



SRN: BIN70AVI

STREAM SELECTION REPORT

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Psychometrics is theory and technique of measurement of attributes, abilities and qualities of individual's inner world. While our academic system measures some of our abilities – it does not cover the entire range of known unique abilities people possess. Based on empirical data researchers have established significant correlation between such psychometric measures and individual performance in various facets of daily life.

Consequently, while making future academic or career decision – it is imperative that each student undertakes such a test to know his entire range and extent of Aptitudes and other Attributes that has a bearing on academic and work performance. It is by far the most scientific method to make this most important decision of one's life.

Choosing the academic Stream of Study based on psychometric assessment – is the very important first step you have taken to achieve the desired success and satisfaction in your long term academic and career path.

This Report has been prepared based on Lesli Framework of Assessment for Stream Selection and its recommendations are based upon your responses to the Lesli Psychometric Test you undertook.



We help You Choose The Right UG Course and Right Career

Lesli has designed and validated a framework which helps us to evaluate 100s of career options based on an individual's Aptitude, work centric Motivation and Personal disposition. Hence choosing your Study Stream (and therefore Career/Profession in that domain) using this framework – gives you highest chances of being successful and find fulfillment in life. Guidance and educational counseling based upon knowledge of these inner attributes and abilities – could be of immense help in pursuing your academics with clear cut goals and peace of mind. This we believe will lead to better academic performance and also avoid unnecessary anxiety.



Aptitude is defined as our intrinsic ability or skill – which are classified under seven (7) categories. Our formal school education typically focuses on 2- 3 of these Aptitudes and therefore we tend to define our ability by these 3-4 skills. However, each of these seven (7) is a unique ability and is a core competency required to succeed in some profession or the other. Hence, one of the most important objectives of Psychometric Profiling is to identify and measure each of these seven Aptitudes and align one's future academic and career plans to these. The seven Aptitudes are defined as Meticulousness, Spatial, Mechanical, Verbal, Numerical, Analytical and Perceptual and they are briefly explained below:

1) Meticulousness



There are many tasks which are easy in nature and can be defined as routine – such as filling up forms, entering data in a computer. Virtually anybody can do it – but the skill is to do it quickly and without an error. This is a unique Aptitude which can be enhanced with practice – but only with a lot of efforts if one intrinsically does not have this. But it comes easy to those having this intrinsic Aptitude.

2) Spatial



This is the ability to visualize a shape, form or layout in 3-dimensions. This Aptitude is critical in understanding technical drawings, layout drawn in 2 – dimensional space such as a drawing board in a smaller scale, visualization of shape and forms. This is used extensively in Architecture, Photographers and Designers.

3) Mechanical



How skillful are you with your hands dealing with physical objects and problems – is what defines this Aptitude. People with this Aptitude – will be “natural” when dealing with the physical world around and will have a practical bent of mind. Used extensively by Machine Operator, Maintenance



4) Verbal

While called Verbal Aptitude, this skill is also applicable for writing skills. This is a strength generally needed for any kind of academic study – especially higher education. But those with strength in this Aptitude will be an expert in using the language and words at the right place and time. This is the ability to reason with words. Often connected with literary careers but it is also a very important Aptitude in other careers which involve use of words such as an Advertising Copy Writer.



5) Numerical

While every mathematician will have Numerical Aptitude, everyone with Numerical Aptitude will not be mathematician. A mathematician's ability is having ability to manipulate numbers – while Numerical ability is a more basic quality – whereby one “thinks” in numbers. While few careers can be based upon only Numerical Aptitude, there are many careers which are based upon mixed Aptitudes including Numerical Aptitude.



6) Analytical

It is an ability to find solution to real life situations problem using a logical construct. For this one has to gather the relevant information from various sources and fit them into a logical construct – with which to search for a solution. This is an intrinsic Aptitude called Analytical and can be described as the ability to think quickly, logically, being factual, to solve problems and to deal with new ideas. Some of the activities that demand this Aptitude are - say in writing a computer program or doing a research on consumer behavior.

