

WHEEBOX EMPLOYABILITY SKILLS TEST



Wheebox
Measuring World's Talent and Skill Potential

India's largest employability skill test
endorsed by Industry and Academia



James Miller

5294

India Wide Ranking
As on: 23.05.2017

185

State Wide Ranking
As on: 23.05.2017

About West

Employability skills are general skills that are required to secure most of the jobs. These help you to stay in a job and work your way up to the top. While there will always be some job-specific skills that an employer is looking for, most employers will also want you to have some general skills. Employability Skills are also the skills and attitudes that enable employees to get along with their colleagues, make critical decisions, solve problems, develop respect and ultimately become strong ambassadors for the organization. Employability Skills are the foundation of a successful career.

Wheebox Employability Skills Test

The most important question that a candidate faces once he/she is ready to join the job market is "Is he/she job ready"? With a course curriculum, which is yet to be calibrated with the needs of employers, it gets difficult for the students/candidates to understand how ready they are and what areas do they need to improve in.

WEST is one of largest graduate employability measurement tools globally with millions of candidates from over 27 countries globally using it. Wheebox Employability Skill Test is an online adaptive assessment used to measure job readiness.

WEST is a 70 minutes' test which measures a candidate's Cognitive Ability along with English, Behavioural Traits and respective Domain Knowledge. WEST is targeted at freshers aiming to give them a snapshot of their capability around Numerical aptitude, Problem solving, English, computing Skills and Behavioural Traits. One of the key objectives of WEST is to do a meaningful matchmaking between Talent Demand and Supply.

WEST can spot a candidate's ability with fewer questions than any other similar employability skills test. The end result is that WEST identifies individual's real capability as the possibility of getting the same combination of questions for any two-test takers is very less.

Visit www.wheebox.com for more information.

Globally Top 8 Employability Skills are:

Analysing Skills: Gathering information systematically to establish facts & principles.

Communication: Ability to express clearly through Reading writing and Listening Skills.

Teamwork or Interpersonal Skills: Working confidently within a group or possessing inter personal-skills.

Flexibility: Adapting successfully to changing situations & environments.

Decision Making and Planning: Determining the best course of action. Evaluating options based on logic & facts & presenting solutions. Ability to decide what steps are needed to achieve particular goals and then implement these.

Lifelong Learning: Continuous learning throughout life. Developing the competencies needed for current & future roles.

Computing Skills: Understanding of Word processing, using spreadsheets, the Internet & email, designing presentations etc.

Numeracy: Accurately multiplying & dividing, calculating percentages, using statistics & interpreting graphs & tables.

Researches suggest that knowledge, skill, aptitude and behavioural components are the ingredients of success in a job. WEST helps employers to short list candidates using WEST scores. As an outcome of WEST, candidates get initial transcript and detailed scorecards for each module highlighting their strengths and improvement areas.

The WEST assessment runs on an adaptive testing method. The next question presented to the candidate depends on the response of the current question. In Adaptive method, questions are divided into 3 difficulty levels.

The levels are categorised as Easy, Medium & Hard.

Each correct answer will move the candidate up to a higher difficulty level question and each wrong answer will move the candidate down to a lower difficulty level question. Candidate's scoring is also dependent on the difficulty level of questions. Higher difficulty level fetches higher score and lower difficulty level fetches lower scoring.



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Wheebox Employability Skills Test Certificate

This certificate is proudly presented to

James Miller

who has successfully secured
India wide 63rd Percentile Rank

Sanjay Singh
Head of Consumer Certifications

Date of Certification: 2016-09-07

Certificate ID: WEST1000564405

Validate: wheebox.com/verify



**Confederation of
Indian Industry**



WEST is jointly endorsed by Confederation of Indian Industry and Association of Indian Universities.

