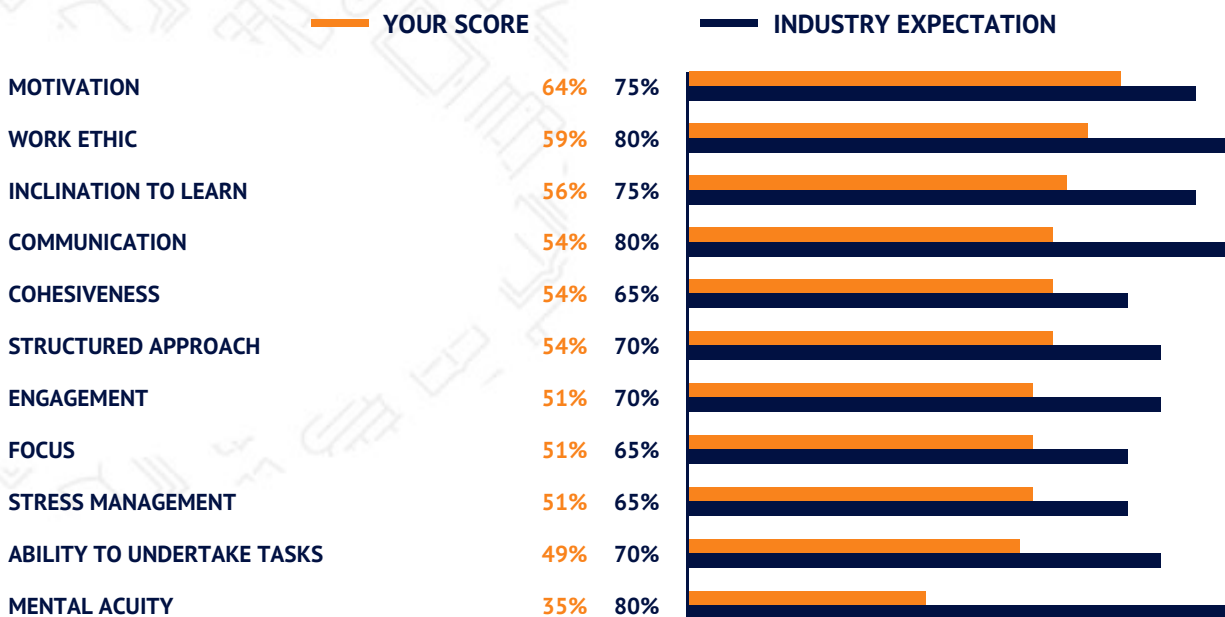
## SKILL HIERARCHY

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.

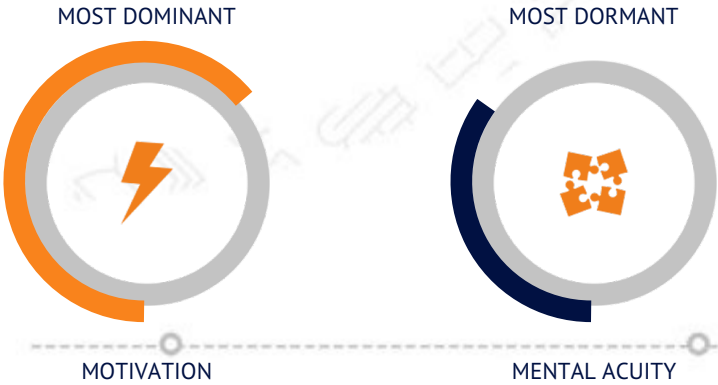
More importantly, this hierarchy is a fairly accurate predictor of how you work, what you give more importance to and which type of tasks and roles are you most likely to succeed in.