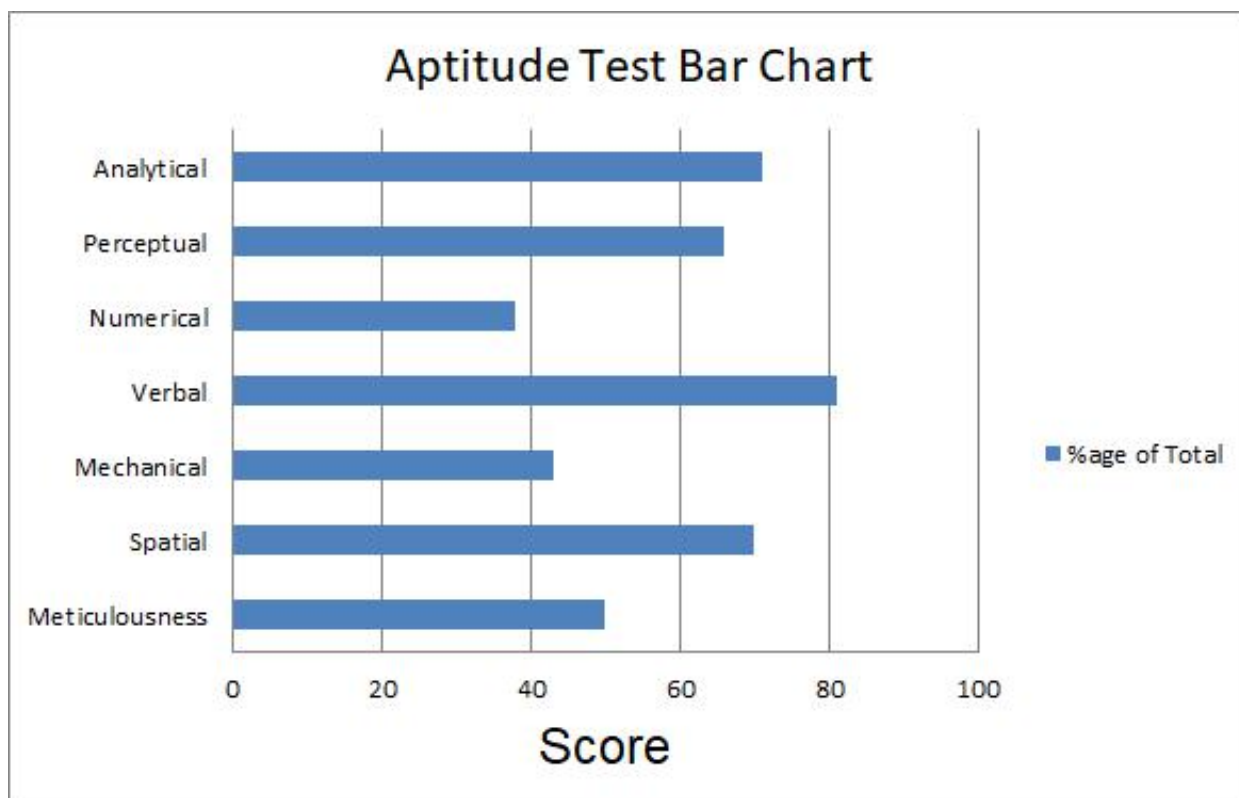
7) Perceptual



All scientific research invariably involves – creating hypothesis, discovering a principle or a formula and providing theories for the principle. All these are elements of what is called Perceptual Aptitude. Therefore a cornerstone of scientific thinking, Perceptual Aptitude is about 'seeing' abstract information and to make sense of it. It is an essential Aptitude for any scientific research based careers.

While each Aptitude relates to a certain jobs or professions, in reality everyone will have strength in 2 or even 3 Aptitudes. Suitable Study Stream would therefore be defined based on these combinations of Aptitudes.

Based on the seven sections of Aptitude test you took - your combination of Aptitudes and its implication on choice of Study Stream are given below.



