



grade.analysis

**SAMPLE
REPORT**

John Doe

01.01.2021

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USING THE REPORT

The GRADE Analysis is designed to determine how employable you are, where you stand in the job market and which key areas you need to focus on in order to improve your employability. The measures used in this report are best used by understanding the following concepts:

GRADE Score: Your GRADE Score, expressed as a percentage, is a measure of your ability to secure a job and predictor of compatibility and growth within an organisation. It is derived from your performance in the assessment. It can be used to comprehensively summarise your readiness for a job.

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.

GRADE Analysis: Your GRADE Analysis is a comprehensive report of your strengths and weaknesses across the 11 factors. The analysis provides you a ranked classification of your strengths and weaknesses, and compares your performance on each individual factor with industry expectation.

The 11 Factors: Your GRADE Analysis is based on the interplay between 11 factors which serve as the global benchmark for employability. The 11 factors outline the skills necessary for succeeding in the job market. These factors are:



Factor Analysis: Your 11 Factor Analysis contains your individual scores across each factor, ranking of factors from highest to lowest, classification of strengths, opportunities and critical improvement areas, and current standing in the job market against industry expectations across each factor. The 11 Factor Analysis also rates each of your key competencies on a scale of Low, Medium and High based on your performance in the assessment and industry expectations.

