

# CAREER PATHWAY NAVIGATOR

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**TEST LANGUAGE - ENGLISH**

# CAREER ANALYSIS BASED ON COMPETENCY

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**SUPPORTS ISCO (INTERNATIONAL STANDARD CLASSIFICATION OF OCCUPATION)**

**SUPPORTS NOS (NATIONAL OCCUPATIONAL STANDARDS)**

After completing 10th std, pre-university, or even Degree, the students and the parents are confused about which academic stream would be the best suited to succeed and excel.

There are tools that do the career analysis based on subject knowledge / numerical ability and English knowledge of a person. However, most of the time a person fails in a job not due to subject knowledge or aptitude, but the inability to apply the knowledge in the work place. If anyone do not have the subject knowledge it can be acquired through subject training, provided the person has the right competency to learn. However, getting the right behavioural competency to do a job is not easy.

Take an example of an IAS officer. S/he has proved that s/he is very good in academics, aptitude and other general knowledge, that is why s/he could successfully complete IAS. However, in the real work scenario, s/he may have problem with behavioural competencies.

The interest of a student can vary from time to time based on many external factors and cannot depend on that. By seeing TV ads etc., a student may develop an interest to become for e.g., a pilot due to the pompous life style and chance to travel around the world. However, what matters is, whether s/he has the competencies to become a pilot.

ComPAS Now measures the internal reality of a student through a large number of traits, combine the traits to form the competencies in the right mix, check these competencies against thousands of pre-defined job profile competencies based on the industry requirements and bring out the best career options and higher study choices. Job options are printed based on the competencies exhibited by the student. And then, based on the family back ground and situation, together with the help of a career counselor, students and parents can arrive at the right career choice.