You have high scores across a range of Aptitude. This puts you in a category of people with overall high ability. Academically you can therefore pursue any stream of study viz. Arts, Science or Commerce. It is however your Motivation profile that will give actual direction for your academic pathway.

We have discussed earlier about Aptitude – which is about your intrinsic abilities. But often an individual is motivated towards professions or skills which is not the same as his/her strong areas of Aptitude. In selecting an appropriate Stream of Study, we also take into account the individual's area of Motivation. We have defined nine (9) areas of Motivation – Literary, Artistic, Physical, Experimenting, Organizational, Business, Social, Persuasive and Computational. Each of them is briefly described below:



1) Literary

Literary profile defines those who enjoy using words and therefore may have enjoyed subjects such as English or History. Following your natural inclination you could be making a living through use of words.



2) Artistic

Artistic profile indicates a strong desire to use one's imagination and express oneself through art, music or dance. At a more fundamental level this profile is not simply about being good in any form of fine arts – but a desire to have the freedom, not be bound by physicality and to be driven by one's intuition.



3) Physical

This profile defines those who prefer physical activity such as sports or working outdoors. Physical work might be delicate, even artistic, or heavy – but in either case it involves keen visual as well as mechanical skills.



4) Experimenting

Those who enjoy observing, recording and analyzing various information and making deduction, those who are not satisfied with guesses – are positive indications of Experimenting Profile. Curiosity about why things happen, getting reasonable explanation for these phenomenon, applying analytical investigative methods to get to understand these events and phenomenon are what defines this profile.



5) Organizational

Every organization to be successful requires to – have order, systems and processes, smooth co-ordination among various parts. This ensures efficient flow of information to those who require it and leads to make optimum allocation and utilization of various resources of the organization. These actions and activities define the profile “Organizational”.



6) Business

An eye to spot an opportunity, drive and motivation to pursue the opportunity (typically for commercial gain) and willingness and ability to take risk – are in a nutshell what defines this profile “Business”. It does not matter whether one is self employed or works for someone else – the essential qualities are the drive to succeed and willingness to take risk. The risk arises due to promises one makes to others about meeting certain business objectives and chances of not being able to live up to those promises.



7) Social

"Social" profile is defined by a strong desire to work with people for their development. How far one would go to assist others develop their ability and skills, how devotedly one would care for another person – even without any praise or appreciation. The reward they are looking for is to see people improve and become happier. Though most careers involve contact with others people at some point, for those with Social profile – the objective itself is to alleviate human suffering and give joy to people.



8. Computational

This refers to a desire to – experiment, analyse, and interpret results based on numerical models. It is somewhat akin to the bookkeeping or accounting – but unlike bookkeeping that is about keeping meticulous records, Computational refers to applying analytical tools and methods to data – to derive meaningful insight.