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

 **120/120**

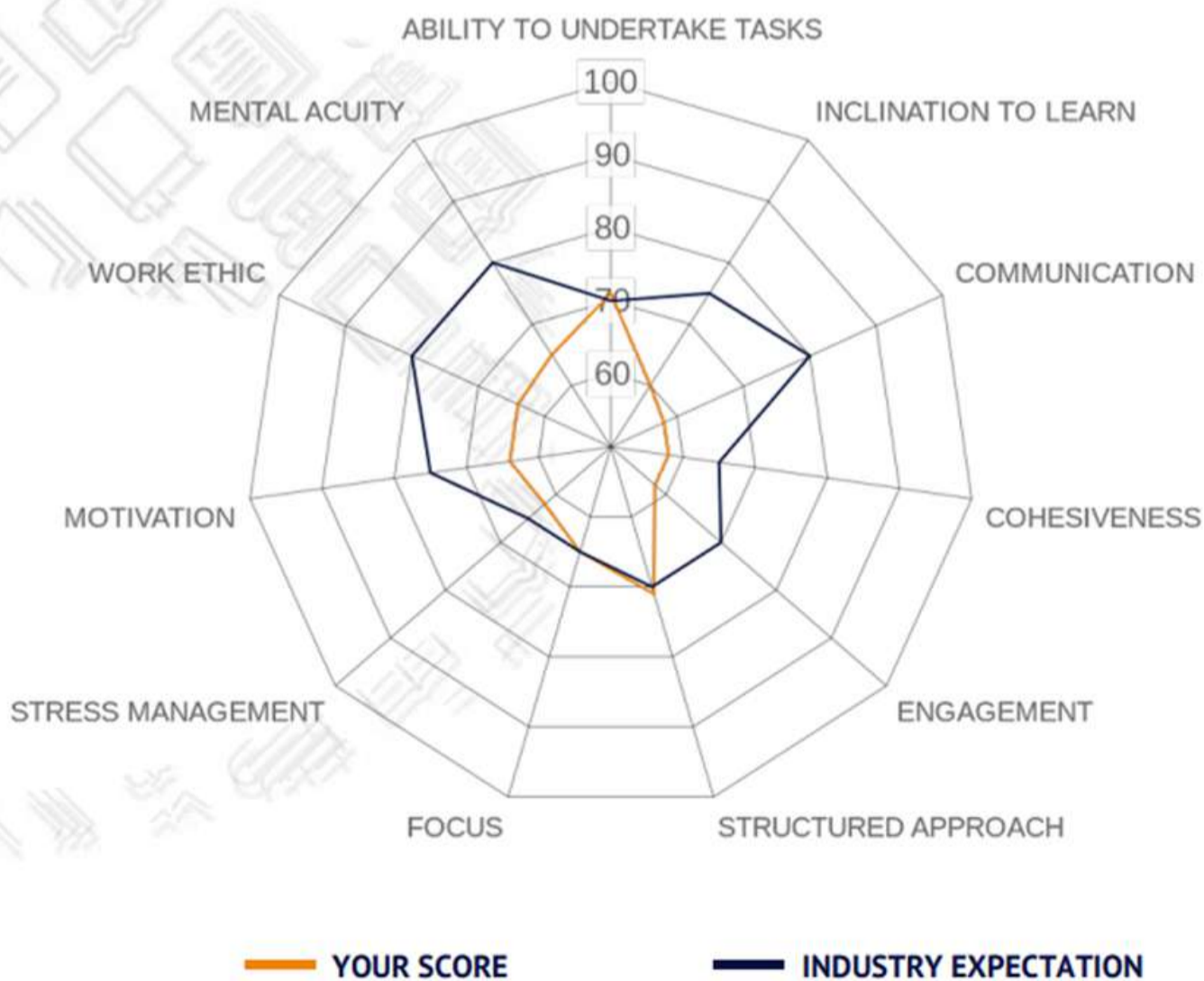
TIME TAKEN

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75%
INDUSTRY
EXPECTATION



STRENGTHS



UNDERTAKING
TASKS



STRUCTURED
APPROACH



MOTIVATION

OPPORTUNITIES



FOCUS



ENGAGEMENT



COMMUNICATION



WORK ETHIC



MENTAL ACUITY

CRITICAL



STRESS
MANAGEMENT



COHESIVENESS



LEARNING
INCLINATION



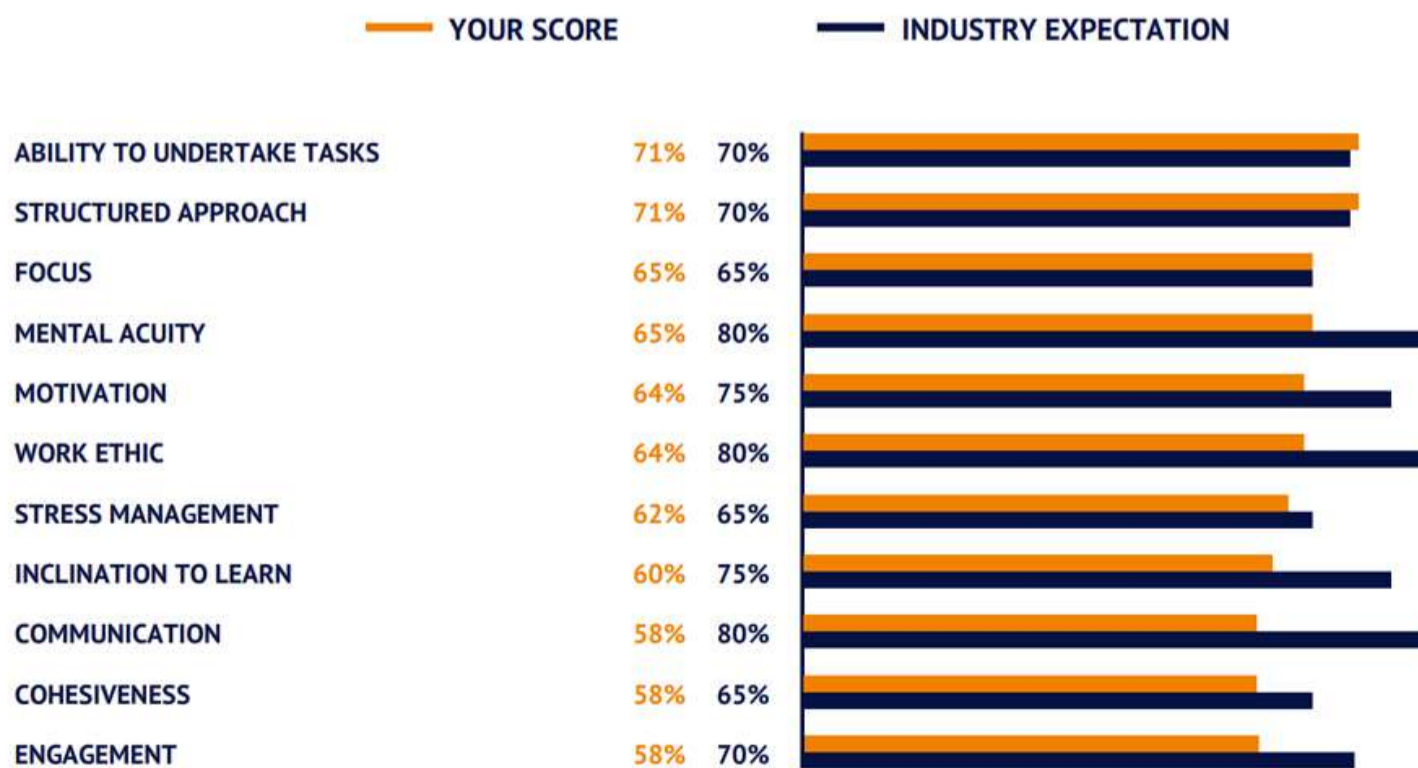
Maximum Score



Minimum Score

GRADE ANALYSIS

Grade analysis report showing your score and industry expectation for various skills. The report highlights areas where you are performing well and areas where you need to improve. The industry expectation is shown for comparison.



UNDERTAKING 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 things. You might be able to finish the job, but it may take up a lot of time to do the same task, or commit mistakes.



STRUCTURED APPROACH

HIGH

Your high score in Structured approach exhibits a strong sense of workplace discipline. You are methodological in your decision making and strategise to get to the best solution. You are always trying to come up with a plan, or steps to make the problem solving process smooth. You are disciplined in following as well as coming up with instructions to deal with the task at hand.