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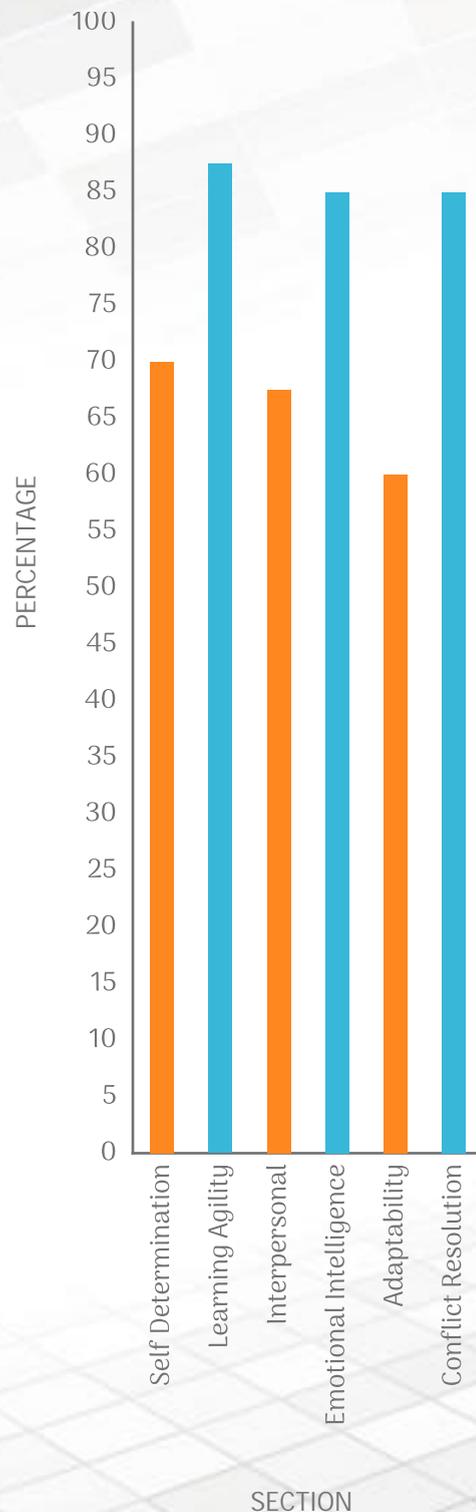
Behavioral Competency Graph

Transcript

Applicant Id: james.miller0912@gmail.com
Name: James Miller
Country: India
Test Date: 2016-09-07
Test Duration: 70 Minutes
Time Taken: 48 Minutes 39 Seconds

Numerical Reasoning	MCA	Logical Reasoning	English Language
Total Question			
10	10	10	10
Not Attempted			
0	1	0	0
Attempted			
10	9	10	10
Correct Answers			
6	8	8	6
Incorrect Answers			
4	1	2	4
Maximum Marks			
30	10	30	30
Marks Obtained			
13.0	8.0	22.0	15.0