# CAREER ASSESSMENT DETAILS

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## STRENGTHS IN GENERAL

**Is very visual and has good imagination**

**Takes dry ideas and enlivens them with images and metaphors**

**Prefers to work on the overview or at the conceptual level**

**Sees the big picture all at once**

**Is very auditory and listens keenly**

**Can clearly state purpose and ideas**

**Always sees the potential in others**

**Is focused on people and their feelings**

**Understands people and their motives**

**Is very materialistic**

**Is very inquisitive and finds so many things interesting**

**Is fascinated by the variety of things and their complexity**

**Waits until the situation is right and takes time to respond**

**Wants to fully understand and assess the situation before making decisions**

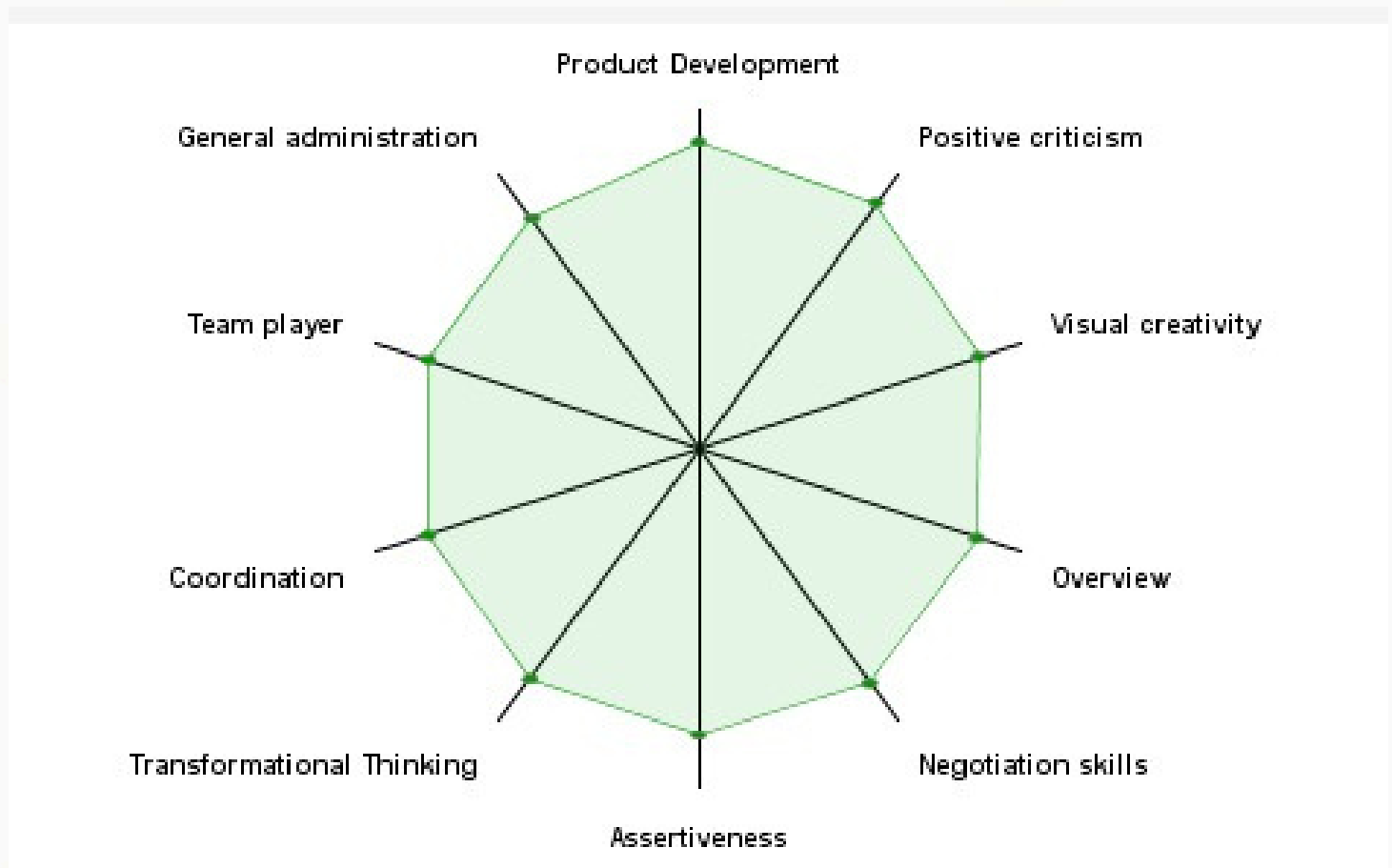
**Is motivated by opportunities and possibilities**

**Prefers to develop and setup new ventures rather than maintain the status quo activities**

**Note: The characteristics included in "Strengths in General" are descriptions of basic patterns exhibited by the person/student.**

# TOP COMPETENCIES

**Note: Competencies are combinations of several basic patterns coming together to create specific abilities. They are interactive and not static. They may interact with other patterns apart from the basic patterns shown above, and modify the behaviour and response of the individual in specific situations.**



Competency	Personal Score	Description
PRODUCT DEVELOPMENT	Very Good	Ability to develop new products and services. High scorers will be inquisitive about the complexity of things, apply innovative ways to products and services and think in terms of future possibilities.
POSITIVE CRITICISM	Very Good	Study, evaluate and interpret data for further improvement. High scorers will think in conceptual level, pin point problems, give overviews, and be aware of how their words would affect people feelings.
VISUAL CREATIVITY	Very Good	Ability to think in intuitive, visual and metaphoric ways to build novel ideas. High scorers will synthesis and transform existing ideas to define problems and communicate solutions visually. They will be able to shift their perspective, generate options, and transcend traditional thinking with rare insights.
OVERVIEW	Very Good	It is the ability to see the big picture all at once and create a vision for the company. A sustainable vision about long-term future is the starting point for all successful business enterprises. A visionary will look into the chaotic complexity of today and distil out an image of the winning future for themselves and for the firm. High scorers are long-term thinkers with both logical and creative traits, able to quickly sum up large chunks of information, focus on the overview of things to achieve by managing priorities, and define what the organisation will look like in future.
NEGOTIATION SKILLS	Very Good	Ability to effectively reach agreements and resolve disputes. Negotiation is a careful exploration of positions of involving parties and find a mutually acceptable compromise. It can resolve many differences in any situation. Principles of fairness, mutual benefits and trusting relationship are key to successful negotiation. High scorers will be able to chart out the path of least resistance, make others feel comfortable, and build trust. They will listen carefully, create verbal rapport, enjoy identifying the loopholes, and never get stuck with any situation.
ASSERTIVENESS	Very Good	Ability to say "NO" with respect and state own position in a non-aggressive manner. Assertiveness is one of the essential qualities of an effective leadership. It is a balanced response that will help people to express their thoughts and feelings appropriately. Acting in their own best interest without denying the rights of others, they will build a sound personal and working relationship. High scorers will be neither passive nor aggressive in their interactions and respond with emotional balance that will help them to express their thoughts and feelings appropriately. They will act in their own best interest without denying the rights of others.