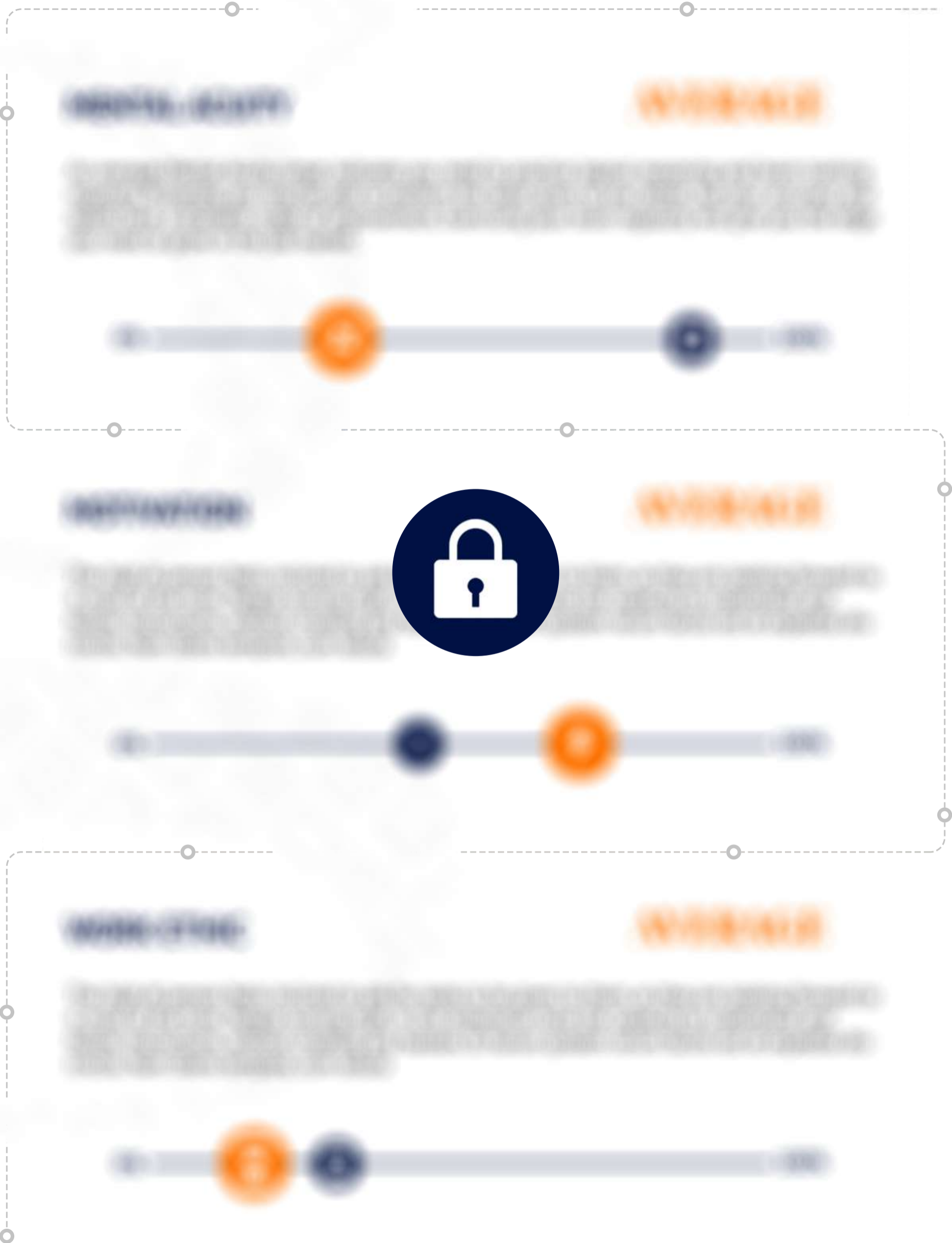