Percentage			
43.33%	80.0%	73.33%	50.0%



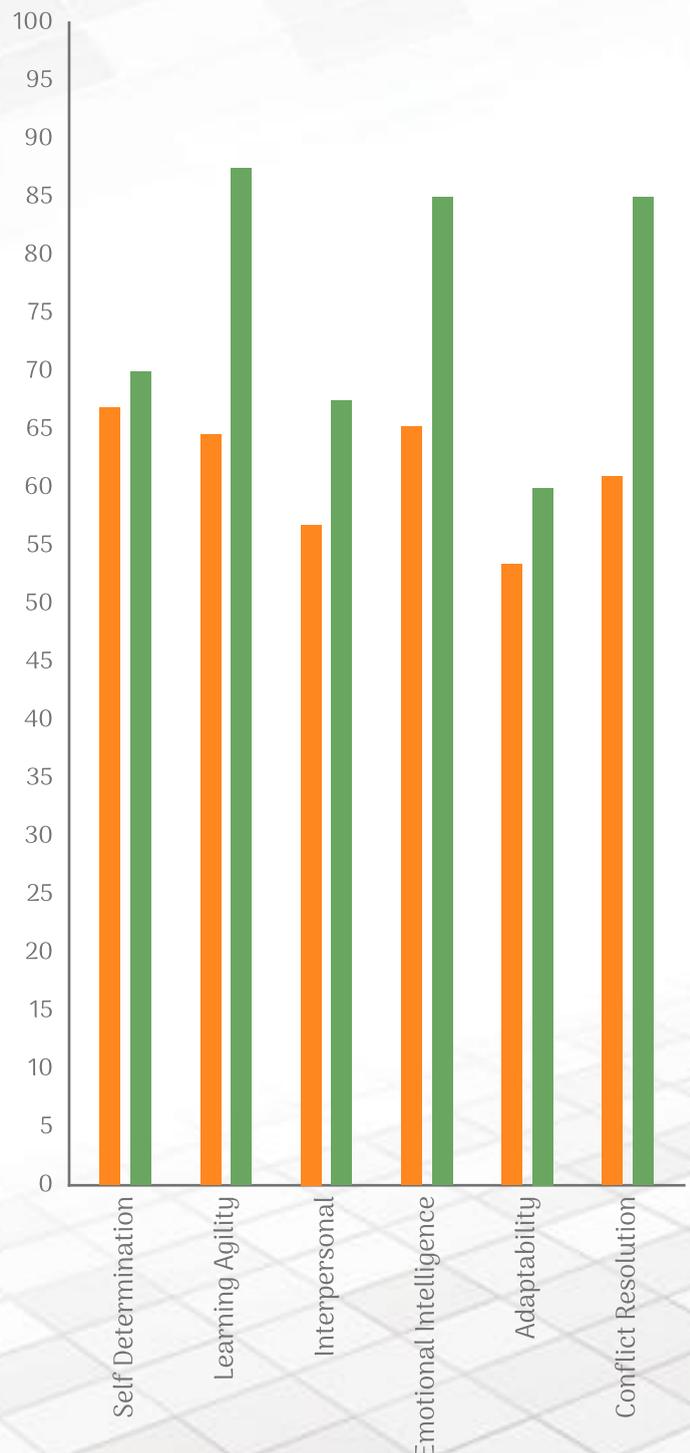
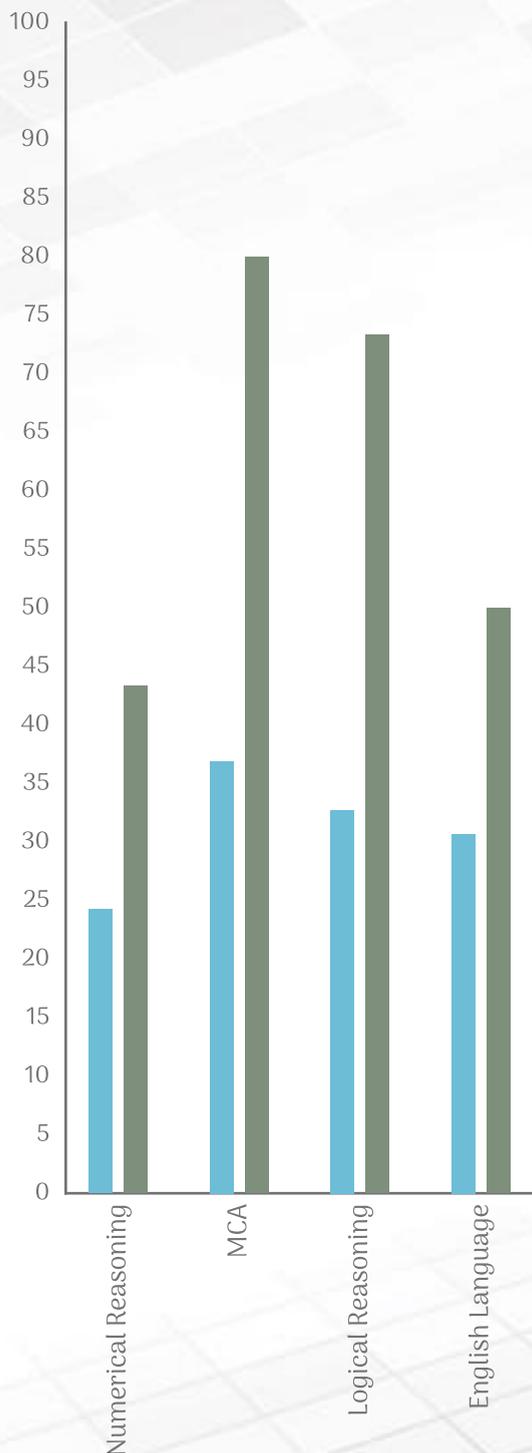
High scorers - Above 70%
Average scorers - 50% to 70%
Low scorers - Below 50%