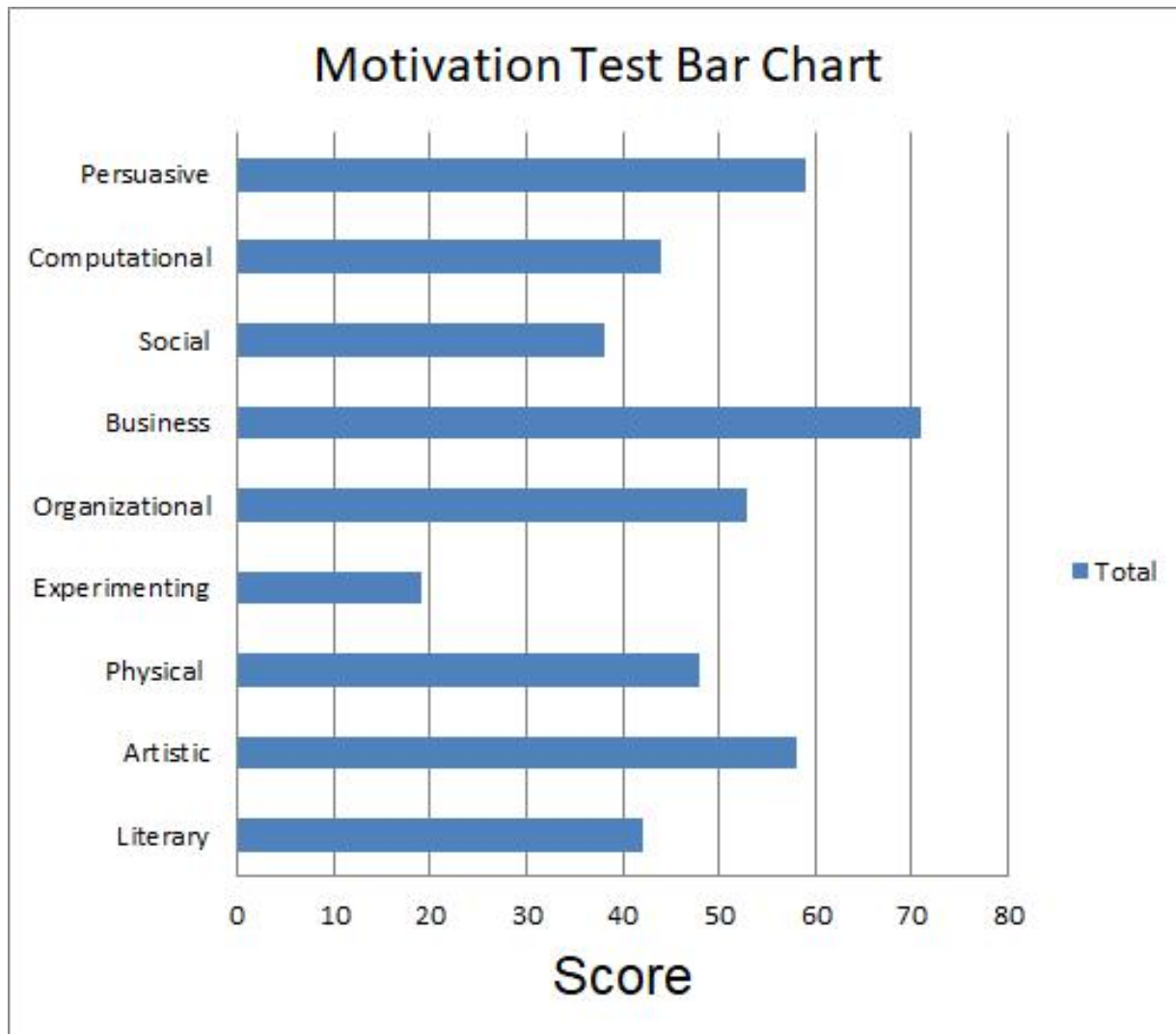


9. Persuasive

They like to meet people and to communicate their viewpoints on various matters. They are open to discussion and can be patiently listening to others viewpoint but aims at eventually to convince the other person of their viewpoint.

Your Motivation Profile

Based on your responses to the Test your Motivation scores against the 9 areas are graphically shown below:



Highest Motivations are Business followed by Persuasive, Artistic and Organizational. You are interested in business activities where you will persuade or influence people such as in sales. Your Artistic motivation - is to be seen as a desire to be creative in what you do, rather than actually pursue art.

When we hear of people being described as being Quiet, Lively, Friendly etc, we are essentially discussing about Personality. Our personality expresses itself in our appearance, moods and external behavior and can be widely varied. Also the same person may display different personality attributes at different times. However such out of the usual pattern of behavior can be displayed only for some time – before the person goes back to his usual self. Reason we are discussing this is because every job or profession demands certain personal qualities – such as a Mathematician or a Novelist would require to work alone most of the time and therefore not suitable for a gregarious person who needs constant interaction with people for his sense of well being. On the other hand a person who likes to work by himself and prefers isolation – would be wrong fit in a Sales or Customer Relationship job. Obviously a person would do much better in a job that suits his personality profile. That is why in our Study Stream recommendation we also take into account – the student's Personality Profile.