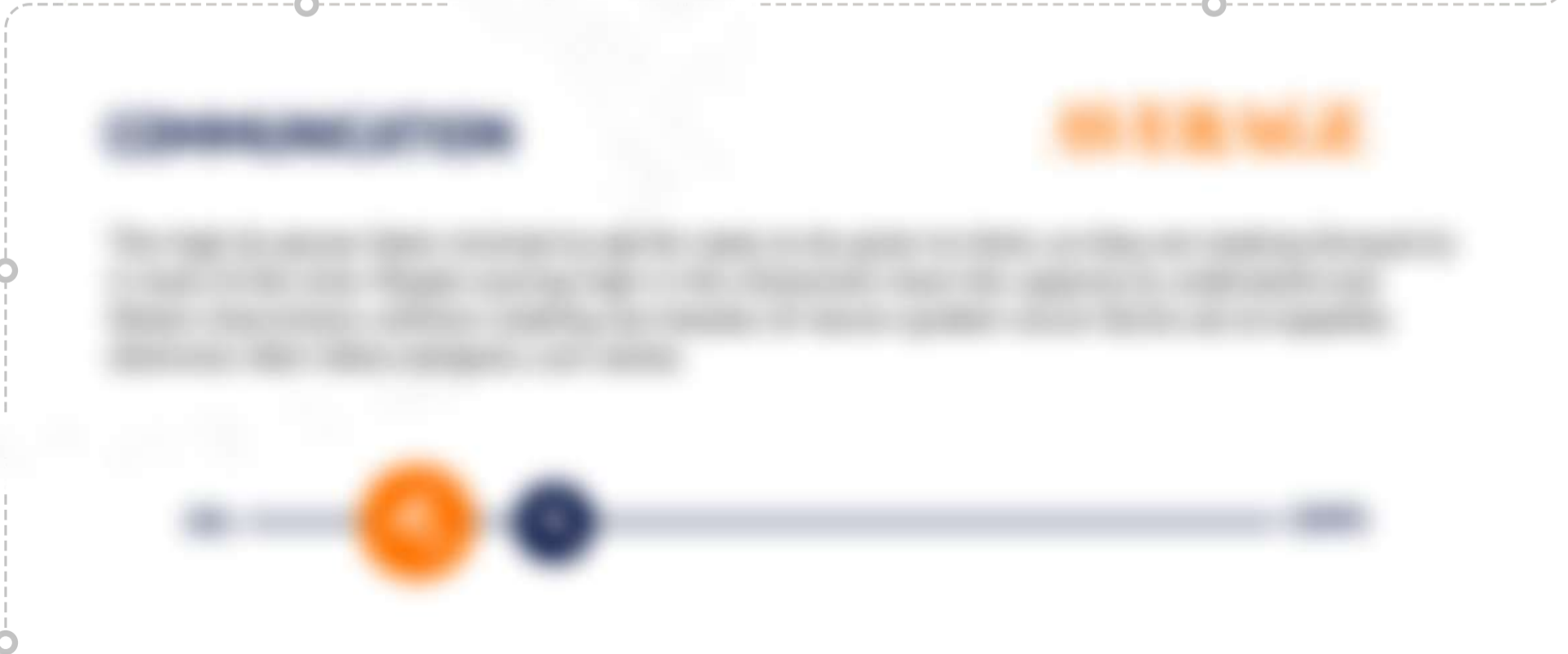
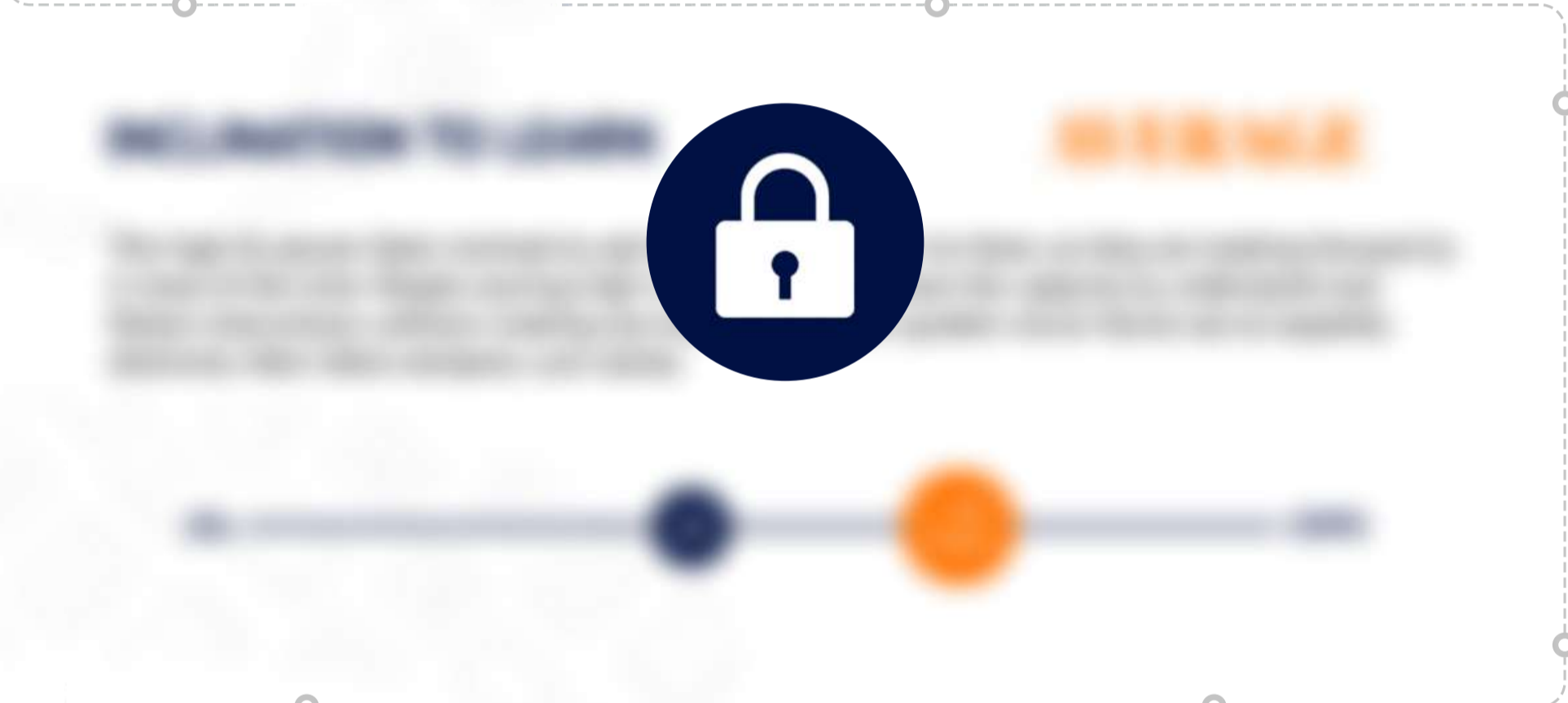