High
Medium
Low

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Candidate Vs India Wide



India Wide Mean Score Candidate Score

India Wide Mean Score Candidate Score

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Numerical Reasoning

Numerical Aptitude is defined as the ability to reason and to apply simple numerical concepts. Substantial aspects of numerical aptitude include BODMAS, Percentage, Linear Equation, Speed & Distance, Geometry, Profit & Loss, Fractions, Algebra, Man Hour and Average problems. Numerical ability has an influence on career progression, literacy, and risk perception towards various decisions. It determines basic numeracy of an individual and it also has an influence on career decisions. It measures your mathematical ability and to use numerical data as a tool to make reasoned decisions and solve mathematical problems. It also determines an individual's capability of efficiently and effectively identifying critical data and logically drawing conclusions from numerical data.



HIGH



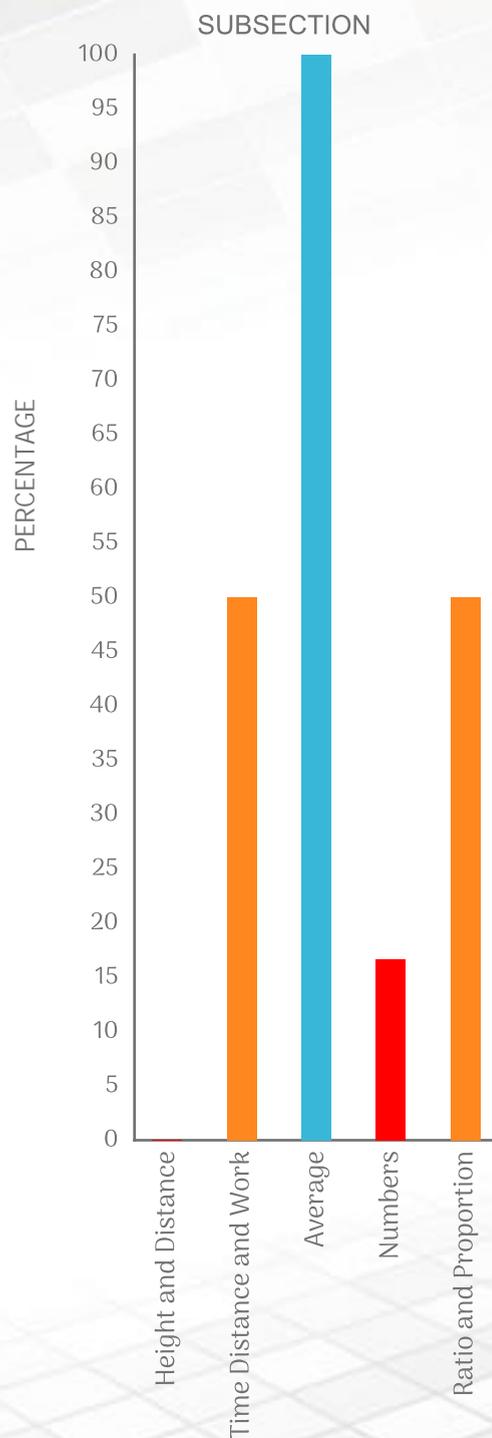
MEDIUM



LOW

“ Candidate Feedback:

Your numerical aptitude score is under par in Numerical Reasoning. You fail to experiment with a new approach towards solving number problems also to resolve complex numerical problems. You need to work very hard in improving your numerical reasoning skills in topics like ratio and proportion, numbers, average, time, distance and height. People who score well on numerical ability tests are more likely to develop greater knowledge of job quickly, make effective decisions and solve problems by responding appropriately to new or complex situations.



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High

Medium

Low

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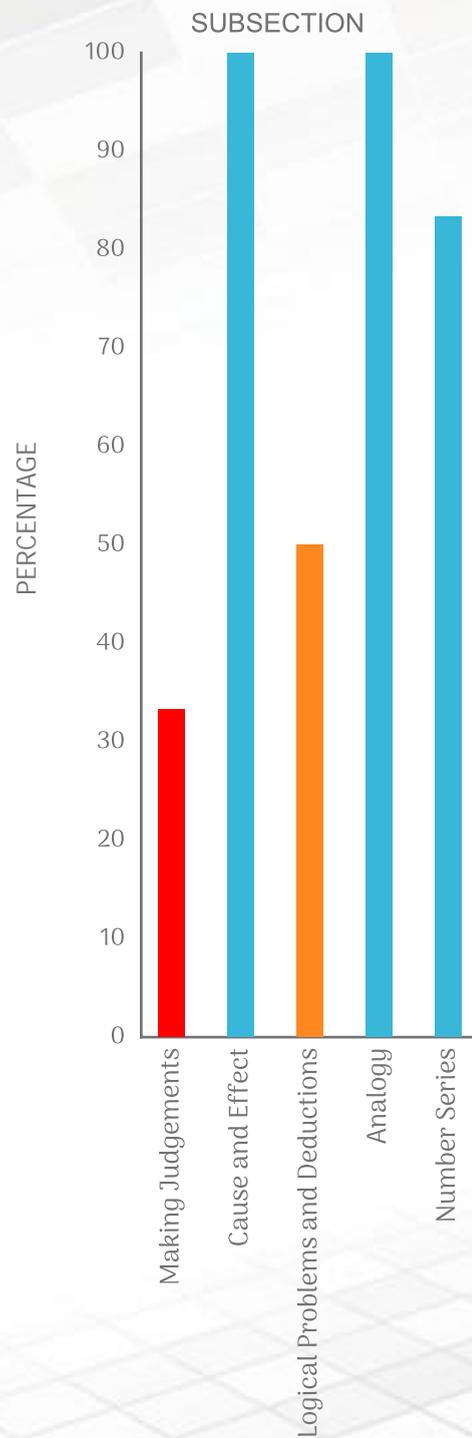
Logical Reasoning

Logical reasoning is the process of using a rational, systematic series of steps based on sound mathematical procedures and given statements to arrive at a conclusion. Logical reasoning also includes organizing parts of the problem in a systematic way, making systematic comparison of different features or aspects. It implies the ability of the individual to break a problem down into smaller manageable issues and at the same time identify patterns in seemingly unconnected events. This competency is important to make sense of a complex environment. Spotting key issues in critical events from a mass of unrelated data or events is vital to make the most of opportunities, avoid problems and move forward from the accepted norm. "Seeing the big picture" is critical in higher levels to determine more accurately the course of action. It determines an individual ability to understand work related situations and challenges along with their responses to these situations effectively. It measures deductive, inductive, abductive reasoning skills of the candidate.