There are 4 pillars of this Personality construct in Lesli Test: **Factual Orientation, Excitability, Assertiveness and Team Orientation.**

The Factual Orientation is decided by ones inclination to be Thinking (T) or Feeling (F).



Thinking (T)

As the name says Thinking people are factual and see things logically. They tend to be composed and have their "feet on the ground". Like orderly, structured behavior. Not easily distracted, do things in a controlled way. They are objective and analytical and see the essential point. They go by rules and facts which may sometimes make them miss subtle issues - which might be interpreted by others as being insensitive.



Feeling (F)

A Feeling person is sensitive and aware of people's feelings. They are driven by emotions and make decision with heart rather than the head. They are responsive to human feelings and new ideas. They are often expressive and easily affected and hurt by criticism. Spend too much time analyzing small things, often discouraged and frustrated, but also creative and intuitive.

Ones Excitability is expressed in ones inclination to be Spontaneous (S) or Deliberate (D).



Spontaneous (S)

They like change and situations which are fast moving. Always looking for fresh new excitement, they find it difficult to stick to one thing or to finish what they started. As persons they are lively, amusing and enthusiastic and their excitement may be infectious. On the other hand being impulsive by nature - such people may be seen as lacking in "depth" as they rush from one thing to the next.



Deliberate (D)

They are calm, stable and dependable. They are patient, composed and unflustered by events. Consequently, they cope excellently with pressure and gets things done in an orderly manner. Some might see them as being laid back - taking things as they come rather than taking initiative and leading from the front. As persons they could appear dull, unresponsive and predictable. But at crunch time - they are the ones who prove to be very dependable.

Assertiveness is about how one would interact in the social environment – and its two dimensions are Assertive and Mild.



Assertive (A)

This can also be described as being aggressive, pushy. They are determined go getters and will make it a point to get their point across. They might also be seen as being dominant and stubborn. They will take the necessary risk to get what they want – sometimes overlooking how it has affected others. They can sometimes be seen as being 'show off' but not irresponsible. As supervisors they may be perceived as being critical and demanding but will always take responsibility to deliver result.



Mild (M)

They are co-operative, respectful and helpful individuals. Mild in basic orientation – they will not push themselves onto others and give in rather than argue. They are easy to get along with, accommodating and patient. They tend to keep matters to themselves, perhaps many times not to rock the boat – which can make them live with anxiety and stress. They can also be seen to be those working hard to please. But due to their accommodating and helpful nature they can be great asset to any team.

Team orientation is expressed in the two dimensions of being Group Oriented or Independent.

Group (G)



This can also be described as being gregarious and seeking company. He is defined by an inability to work alone – and therefore a need to belong to a group. He might not be the leader – but will take the necessary initiatives to resolve differences in the group. Unlike the Mild, a person with Group orientation is not one to keep his thoughts to himself. Yet on the other hand - unlike the Assertive one he will engage into discussion and arrive at decision than simply drive his own opinion. They are pliable and will change their behavior to fit in. On the other hand they are loyal and will provide support to the group.

