



RIASEC Assessment - A

[object Object]

Gender m Occupation Defense/Police/Law and Order Professional
 Age 47 Education Higher Secondary
 Country India

Test details

| | | | |
|--------------|-------------|----------------|----------|
| Date | 20 Jun 2024 | | |
| Start time | 12:03:03 | End Time | 12:04:22 |
| Finish state | Normal | Response style | Genuine |

Disclaimer

This is a strictly confidential assessment report which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed proper person with the prior understanding of the subject. The results must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, personality preferences, motivation, interests, values and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.

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Guide on using this report

Introduction

The RIASEC Assessment - A measures the following traits of [object Object] in main fitness areas given below.

Interest

- Realistic Interest
- Investigative Interest
- Artistic Interest
- Social Interest
- Enterprising Interest
- Conventional Interest

The Standard Report

The standard report provides a detailed breakdown of the respondent's performance across the subscales using narratives and profile charts.

Reference group (norms) used

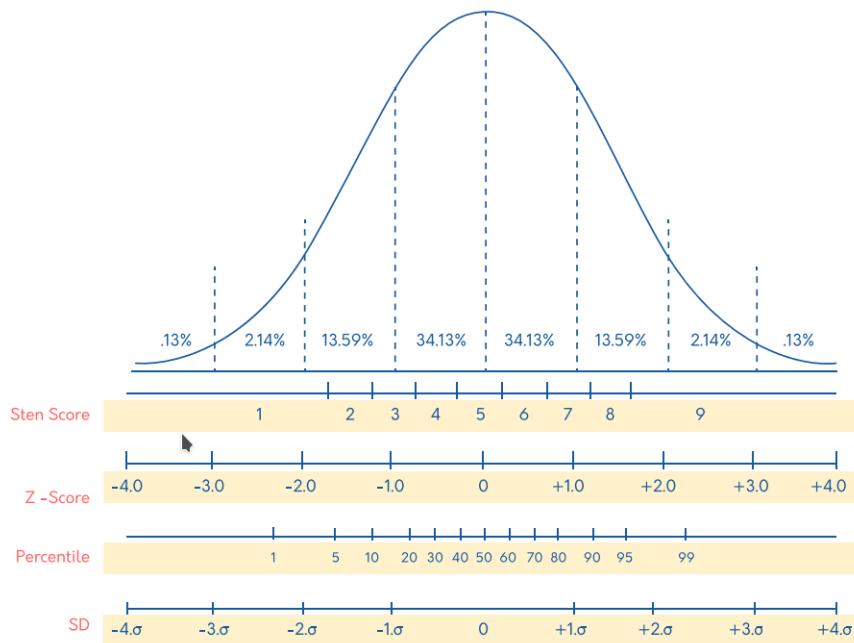
A reference group is used to evaluate the scores of the competencies mapped in this assessment.

The following norms were used to generate this report

| Norms | Age | Gender | Industry | Level of Education | Country |
|--------|-----|--------|---|--------------------|---------|
| Cohort | 47 | m | Defense/Police/Law and Order Professional | Higher Secondary | India |

Understanding the chart and tables

Much of the information presented in this report is presented in the form of charts or tables, which is why it is important to be able to read them accurately and make use of the information contained within them. The following elements are used to present the data in the charts and tables



Raw score

The Raw score is simply the (un-scaled) sum of responses the respondent receives on the test scale.

Z Score

It is another standardised score used to compare respondent results. Z-scores are expressed in terms of standard deviations from their means. Resultantly, these z-scores have a distribution with a mean of 0 and a standard deviation of 1. This score is presented as a numerical value in the results chart.

STEN Score

It is a standardised scale used to compare respondent's results. The STEN Score has a Mean of 5.5 and Standard Deviation of 2. This score is presented as a 10- point scale in the results chart.

Explanation of response style

Genuine

If questions are answered in a sufficiently varied manner. (this will be an exclusion criteria i.e. if no below mentioned style is identified, this will be the default choice)

Social Desirability

If questions are answered in a socially desirable manner for more than 60% of the questions. (i.e to say if the answers with greater value i.e. 5 is answered more than 60% of time)

Central Tendency

If more than 60% of the questions are answered as neither agree nor disagree

Acquiescence

If questions are answered in a 'strongly disagree' or 'strongly agree' manner for more than 60% of the questions.

