

## Sample 3-Step Assessment Report

**Client:** Abe Pandey

### Alignment Assessment Summary

Identifying career or business goals can help clients build career confidence that aligns to long-term aspirations and a fulfilling career roadmap and accomplished purpose.

Abe Pandey's alignment scores (see below), indicates that his strengths in some career selection areas, with recommendations for mentorship/coaching in other areas. This comprehensive profile, personality and purpose inventory assessment can help him improve the leaning and tendency towards achieving his intended career or business outcomes.

### Alignment Score(s) per Assessment(s)

#### Step 1

- i. **Self-Awareness Assessment (Purpose/Confidence Inventory) .....50%**
- ii. **Personal Goals & Objectives (Skills/Talents Inventory) .....50%**

#### Step 2

- i. **Personal SWOT Analysis (Talent Identity) ..... 25%**
- ii. **Personal PEST Analysis (Talent Forecasting) ..... 25%**

#### Step 3

- iii. **Career Readiness (Career Prepping) ..... 25%**
- iv. **Career Selection (Career Mapping) ..... 25%**
- v. **Business Readiness (Business Prepping) ..... 25%**
- vi. **Business Selection (Business Mapping) ..... 25%**

## Suggestions

This report contains in-depth guidance in all 3 assessment categories (Profile, Personality and Purpose) *3Ps*. Here is the analysis according to above scores from Abe's self-directed test results.

**Purpose/Confidence Inventory.** Based on the scores, Abe seems confidence about his career choice. However, there are still some confusion about whether or not to pursue the intended career choice. Using the result with guidance to continuously evaluation and monitoring his persistence and grit will help him to achieve focus. **Time: 15 mins, 15 questions**

**Skills/Talent Inventory.** Based on the score, Abe is not aware of what his skills, gifts or talent are in order to pursue his career or business choice within time specified timelines and milestones. The suggestion is that he gets a consultant to help with his skill and talent identification. **Time: 16 mins, 16 questions**

**Talent Identity/Forecasting.** Based on the score, Abe need to receive further training, improve conflict management strategies and monitor emotional intelligence to improve and focus on, knowledge and information to pursue his career or business choice with time specified timelines and milestones. The suggestion is that he gets a consultant to help with their skill and talent identification. **Time: 35 mins, 42 questions**

**Career Mapping.** Based on the scores, Abe seems to have some knowledge and relevant information about the career he wants to pursue. However, the need to build motivation and confidence about achieving through career coaching and mentorship from an experience individual in his chosen career field. **Time: 15 mins, 5 Ratings**

**Career Readiness.** Abe's *intrapreneurial*/needs further training in the skills to attain his career confidence and competency which includes filling in all the career information and knowledge gaps that is evident in the results. Our volunteers and mentors can help with the first step for improvements. **Time 15 mins, 8 Ratings**

**Business Mapping.** Abe's score is high on this test indicating that he has the required *entrepreneurial*/skillset. Based on the assessment result he scored average and low in roughly 2 areas which can be delegated or outsources for improvement. However, the low skill areas can be closely monitoring and the skillset learnt over the short term with discipline, will and persistence. **Time: 15 mins, 5 Ratings**

**Business Readiness.** Abe can use his positive *entrepreneurial*/results and get directions and assistance from our volunteers, mentors and consultants to start, run and grow his new business idea. **Time 15 mins, 8 Ratings**

*N.B the Client is not obligated to complete all 3-step in the programme. In this 3 step programme, Step 1 (i) & (ii) is a mandatory step in order to engage the client for evaluations and monitoring and for NeurMinds to provide any sort of feedback, suggestions and guidance. However, a client can choose to skip Step 2 (i) or (ii) and do Step 3 (i) or (ii) or simply omit both levels (i) and (ii) in Step 3, if they believe it not relevant or necessary to the assess their goals and/or objectives to career/business exploration and choices.  
 Disclaimer: With no legal obligation to NeurMinds and its Directors...*

**Results: Self Awareness Assessment-Personal Goals & Objectives**

	Points
<b>Purpose/Confidence Test</b>	
Career Confidence test objectives were to established and meet the SII (Strong Interest Inventory) / SCI (Skills Confidence Inventory) criteria: <b>S-</b> Self Efficacy, Strength, Skills <b>C-</b> Confidence <b>I-</b> Interest <b>I-</b> Inventory	5
Primary confidence measurement is set to meet the Good Confidence criteria Focus is on subject areas and career choices, business DNA and grit Reward career happiness and business DNA characteristics Reliance on intrinsic motivation, objection management, gifts or purpose promotion	0
Client will require <b>NeurMinds</b> support team to provide awareness of the career or business goals	3.33
Client can get assistance to remove career confusion, self-doubt and engage strong and weak areas with clarify of thoughts and motivation	0
<b>Total Scores (16.66 possible)</b>	<b>8.33</b>
<b>Alignment</b>	<b>50%</b>

Abe Pandey's has a strong career confidence goal that promotes a desire and willingness to pursue his career dream with determination. Abe sometimes are unaware of what career decisions to make, because he lacks focus, information/confidence gaps and limited career guidance, or hindered by circumstances whether family of otherwise. Early mentorship can assist him to achieve career confidence, and guide purpose driven goals.

