

CAREER ASSESSMENTS

Psychometric Assessment and career recommendations to help career decision makers approach the career maze with better planning and preparedness

Background

Very common to any industry these days, is finding youngsters talking about burnouts or being dissatisfied with their careers. It's said that a stitch in time saves nine. And so comes the need to make the career decision with better preparedness, knowledge and structure. Leveraging years of research and using data analytics and decision tools, we bring an assessment framework which helps first time career decision makers and young professionals take that most important decision in their life in a more organized and planned way.



Solution:

For reaching the right career decision we use a unique model driven approach (ONETCP). Based on a comprehensive assessment of interests, work style/personality, abilities & values we recommend suitability of the individual across job families and also propose specific career options. Advanced usage can consider factors like earnings, job openings and cultural nuances to help individuals overcome career difficulties and make a choice. The analytics driven predictive engine estimates factors like an individual's satisfaction, tenure and earnings across roles to better evaluate tradeoff's and facilitate optimal choice

Unique Features:

- Research driven, build on O*NET the world's largest occupational database
- Psychometric assessment of multiple traits, including work values and work style / personality. Online and offline assessments.
- Analytics driven approach with all assessed parameters used for determining fitment with career data (significant enhancement over existing solutions)
- Model driven, multi phased approach for minimizing assessment risk
- Rich navigation and exploration tools and detailed reporting



Benefits:

- Decision Support for Career Decision Making
- Facilitates discovery of the World of Work
- Understanding of Self (Natural Inclinations / Strengths, Weaknesses)
- Facilitates choice of Subjects & Electives
- Aids in Knowledge and Skill Planning
- Basis for group level analytics at school and branch level