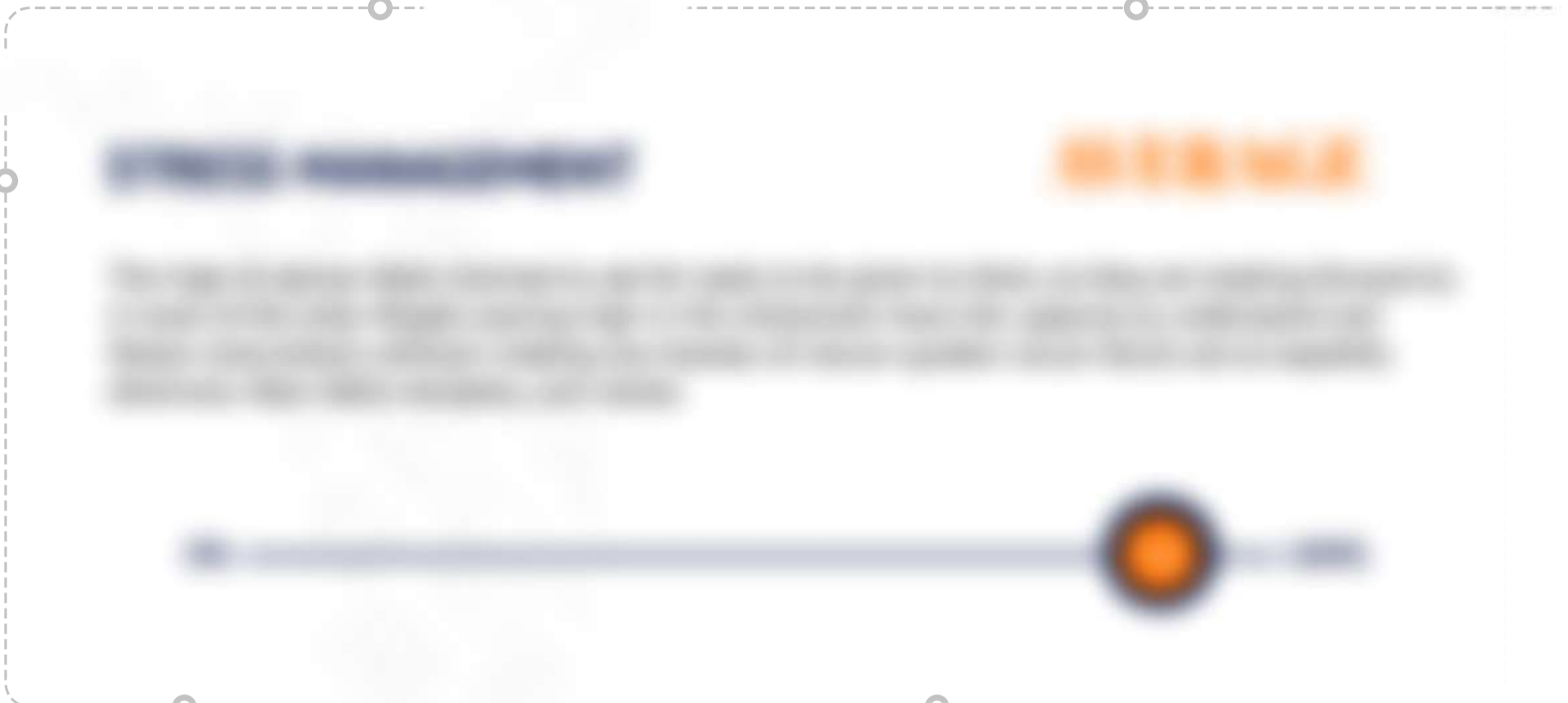
WORK ETHIC