**Suggestions:**

- (1) Take Step 1 & Step 2 to receive clarify of thoughts and use the results to analyses and evaluate for continuous progress.
- (2) Speak to a Guidance/Career Counsellor or volunteers to help you determine if you can meet the career confidence criteria. Individual unique focus will help clients personalized their results.
- (3) Take Re- Assessment required to see if confidence ratings improve on weak areas and maintain strong attributes.

**Resources:**

Learn more about career confidence: <http://aac.ncat.edu/newsnotes/y00fall.html>

Learn more about benefits of self-awareness assessment: <http://www.neurminds.org/how-it-works/>

**Scoring Key (s):**

- 0 – Fails to meet alignment level: No evidence was obtained during the assessments for this area
- 1 – Partially meet the alignment level: -Some weakness on areas of assessments
- 2 – Meets the alignment level: Acceptable on all areas of assessments
- 3 –5 Exceeds the alignment level: marked strengths across the assessments

**Results: Personal SWOT Assessment**

	Points
<b>Talent Identity</b>	
The SWOT test objectives were to established and understand how one relates or view their internal strengths and weaknesses and leverage the external opportunities and threat identified within their business or career skills: <b>S-</b> Overall Strengths (Professional & Personal) <b>W-</b> Identified Weaknesses (Professional & Personal) <b>O-</b> Inspired Opportunities (Intrapreneurial & Entrepreneurial) <b>T-</b> Unstoppable Threats (Environmental & Personal)	2
Primary <i>Strengths</i> measurement is set to meet the Positive Habits and Attitudes criteria Identifiable <i>Weaknesses</i> is on fear, forgivingness, skill gaps and emotional intelligence Inspired <i>Opportunities</i> is to realized impact, focus and overcoming fears Unstoppable <i>Threats</i> keeps us from success, consciously manage and monitor failures	0
Client will require <b>NeurMinds</b> support team to motivate him toward identifying his talents and forecast business and career choices	2
Client can get assistance to active their internal desires and internal clock by focusing on what available rather than what's not and use knowledge, harnessed experience and networking to achieve outcomes.	.165
<b>Total Scores (16.66 possible)</b>	<b>4.165</b>
<b>Alignment</b>	<b>25%</b>

Abe Pandey's has identifiable gifts that if is trained and focused to match his desires and determination to pursue his career dream is achievable. Abe should continue to nurture his positive habits and attitudes, identify and outcomes his fears, removing hindering perspectives/mindset that will block his progress, his participating to engagement in conversations/discussions. He should manifest his confidence through awareness of what others perceive of him making those perception become positive outcomes for future potential opportunities and self-monitors for desired results.

**Suggestions:**

- (1) **Take Step 1 & Step 2** becoming consciously aware of positive habits and attitudes can assist in talent leveraging evaluating improves within time limits
- (2) Take an **Emotional Intelligence Quiz** to determine levels to improve relationship building and people management.
- (3) Take Re- Assessment required to see if gifts identity desire goals were achieved.

**Resources:**

Learn more about benefits of personal swot assessment: <http://www.neurminds.org/how-it-works/>

**Scoring Key (s):**

- 0 - Fails to meet alignment level: No evidence was obtained during the assessments for this area
- 1 - Partially meet the alignment level: -Some weakness on areas of assessments
- 2 - Meets the alignment level: Acceptable on all areas of assessments
- 3 - 5 Exceeds the alignment level: marked strengths across the assessments

### Results: Personal PEST Assessment

	Points
<b>Talent Forecasting</b>	
The PEST test objectives were to established and planned for changes in any industry, field that one skillset is relevant within timelines and milestones. The client's skillset should be transferrable and flexible in order to meet forced changes in the internal/external environments in order to overcome talent blocks in struggling or dying industries or fields of work. <b>P-</b> Evaluate <i>Political</i> /Impact/Obstacles <b>E-</b> Identifying <i>Economic</i> Trends/Triggers <b>S-</b> Know <i>Social</i> -Network Movement, Popular trends which matches Core Values <b>T-</b> Adapt to <i>Technological</i> /Changes	2
Primary <i>Political</i> measurement is set to understand the Workforce Policy Changes and Education criteria Identify <i>Economic</i> Trends is on Compensation & Competency levels and Know Your Number Build Future <i>Social</i> /Inventory for sustainable equity planning and preparation with (Org. & Biz) culture in mind Pay Attention to everything <i>Technological</i> and manage and monitor and maintain for value and relevance	0
Client will require <b>NeurMinds</b> support team to proactively inform he/she about the future of their career or business trends and social settings	2
Client can get assistance or seek knowledge and information on all PEST areas with time relevance	.165
<b>Total Scores (16.66 possible)</b>	<b>4.165</b>
<b>Alignment</b>	<b>25%</b>

Abe Pandey's has an interest in the PEST areas and know how to maneuver the different factors. However, he can further fulfill information gaps and receive career guidance, whether from family of otherwise. Early consultation can assist to achieve aligned for future years in his personal development.