Realistic Interest



! Individuals with Realistic Interest enjoy learning through hands-on experiences. They are also proficient in technical tasks. They like to have a clear understanding of what is happening in their surroundings and try to deal with things realistically. A Realistic Individual prefers to be able to see a direct impact of the work they are doing.

| Raw score | Z Score | STEN Score | Impression |
|--|---------|------------|------------------|
| 52.00 | 1.55 | 8.60 | Excellent |
| (Grades based on STEN score) 0 - 2 Improvement required, 2 - 4 Improvement required, 4 - 6 Potential for Improvement, 6 - 8 Good, 8 - 10 Excellent | | | |

What does the score indicate?

- Your score indicates that you have high Realistic Interest.
- Your high score in Realistic Interest indicates that you prefer a work environment that involves hands-on work with tools, machinery, or physical objects that produce concrete and visible outputs.
- You are more likely to thrive in a workplace that offers work opportunities where you can actively participate in tasks that involve using tools, machinery, or physical efforts and you get the chance to see the direct impact of your work.

Investigative Interest



! Individuals with Investigative Interest exhibit a proactive and curious mindset defined by effective problem-solving skills considering multiple options to overcome obstacles. They desire to find the root causes of problems and are open to new ideas and learning opportunities.

| Raw score | Z Score | STEN Score | Impression |
|--|---------|------------|-----------------------------|
| 35.00 | -1.65 | 2.20 | Improvement required |
| (Grades based on STEN score) 0 - 2 Improvement required, 2 - 4 Improvement required, 4 - 6 Potential for Improvement, 6 - 8 Good, 8 - 10 Excellent | | | |

What does the score indicate?

- Your score indicates that you have low Investigative Interest.
- Your low score in Investigative Interest indicates that you prefer a work environment where you are required to prioritize completing the tasks using standardized and prescribed methods.
- You are less likely to adapt in a workplace where finding the root causes of an incident is the main focus. You may adapt well in a work environment where more focus is on completing the tasks using a standard or prescribed approach.

Artistic Interest



! Individuals with Artistic Interest are good at generating new ideas, and like to work in ways that are different from existing ones. They prefer to do things innovatively with a creative mindset. They are expressive about their thoughts and feelings and like to communicate through various art forms.

| Raw score | Z Score | STEN Score | Impression |
|--|---------|------------|-------------|
| 36.00 | 0.65 | 6.80 | Good |
| (Grades based on STEN score) 0 - 2 Improvement required, 2 - 4 Improvement required, 4 - 6 Potential for Improvement, 6 - 8 Good, 8 - 10 Excellent | | | |

What does the score indicate?

- Your score indicates that you have moderate Artistic Interest.
- You are likely to fit in environments that balance the opportunities in a way that you get to showcase your creative side and improvise to make things better, while in some situations you are required to follow the prescribed & standard rules to get the work done.
- However, when the situation demands it, you can work in either type of environment: one where you are only required to display your creative interest or one where you only need to follow the prescribed & standard rules to get the work done.

Social Interest



! Individuals with Social Interest possess the ability to authentically comprehend the emotions and needs of others. Through effective interpersonal skills, they provide assistance, inspire, and motivate people. They also engage in volunteering activities.

| Raw score | Z Score | STEN Score | Impression |
|--|---------|------------|------------|
| 40.00 | 0.86 | 7.22 | Good |
| (Grades based on STEN score) 0 - 2 Improvement required, 2 - 4 Improvement required, 4 - 6 Potential for Improvement, 6 - 8 Good, 8 - 10 Excellent | | | |

What does the score indicate?

- Your score indicates that you have high Social Interest.
- Your high score in Social Interest indicates that you prefer a work environment that involves helping others and contributing to the community.
- You are more likely to thrive in a workplace where you get the opportunity to guide and assist people in their growth journey while making a positive impact on them and society at large.

Enterprising Interest



! Individuals with Enterprising Interest effectively pursue their objectives by taking advantage of opportunities. They are good in making the right use of resources and assigning work to those who possess the necessary skills. They generally do well in cooperative team settings.

| Raw score | Z Score | STEN Score | Impression |
|--|---------|------------|-----------------------------|
| 45.00 | -1.73 | 2.04 | Improvement required |
| (Grades based on STEN score) 0 - 2 Improvement required, 2 - 4 Improvement required, 4 - 6 Potential for Improvement, 6 - 8 Good, 8 - 10 Excellent | | | |

What does the score indicate?

- Your score indicates that you have low Enterprising Interest.
- Your low score in Enterprising Interest indicates that you prefer an environment in which you are allowed to focus on your own tasks rather than engaging and focusing on the leadership & decision making for the whole team or the project.
- You are less likely to adapt to a workplace in which you are required to make decision of resource allocation, along with engaging and identifying the capabilities of the team members to achive a common goal. You may adapt well in a work environment where clear cut tasks are assinged to you and you get directions & guidelines to finish them.