Competency	Personal Score	Description
TRANSFORMATIONAL THINKING	Very Good	Ability to think differently and generate new ideas. High scorers will be intuitive, be able to think out-of-the-box and have rare insights . They will constantly seek and experiment with new ideas and try to find new solutions that meet new requirements. The low scorers will be generally more analytical and rational.
COORDINATION	Very Good	Ability to combine and integrate different elements for smooth functioning of the team. Coordination is basically a managerial responsibility, a deliberate effort to focus on organisational order, continuity and reliability. It integrates all the functions of the management. Many projects fail to deliver due to the lack of proper coordination. High scorers will provide essential support to organisations. They will put ideas and people together, communicate effectively and work systematically to complete a project smoothly and effectively.
TEAM PLAYER	Very Good	Ability to function effectively as part of a team for a common goal. High scorers will be able to work with people of different view points, create rapport, will be motivated to perform and improve own competence.
GENERAL ADMINISTRATION	Very Good	Ability to execute and achieve the objectives of the organization. Administration is the backbone of every business and ensures smooth functioning of the office. Good administrators will present the assignment in an interesting manner and persuade the staff to work willingly and productively. High scorers can work independently and as part of a team and exhibit leadership qualities. They will be organised, people friendly and pay attention to details

# ADDITIONAL COMPETENCIES

Competency	Personal Score	Description
COLLABORATION	Very Good	<p>Ability to work effectively in a team with openness and knowledge sharing. Collaboration is the right response to solving complex problems and reducing conflicts. It creates a supportive environment in the workplace, promoting trust, sharing, belonging and respect. The overall effect of collaboration is a responsive workforce, increased productivity and improved interpersonal relationship. High scorers will create a supportive environment in the workplace, and promote trust, sharing and respect. They will build a responsive workforce and help to increase productivity.</p>
REPORTING SKILL	Very Good	<p>Ability to extract relevant information and prepare reports accurately. High scorers will be able to work on overviews and summaries, sum up large chunks of information, compile data methodically and put them forth systematically</p>
EFFECTIVE COMMUNICATION	Very Good	<p>Ability to convey information effectively. Conversational ability and language skills are excluded. Effective communication is an essential component of professional success. However, communication is the most misunderstood competency. Some people confuse it with the ability to converse fluently or talk to a group effortlessly. In reality, great communicators cover a vast spectrum of experience and match the sensory preferences of the audience to effectively transfer ideas, align expectations, and inspire action. It is all about meeting the needs and requirements of people at their individual level. High scorers will use all the communication channels to convey information to their listeners. They will know how to present and persuade all types of people in the audience of varying sensory preferences, namely, visual, auditory and kinesthetic. They will exchange information meaningfully and generate and maintain the desired effect.</p>

Competency	Personal Score	Description
KYT TEACHER COMMUNICATION	Very Good	<p>Ability to present ideas effectively and persuade the students to do their best. High scorers will be able to use all the channels of communication, namely visual, auditory and kinesthetic channels, to present their ideas convincingly to all types of students of varying thinking preferences. They will listen carefully to the students, manage interaction, generate and maintain the subject interest in the class and get the message across to all. They will effectively transmit knowledge, skills, values and their caring for them.</p>
CLIENT/EXTERNAL INTERFACES	Very Good	<p>Ability to interface with customers and other external agencies, and maintain long term relationship with them by satisfying their needs. High scorers will put customers at the center of business decisions and think in terms of customer requirements. They will maintain an effective relationship, follow through feedback, and communicate back.</p>
CUSTOMER FOCUS	Very Good	<p>Ability to satisfy the needs of actual and potential customers. Customer focus is the marketing attitude which optimises the operational component. The customer service team are the ambassadors of the organisation. They give the best experiences of the products and concepts to the customers. Complementary competencies: Achieving targets, Problem solving, Sales closure, Follow up. High scorers will keep customers at the center of the business decisions, think in terms of customer requirements and understand the environment.</p>