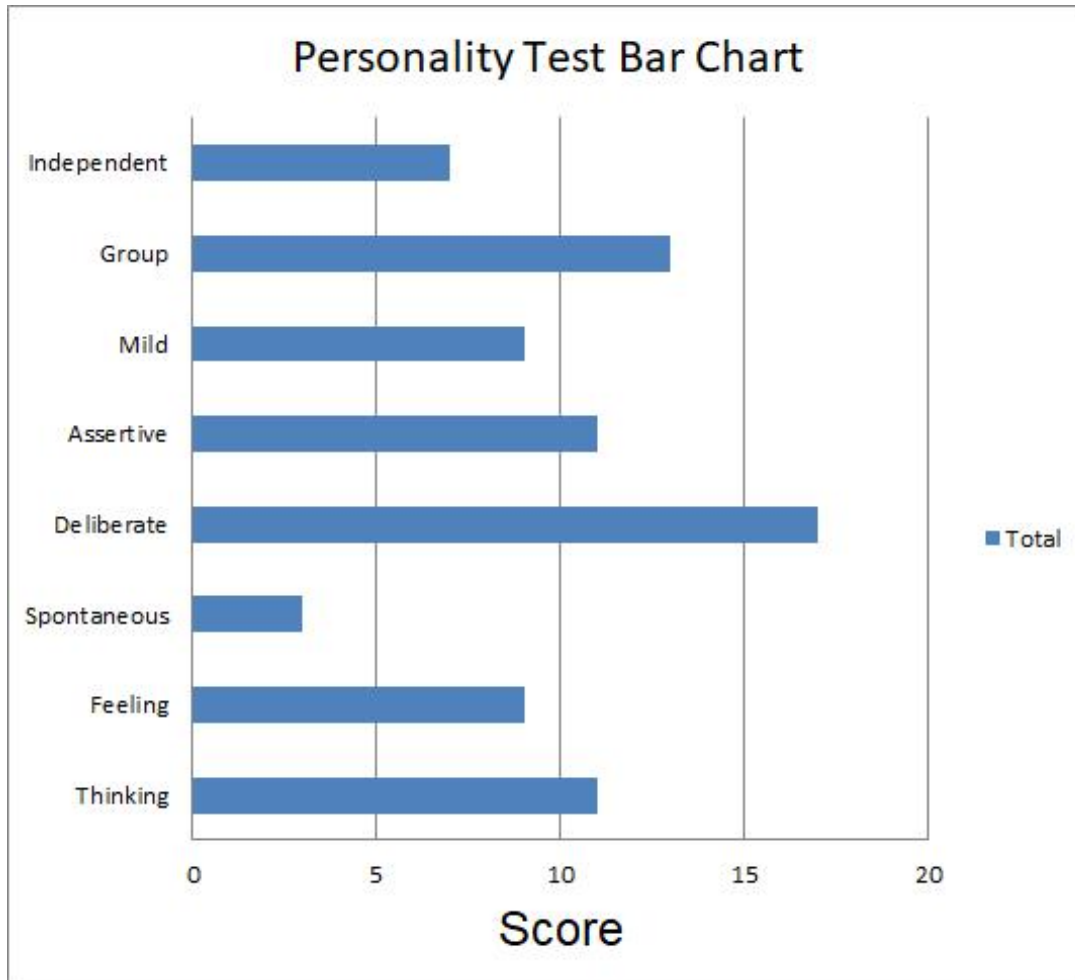


Independent (I)

Self reliant, private are other ways to describe this quality. Such people feel more at ease working by themselves – and might find working in a group to be a distraction. They do not share their thoughts or trouble much with others – because they are confident of better working their own way. They are not socially at ease, do not enjoy “small talk” – which might sometimes be misread as being arrogant. Being too focused on one's own pursuit one might sometimes lose out on the big picture. But their quietness comes out of a purposeful search for answers on their own.

Your Personality Profile

Based on the Test that you have taken, your scores against the 8 Personality parameters are displayed below graphically.



Your Personality profile is Thinking - deliberate - Assertive - Group. You are objective, structured, decisive and like to take charge and direct people towards a goal or an objective. You therefore will be comfortable in various supervisory positions ensuring efficient use of multiple resources.

We explained your profiles under the attribute of Aptitude, work centric Motivation and also your Personality. While each of these profiles independently – indicate suitability for a particular Study Stream and Career, what is important is to see a best fit keeping in view all the attributes put together.

Your wide ranging Aptitudes will support you in any academic stream you choose. That is because you have the intellectual ability to do so. But your motivation lies in managing business activity in leadership roles, and your Personality profile too will support that. We would recommend you to pursue Arts/ Humanities as a first choice followed by Commerce.

Having decided your Study Stream, you can now explore various possible avenues of higher studies leading to different career options. We hope you will create for yourself some exciting and compelling academic and career goals along your chosen Stream of Study. In order to assist you with that, we offer you additional counseling and coaching services – to make the best of your long term academic and career plans. If you have not already opted for these services – please speak with your counselor or write to info@lesliindia.com