Conventional Interest



! Individuals with Conventional Interest prefer to be in a structured and organized environment. They like to be systematic and methodical. Environments that offer routine, discipline, and order, along with established rules, are ideal for them.

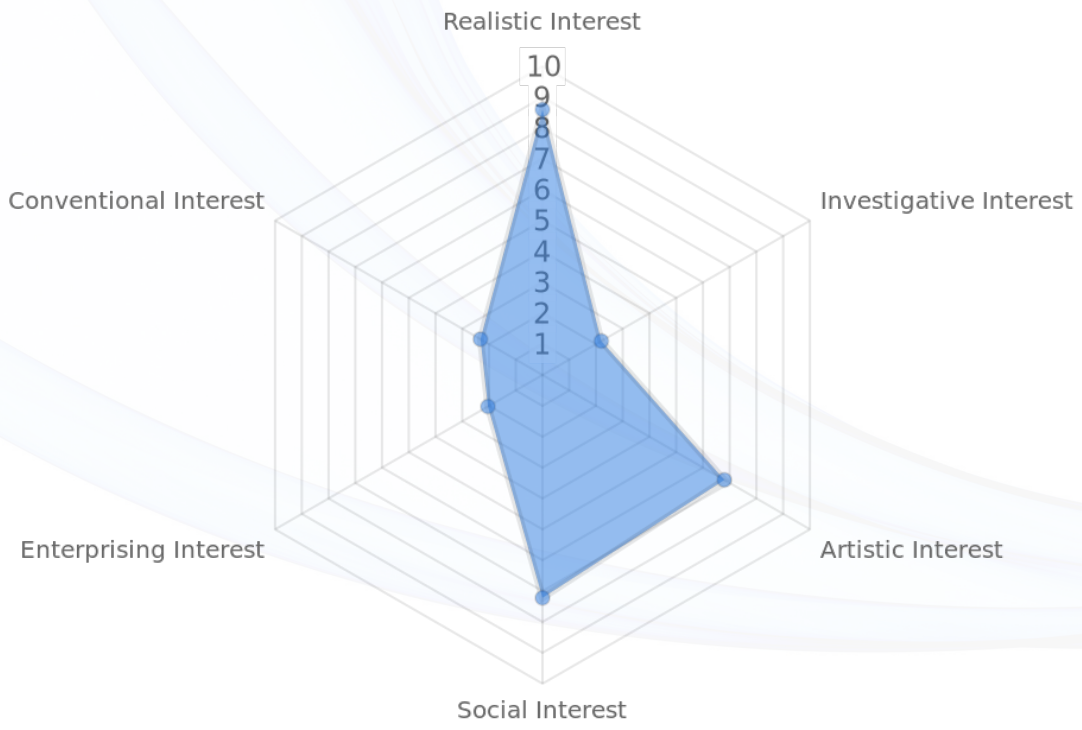
| Raw score | Z Score | STEN Score | Impression |
|-----------|---------|------------|-----------------------------|
| 29.00 | -1.59 | 2.32 | Improvement required |

(Grades based on STEN score) 0 - 2 Improvement required, 2 - 4 Improvement required, 4 - 6 Potential for Improvement, 6 - 8 Good, 8 - 10 Excellent

What does the score indicate?

- Your score indicates that you have low Conventional Interest.
- Your low score in Conventional Interest indicates that you prefer a workplace with more freedom and a less rigid work environment.
- You are less likely to adapt in a workplace that is more structured, process-oriented, and has set schedules. You may adapt well in the work environment that is more flexible and provides more freedom.

Result Summary



QA Log

| | | | | | | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1. E | 2. D | 3. C | 4. E | 5. C | 6. D | 7. E | 8. D | 9. D | 10. E | 11. E | 12. D | 13. E |
| 14. E | 15. D | 16. E | 17. E | 18. D | 19. E | 20. D | 21. D | 22. E | 23. C | 24. E | 25. D | 26. E |
| 27. D | 28. E | 29. E | 30. D | 31. E | 32. E | 33. E | 34. C | 35. E | 36. E | 37. D | 38. D | 39. D |
| 40. E | 41. E | 42. C | 43. D | 44. E | 45. E | 46. D | 47. E | 48. D | 49. E | 50. D | 51. E | 52. D |
| 53. E | 54. E | 55. E | 56. E | 57. E | 58. E | 59. C | 60. C | 61. E | | | | |