Competency	Personal Score	Description
NETWORKING	Very Good	<p>Ability to develop mutually beneficial social relationships. Networking skills enrich human experience and existence. They help organisations to uncover and capitalise on new business opportunities and easily establish the link to existing and future customers. However, the essence of networking is to build relationships before you need them. High scorers will be able to build and maintain contacts with people of different viewpoints, will be good at establishing rapport and enjoy socializing in groups. They will instinctively mirror experience of other people and interact with them to facilitate many types of relational connections.</p>
CREATIVE WRITING	Very Good	<p>Ability to craft words and phrases to attract and retain target groups. Creative writing presupposes strong visual imagery, graphic design, colours, words and emotions streaming down from the mind of the writer. They see the other side of things and come out with brilliant ideas in unusual ways. High scorers will think creatively, associate ideas and insights freely, and express the self effectively and dramatically through the inventive use of words and phrases.</p>
CREATIVE ANALYSIS	Very Good	<p>Ability to creatively analyse available data to discover new insights. Creative analysis entails a thinking process with options and choices in organising ideas in a scholarly and inventive manner. Creative analysts look for many possible answers rather than one. They may see opportunities where others see only obstacles. High scorers will have a creative, analytical and interdisciplinary approach to reality. They will associate data to their experience, express them graphically, and manage to see the world from a different perspective.</p>

Competency	Personal Score	Description
BUSINESS ACUMEN	Very Good	<p>Ability to think in terms of increased profitability and quickly respond to business opportunities. It is the understanding of own worth in financial success. It makes people more valuable to their company. High scorers will have an acute sense of the operational functions and their financial implications and contributes to the overall success. They will ensure focus on key objectives, identification of competitive strategies and selection of appropriate actions to offer a compelling value to customers.</p>
LITERARY SKILL	Good	<p>It is the ability to express oneself creatively through the medium of words. Literary skill is a plus, especially if the job involves writing. It creates the good first impression, conveys the meaning better, and saves the company from ambiguous messages and misinformation. High scorers prefer to put down their ideas in black and white, develop reading habit, good vocabulary and word associations. They will review their work regularly and use figurative effects and rhetoric imagination to communicate and persuade.</p>
RAPPORT BUILDING	Good	<p>Ability to build relationship, mutual understanding and trust between people. High scorers will be able to establish physical and emotional rapport with people, look for areas of agreement and make people feel important.</p>
DESIGNING SKILLS	Good	<p>Ability to mentally create a plan, a product or a system. Designing skill, in general, defines the parameters of industrial change. It combines with other skill sets, like engineering, technology, communication, media, etc., and transforms the world of concepts, processes and products. High scorers will be highly imaginative and think graphically, in sequence, and step by step.</p>

# CAREER OPTIONS WITH COMPATIBILITY %

Note: ComPAS Now™ suitably combines the patterns and competencies in the right mix in order to arrive at the Career Options because a single pattern is not enough to perform a job successfully. Because of this, the Career Options listed below may have slight variations from the General Strengths and Competencies.)