“ Candidate Feedback:

Your performance on the Logical reasoning assessment indicates that you have a 'high' level Logical Reasoning ability. This suggests that you are likely to be able to understand complex concepts, to perceive the relationships between these and Deduce their logical consequences. You have demonstrated a reasonable ability to use words in a fairly logical and rational way, it will not take you long to fully appreciate particularly difficult concepts and very subtle shades of meaning. You have the ability to systematically break down a complex problem or process into component parts. Your ability of using a rational and space systematic series of steps based on sound mathematical procedures and given statements to arrive at a conclusion is outstanding. You can use several techniques to break apart complex problems to reach a solution or make a long chain of casual connections. You can apply knowledge of past discrepancies, trends and relationships to look at different situations (for e.g. you are able to look at the way things unfolded in the past, identify similarities between current and past situations and are able to plan out accordingly).



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High

Medium

Low

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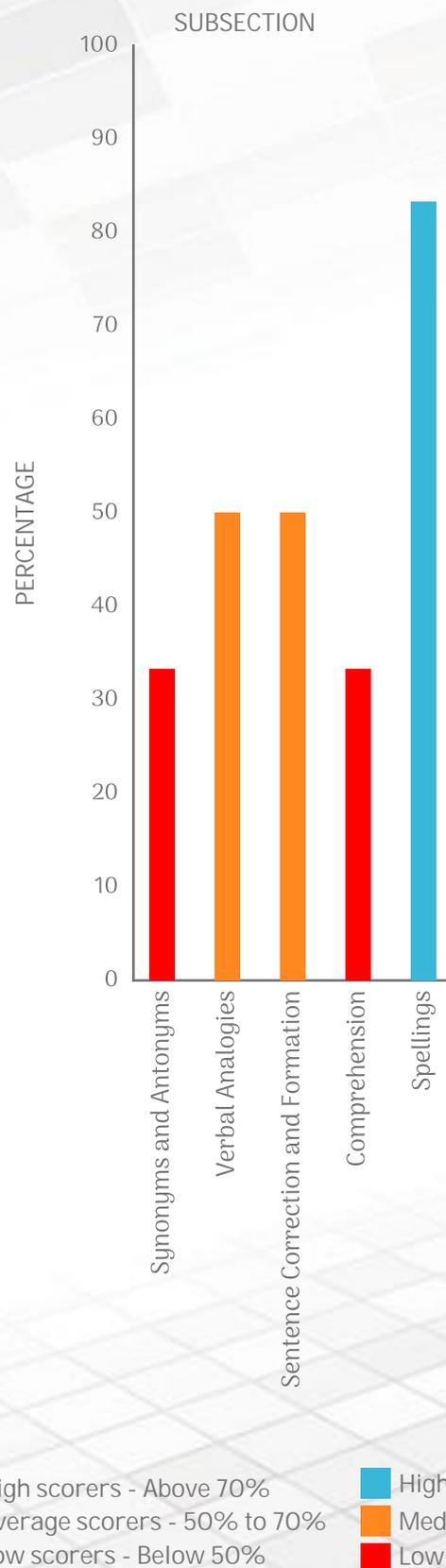
English Language Skills

Basic English Language skills are probably the most important ingredient to a successful career. Language is now considered a skill which most companies in India and abroad look for. The importance of the English language in the workplace continues to be a top concern among employers. Your assessment on English Language skills has been conducted to provide you with a feedback on your ability to organize words into sentences and in various structures (Simple/Compound/Complex). In other words your ability to vary the length and structure of sentences to avoid monotony and provide appropriate emphasis. The second component which is being assessed is your ability on lexical/vocabulary.