AVERAGE

Average score in Work Ethic means that you have an indifference towards a principled approach, but it also suggests that you would not be deviant or non-compliant with the organisational value system. However, you need to understand that work ethic goes beyond compliance and is a way to make your work more fulfilling and rewarding, which requires open conversations and self-introspection.

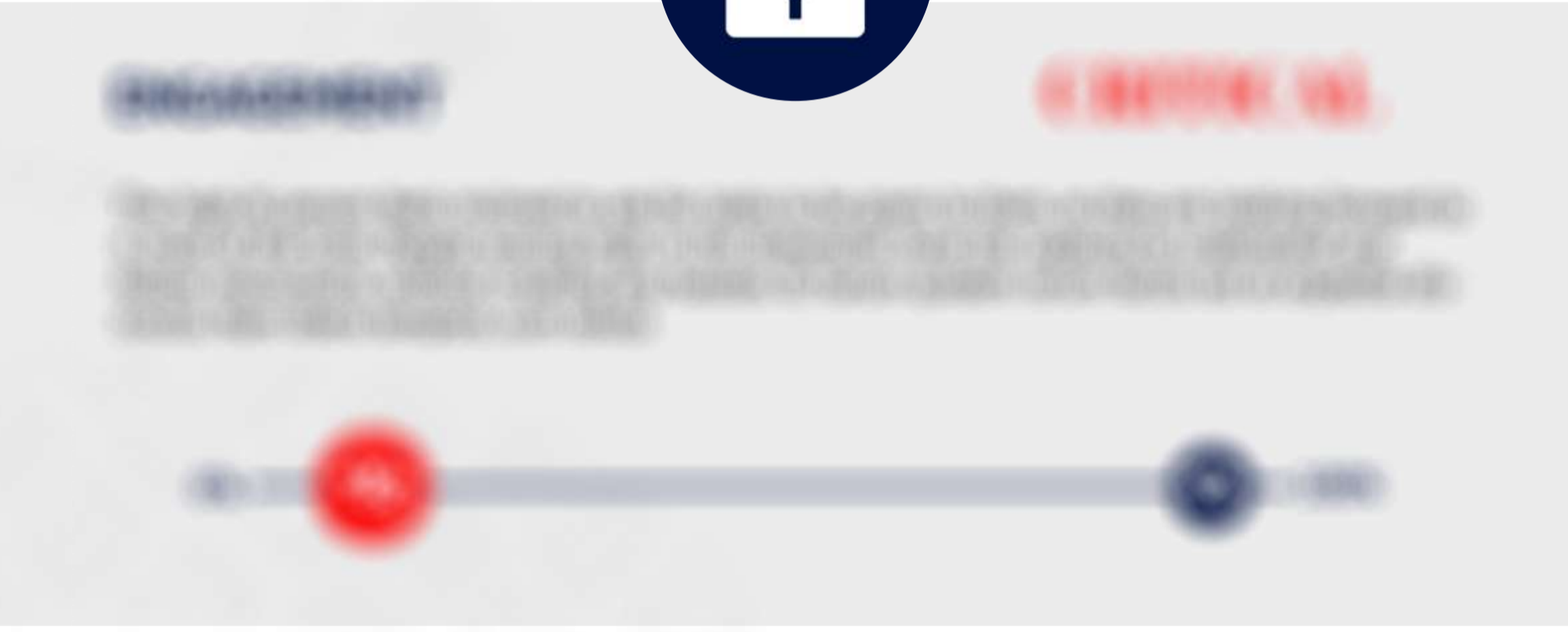
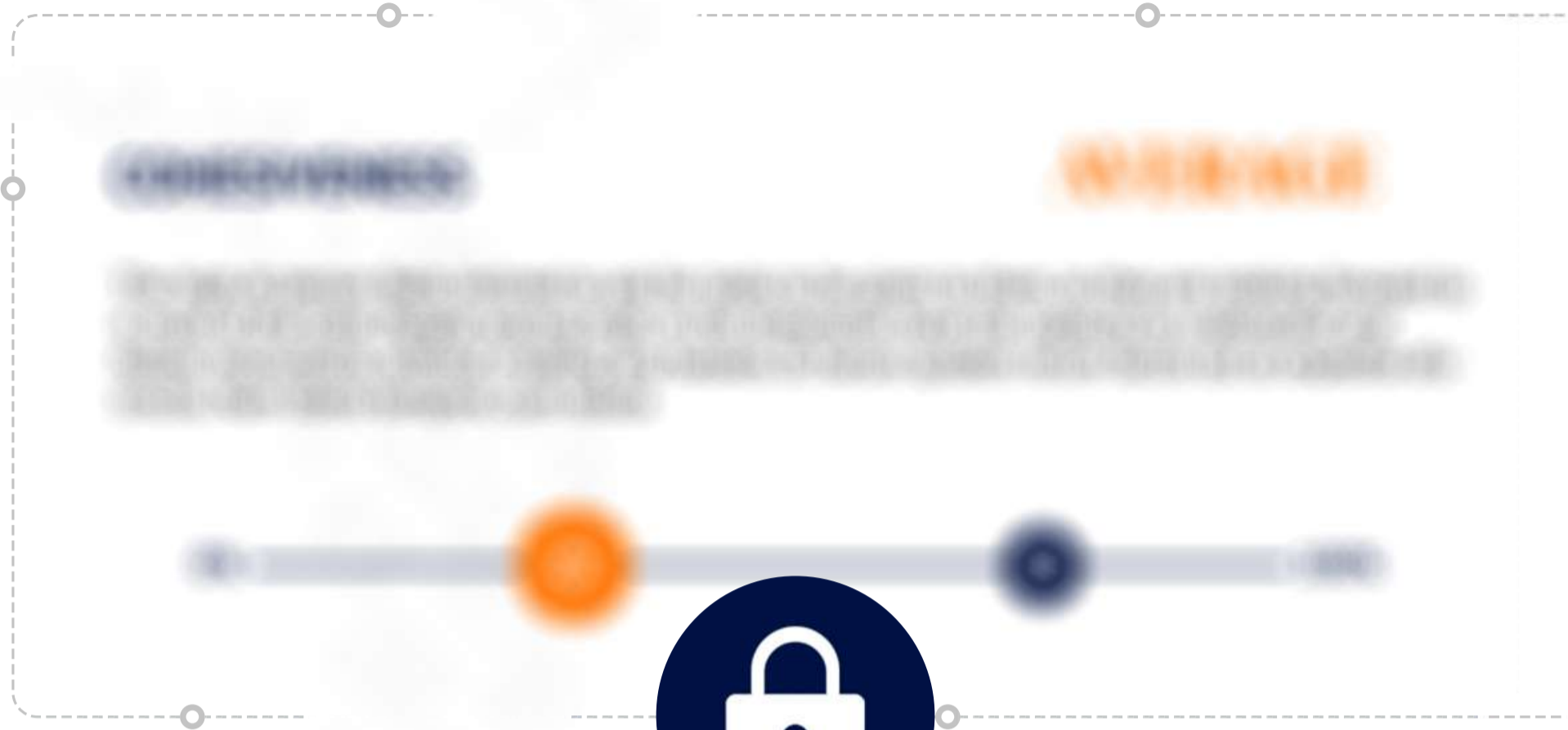






YOUR SCORE ●

INDUSTRY AVERAGE ●



CONGRATULATIONS



Congratulations on getting your employability score.

[EXPLORE ASSESMENTS](#)