## THE PATTERNS IDENTIFIED BY COMPAS NOW™ POINTS TO THE FOLLOWING CAREER PATHS FOR SUBHAM DAS

### CAREER COMPATIBILITY ABOVE 80%

N/A

### CAREER COMPATIBILITY BETWEEN 70%-80%

**Design Engineering: AI, Robotics, Product design (all engineering), Architect, Web Designing, etc., where Product Development skill is important along with Designing, Creative Analysis, Research**

**Literary Work: Author, Literary work, Narrative Designing, Literature, Communication Specialist etc., where Creative Writing, Imagination etc., are prominent competencies**

**Administration: HR Management, Operations Management, IAS officers, Govt. Secretaries, Ambassadors, Diplomat, where Management, Effective Communications, Diplomacy etc., are important**

**Customer Service: Call Centre Executive, Customer support, Customer Relation, Guest Management, Hospitality, Flight Attendants etc., where Rapport Building, Customer Focus, Communication etc**

## CAREER COMPATIBILITY BETWEEN 60%-70%

**Business: Business Promotion, Business Management etc., where Business Acumen, Financial Tracking, Negotiation, Risk Analysis etc., are important**

**Fundamental Research: It is experimental work undertaken primarily to acquire new knowledge of the underlying foundations where Creative Analysis, Curiosity, Continuous Learning, Research etc**

**Organizing: Logistics Management, Event management etc., where Co-ordination, People Management, Effective Communication, Attention to Details etc., are important competencies**

**Reporting: Journalism, Web Writing, User manual, Report writing, Content writing etc., where Data Collection, Reporting, Editing, Literary Skill etc., are playing important role**

# CAREER TO BE AVOIDED

FURTHERSTUDIES/CAREER LIKETHEFOLLOWINGSHOULD  
BE AVOIDED BY SUBHAM DAS

**Adventure:** Fighter pilots, Fire Force, Rapid Action Force, Rescue Operations, Disaster Management, Volcanology, Bomb Squad Technician etc., where Quick Action, Risk Taking etc., are needed, **Applied Research:** Also referred to as scientific research designed to develop practical solutions where Goal setting, Research and Analysis, Continuous Learning, Systematic Approach etc., are needed, **Arts and Crafts:** Sculpture, Clay modelling, Drawing and Painting. Makeup, Tattoo Design etc., where Dexterity takes priority along with Designing Skills, Creativity etc.

**Books / knowledge:** Proof reading, Translation, Educational Consultancy, Curriculum Development, Publisher etc., where Continuous Learning, Editing, Research and Analysis skills are needed., **Coaching and Mentoring:** Counseling, Psychology, Life Skill Training, Coaching and Mentoring etc., where Helping Attitude, Positive Feedback, People Development etc., are important, **Criminology and Forensic Science:** Criminology, Forensic Science, Investigative Service etc., where investigation skills, Systematic Approach, analytical skills etc., are needed

**Engineering:** Software Development, Manufacturing, Tools and Die-Making, Product development in all engineering streams, Maths where Trouble Shooting, Analytical skills, Systematic, etc., are needed, **Exploration:** Astrophysics, Space Research, Excavation, Geology, Oceanography, Meteorology, Minerology, Chemistry, Physics etc., where Exploration, Research are needed, **Finance:** Accountant, Banking, Chartered Accounting, Finance Management, Economist, Financial advisor, Treasury Analyst etc., where Financial Tracking, Attention to Details etc., are required