**Suggestions:**

- (1) Take Step 1 & Step 2 to receive clarify of thoughts and use the results to analyses and evaluate for continuous progress.
- (2) Take Re- Assessment required to see if talent forecast ratings improve on weak areas and maintain strong attributes.

**Resources:**

Learn more about benefits of personal pest assessment: <http://www.neurminds.org/how-it-works/>

**Scoring Key (s):**

- 0 - Fails to meet alignment level: No evidence was obtained during the assessments for this area
- 1 - Partially meet the alignment level: -Some weakness on areas of assessments
- 2 - Meets the alignment level: Acceptable on all areas of assessments
- 3 -5 Exceeds the alignment level: marked strengths across the assessments



**Results: Career Readiness & Selection**

	Points
<b>Career Mapping &amp; Prepping (CMP concept)</b>	
Career Selection and Readiness test objectives were to established client's long-term vision, whys and internal motivations such as gifts or passion, purpose through exploration, choice and preparation process: E- Exploration (Order of Interest) C-Choice determine by Gifts or Passion or Purpose P-Preparation by doing skills inventory evaluation with directed actions and guidance P-Process to Action results for impact and success	2
Primary Mapping and Prepping measurements are to identify where you need to improve and develop a strategy and action for success Focus is on knowledge of the career, willingness to grow in field, identify unique skills and industry barriers, establish personal branding Reward: Selected choice that matches profile, purpose, personality Intrinsic motivation and drive with fulfilling and productive outcomes	0
Client will require NeurMinds support team to map and prep towards his/her career or business goals	2
Client can get assistance through Quizzes, further assessments and talents or gifts inventory evaluations, further training in weak skill areas	.165
<b>Total Scores (16.66 possible)</b>	<b>4.165</b>
<b>Alignment</b>	<b>25%</b>

Abe Pandey's based on NeurMinds rating system on the CPM concept assessment score average in all 4 areas (ECPP) and was recommended to NeurMinds support group committee for determination.

**Suggestions:**

(I) TBD (to be determined)

- (2) Awaits assessment-based interview and situational judgement testing (i)
- (3) Take Re- Assessment if required

**Resources:**

Learn more about benefits of career selection and readiness assessment: <http://www.neurminds.org/how-it-works/>

**Scoring Key (s):**

- 0 - Fails to meet alignment level: No evidence was obtained during the assessments for this area
- 1 - Partially meet the alignment level: -Some weakness on areas of assessments
- 2 - Meets the alignment level: Acceptable on all areas of assessments
- 3 -5 Exceeds the alignment level: marked strengths across the assessments

**Results: Business Readiness & Selection**

	Points
<b>Business Mapping &amp; Prepping (BMP Concept)</b>	
Business Selection and Readiness test objectives were to established client's long-term vision, whys and internal motivations, creative thoughts and ideas aligning to individual gifts or passion, purpose through exploration, choice and preparation process: <b>E-</b> Exploration (Order of Interest) <b>C-</b> Choice determine by Gifts or Passion or Purpose <b>P-</b> Preparation by doing skills inventory evaluation, idea eliminations with directed actions <b>P-</b> Process to Action results for impact and success	2
Primary Mapping and Prepping measurement are to identify where you need to improve and develop a strategy for success Focus is on knowledge of the business idea (s), willingness to grow in field, identify unique skills and ease of entry, establish personal and business branding Reward: Selected choice that matches profile, purpose, personality and business Intrinsic motivation and drive with enduring and sustainable business outcome	0
Client will require NeurMinds support team to map and prep towards his/her career or business goals	2
Client can get assistance through Quizzes, further assessments and talents or gifts inventory evaluations, further training in entrepreneurship	.165
<b>Total Scores (16.66 possible)</b>	<b>4.165</b>
<b>Alignment</b>	<b>25%</b>

Abe Pandey's based on NeurMinds rating system on the BPM concept assessment scores, average in all 4 areas (ECPP) and was recommended to NeurMinds support group committee for determination.

**Suggestions:**

- (1) TBD (to be determined)
- (2) Awaits assessment-based interview and situational judgement testing (i)
- (3) Take Re- Assessment if required

**Resources:**

Learn more about benefits of business selection and readiness assessment: <http://www.neurminds.org/how-it-works/>

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