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

**GRADE ANALYSIS**

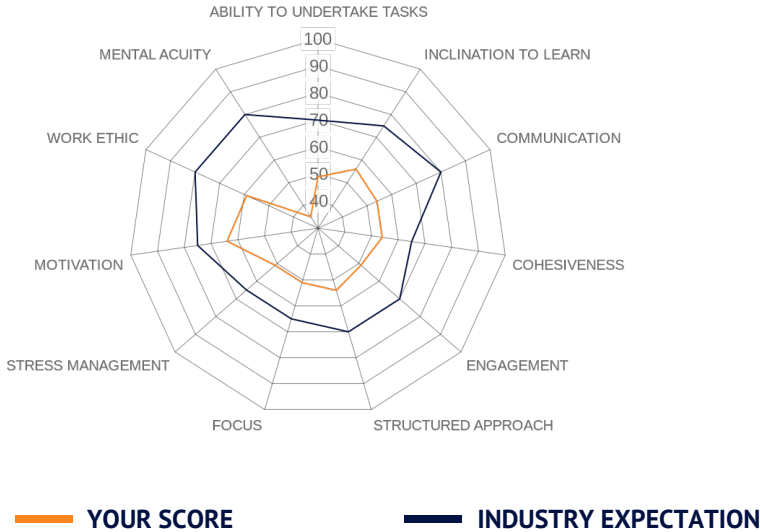


Use the GRADE Analysis as a snapshot of your employability across 11 factors, with the focus on classifying these factors/skills into:

**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.



## MOTIVATION

### AVERAGE

Scoring average in Motivation indicates that you have experienced being motivated occasionally, but have not been able to develop it as a skill. You are either unsure of your goals, or the ability of your current activities to take you to your goals. Regardless, you need to learn that motivation is not something you need to wait for.



## WORK ETHIC

### LOW

Scoring low in Work Ethic suggests you aren't concerned about moral standards, values and reputation as much as people scoring high on this factor would. You prefer doing things that interest you over following policies. You think more independently and not as a group which may lead to you acting in your self-interest, and may not be appreciated by the organisation.



## INCLINATION TO LEARN

### LOW

A low score in Inclination to Learn suggests that you have struggled to adopt a growth mindset. You do not indulge in continuous learning and are comfortable with the skills you have currently. It is crucial for you to realise that despite your current expertise or comfort, you need to update yourself continuously to survive in the job market.



## COMMUNICATION

LOW

Scoring low in Communication suggests that you lack effective verbal and non-verbal expression, listening and comprehension and may require training with respect to language proficiency. Improving your communication skills should be a priority to avoid loss of performance due to misunderstandings and false assumptions about your responsibilities.



## COHESIVENESS

LOW

A low score in Cohesiveness indicates you are more rigid and comparatively have fewer observational skills in the social context. While you may tend to prefer working alone in situations that don't require teams, you may not have a say in it at the start of your career. Therefore, you need to introspect and find ways to take interest in people, understand reasons for your discomfort and practice conversing with your peers and mentors regularly.



## STRUCTURED APPROACH

LOW

Scoring low in Structured Approach means you may prefer to take the solution right in front of you, or the ones that are fairly obvious, instead of engaging in careful deliberation to get the answer. You need to learn to visualise the course of action with some certainty grounded in facts to avoid missing important resources or wasting resources with too much improvisation.



## ENGAGEMENT

# LOW

Low levels of Engagement indicates that you are not invested in work psychologically. You are likely to not enjoy the idea of a job, which may be due to incompatibility with the role or a general disinterest with the work being offered. However, this is likely to affect your performance and may limit your growth opportunities.



## FOCUS

# LOW

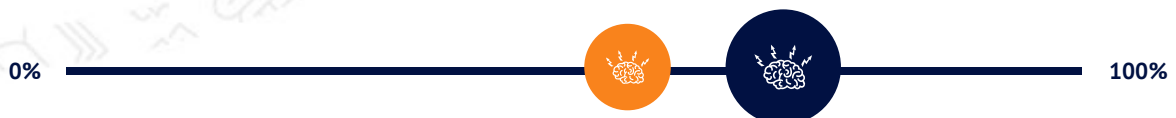
A low level of focus is cause for caution, as it will make it difficult for you to understand, retain and implement instructions. You would be vulnerable to committing mistakes during your performance if you lack attention to detail or are distracted easily. You need to put a regime in place that can help you deal with internal and external distractions.



## STRESS MANAGEMENT

# LOW

Scoring low in Stress Management means you have a hard time separating your personal stress from professional situations. You may be more prone to getting anxious and not very good at compartmentalisation. You could still maintain a great workplace profile while struggling internally with the issues at hand, which only increases your distress levels. You could function better by learning how to cope with stress more effectively.



## ABILITY TO UNDERTAKE TASKS

# LOW

With a low score in ability to undertake tasks, it is likely that while you might actively look for task assignments, you are not able to comprehend what is to be done. You seem to need constant explanations for the same task. While you may be able to complete the task, it may take up a lot more time to do the same task, or commit mistakes.

0%  100%

## MENTAL ACUITY

# CRITICAL

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.

0%  100%

## 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](#)