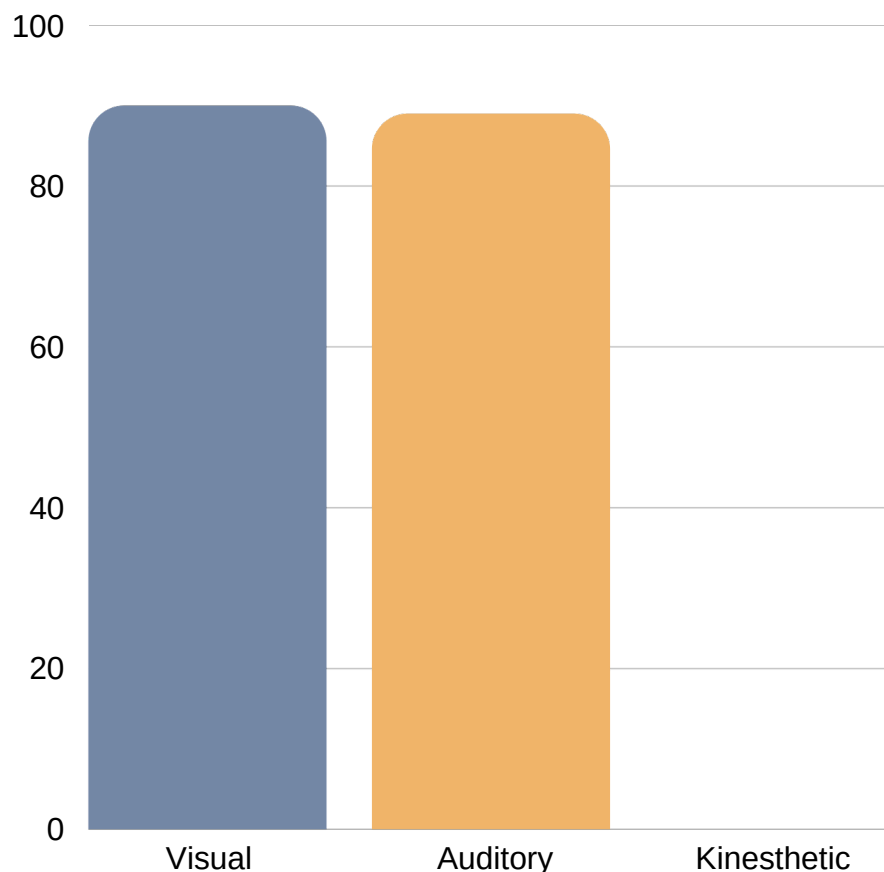
**Healthcare: Dietitian, Caretaker, Physiotherapy, Nurse, Genetic Counselors, Psychiatry etc., where Helping Attitude, Health Management, Follow Up, Trouble Shooting etc., are major skills, Kinesthetic Art: Acting, Dancing, Choreography, Modeling, Commercial acting where Kinesthetic Creativity, Quick Action, Imagination etc., are concerned, Law Enforcement: Anti- Corruption, , Income tax, Excise, Immigration, Customs, Lawyer, Legal Advice, Law firms etc., where Legal Orientation, Accountability, Process Compliance etc., are involved**

**Medical Science: Dentistry, Doctor, Surgeon etc., where Diagnostic skill, Health Management, Precision etc., play important roles, Quality Management: ISO auditing, Quality Consultants, Quality Control, Software Testing, Product Testing etc., where Quality Management, Process Compliance, Trouble Shooting, etc., are required, Sports and Games: Sports, Games, Athletics, Physical Training, Sports Anchor etc., where Sports Activities, Quick Action, Risk Analysis etc. are important**

# VAK ANALYSIS

Note: A person gets information through 5 senses for brain to process. However, 3 senses are more prominent. They are 1) through visuals (eye), 2) through Auditory (ear) and 3) through Kinesthetic—feelings / touch / movements. This will determine the dominant learning style. It is known as VAK Analysis (Visual, Auditory & Kinesthetic). It is based on modalities—channels by which human expression can take place and is composed of a combination of perception and memory. Although we use all of the representational systems, we tend to have a preference, just like there are people who prefer certain types of food.

The below chart will indicate whether the person's best learning preference is 'by observing' or 'by listening' or 'by doing'.



As per the VAK Analysis Subham Das's best learning preference(s) are by 'Listening' and by 'Observing'

## First Preference for Subham Das

**Try to read books on similar topics from internet or from other sources, with more pictures to explain the concepts**

**Convert the concepts and key points into pictures, charts and mind maps**

**Re-read the topics after the training session**

**First create a summary or bullet points and then go into details**

**Study in a place where there are no distractions at all**

**Do not need to repeat the subject loudly. Reading once with concentration may be enough.**

**Draw connected pictures in the margins while taking notes**

**Do imagine or visualise what has been taught / taken notes**

## Subham Das may also use the following

**Get CDs on the subjects and listen to the topics as many times as you can**

**Repeat loudly / mentally what has been taught / listened to**

**Ask lots of questions in the learning process**

**Give more attention to what is being said**

**Record the subjects in your own voice and play back in the revision proces**

**Talk about the subjects and key points to others**

**Combined study through group discussion will help a lot**

**Listen to some soft music while studying**



## ABOUT US

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### COMPAS NOW™

The ComPAS Now™ Career Assessment is an on line skill assessment software to identify the innate talents and competencies of students in schools and colleges and to match them with their further studies/career options. The ComPAS Now™ helps parents and students to identify and understand various success patterns so that they can make informed choices regarding the future career.

### TOOLS USED BY COMPAS NOW™


All the statements in the Test are based on Neuro-Linguistic Programming (NLP), a branch of Behavioural Psychology of the modern day.

Using NLP Tools we at ComPAS Now™ pick up Behaviour and Response Patterns in people in different life situations. The response patterns may vary in different contexts. Hence the patterns are checked in various contexts.

### JOB OPTIONS

Every person has the potential to succeed and excel. Identifying the success patterns in each person can lead him/her to the right career path and specialisation. When a basic pattern is combined with other pattern(s), the effect of the original pattern can change dramatically affecting possible job options.





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For example, if a person is very proactive and loves challenges and risks for their own sake, he will be good at racing events and adventurous sports. With a bit of process orientation the same person can be employed in jobs requiring quick and structured action like air traffic control, fighter pilots and mine clearing. Along with this proactive nature if he has sufficient attention to details and is person oriented, he will spur people into action and enjoy getting things done. Suppose we pick up a pattern: "I can concentrate only for a short time", it only means that he needs frequent breaks during his study/work. But, then, he will be the one who is able to do multi-tasking which requires the ability to focus on several things within a short span of time.

On the other hand, a person with long term focus will be able to concentrate for a long time analysing, criticising and evaluating. But, he will not be able to do multi-tasking. Vice-versa, a person with short term focus cannot do jobs requiring research and analysis. If somebody is always finding faults, complaining and criticising, we tend to avoid that person. But he is the best hand at trouble shooting, because he sees first the problems and the mistakes. He can also be a great asset in identifying possible threats in strategic planning.

Team work is the buzz word in the corporate world. Therefore we tend to shun a person who is withdrawn, reserved, aloof and unable to work in a group. But such a person can be highly productive and very efficient in situations that require him to work independently taking his own decisions.





It is possible that a person sitting next to other passengers in a train may not speak a word to them for the entire stretch of that journey. We may not consider such people for sales and marketing, but they may be the best choice to work in sensitive and confidential areas. People develop different patterns that work well in certain contexts. These patterns determine their attitudes and preferences, beliefs and values, skill sets and competencies.

Each pattern has got its own merits and demerits. Understanding the personal patterns and their right mix for a particular role is the first step towards a successful career and a happy life

## How To Read The Report

The report has Six main sections: 1. Strengths in General, 2. Top Competencies 3. Additional Competencies, 4. Career Options, 5. Careers to be Avoided and 6. VAK Analysis

1. When you read the report consider all the six main sections together, because they influence each other.
2. If a career/subject repeats in other options it means that the particular career/subject is further supported by other patterns. This has to be given weightage
3. In order to get the best choice, the report should be read in combination of options. For example:
  - With the combination of 'Tourism' and 'Business' you can consider a job in 'Tourism Industry' or start a 'Business in Tourism'





With combination of 'Army' and 'IT', you could consider job in 'Army where IT is involved'.

- With combination of 'Speculation' and 'Business Process', you can consider 'Share Trading'.
- With the combination of 'Planning' and 'Sales', you may take up a job in 'Sales where Planning is involved'.
- With the combination of 'Nurse' and 'Training', you may consider taking up a job as a 'Nurse Tutor'.

4. If any related career option appears again in the "Careers to be Avoided" section, it means that some patterns may negatively influence the efficiency of the person in that field. It is better to avoid such areas.

- E.g., Career Option says "Information Technology" and "Careers to be Avoided" contains "Quality Control", one must avoid a career in "Software Testing"

5. The report is only a guideline. It has to be validated with the actual life situations and the desire of the student.

6. Please note that this report does not measure/consider a student's I.Q or E.Q. nor does it claim 100% accuracy. This report is provided solely as a personal tool to help the student, parents and the career counsellors to understand and access in-depth insights into his/her innate behaviour and response patterns in life and work situations.

**Signature :**

**Name :**