“ Candidate Feedback:

Your performance on English Skills assessment indicates that you have a 'moderate' level competency on English language. You can understand the main points of clear standard speech on familiar matters regularly encountered in work, socially, etc. You can understand the main point of many radio or TV programs on current affairs or topics of personal or professional interest when the delivery is relatively slow and clear. You can understand extended speech and lectures and follow even complex lines of argument provided the topic is reasonably familiar. You can understand the majority of films in standard dialect. You can understand texts that consist mainly of high frequency every day or job-related language. You can understand the description of events, feelings and wishes in personal letters. You can read articles and reports concerned with contemporary problems in which the writers adopt particular attitudes or viewpoints. You can understand contemporary literary prose. You can deal with most situations likely to arise whilst travelling in an area where English language is spoken. You can enter unprepared into conversation on topics that are familiar, of personal interest or pertinent to everyday life (e.g. family, hobbies, work, travel and current events). You can interact with a degree of fluency and spontaneity that makes regular interaction with English language speakers quite possible. You can briefly give reasons and explanations for opinions and plans. You can present clear, detailed descriptions on a wide range of subjects related to your



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Self Determination

Self-determination to refer to a characteristic of a person that leads them to make choices and decisions based on their own preferences and interests, to monitor and regulate their own actions and to be goal-oriented and self-directing. It is the free choice of one's own acts or states without external compulsion. It is the ability or power to make decisions for yourself.



HIGH



MEDIUM



LOW

Learning Agility

The ability to approach and examines issues with an open mind unaffected by past experience and without drawing immediate conclusions. Demonstrating eagerness to acquire and drive to acquire knowledge and skills necessary to perform task/job more effectively.



HIGH



MEDIUM



LOW

“ Candidate Feedback:

Your score suggest that you are not very high on self-determination nor you are very low. You lie in the medium range which means that you demonstrate the ability to make an effective decision, doing so you also consider other people's opinion. You do not like to make any decision by yourself , you feel that its always good to take other people's thought in consideration so that if something goes wrong then you are not the only one responsible for it. You do not trust your skills and knowledge on every occasion so you do not expect a high performance every time you are doing a certain work. While working on something you seek constant approvals from others. For eg. In an organizational setting you are more likely to delegate the work which has been given to you, so that you can blame other if something goes wrong.

“ Candidate Feedback:

This is a strength area for you with regard to this competency. You seem be aware of your shortcomings and you are likely to be open to go the extra mile to achieve/bridge the gap. You display eagerness to learn, your sustained effort to acquire necessary knowledge, skills etc. to accomplish a result brings in significant strength to this competency.

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Interpersonal

Interpersonal skills are the life skills we use every day to communicate and interact effectively with other people, in one to one or in one too many situations. Interpersonal skills include not only how we communicate with others, but also our confidence and our ability to listen and understand.



HIGH



MEDIUM



LOW

“ Candidate Feedback:

This is a marginal strength for you with regard to this competency. You seem to realize the importance of building and maintaining relationship, hence you are likely to make effort to understand perspectives of others. You seem to have made effort towards changing your own style to adapt to varied social situations. You put effort to make other's needs/requests etc. important across actions and decisions you take. While you engage in these behaviors, you seem to be conscious of balancing relationships with work deliverables and time management.

Emotional Intelligence

Emotional Intelligence is the the capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically. It is the key to both personal and professional success. It is the capacity of individuals to recognize their own, and other people's emotions, to discriminate between different feelings and label them appropriately, to use emotional information to guide thinking and behavior, and to manage and/or adjust emotions to adapt enviroments or achieve one's goal.



HIGH



MEDIUM



LOW

“ Candidate Feedback:

Your score indicates that you are high on emotional intelligence. You have a high degree of self-awareness and have a solid understanding of your emotions, strengths and weaknesses. You are honest with yourself and others. You have a good understanding of your values and goals and what you want in life. You are confident and aware of your limitations and you are less likely to set yourself up for failure. For eg., If in an organizational setting, you are explaining something to your subordinates and you feel that one of them is not paying attention to what you are saying, in this situation the chances of you getting angry and scolding him are minimal, instead you will have a full control on your emotions and very calmly you will ask him to pay attention.

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Adaptability

The ability to adapt to rapidly changing environment and different ways of doing things quickly and positively; addressing setbacks or ambiguity effectively and appropriately adapting and adjusting one's thinking or approach as per the need of the situation.



“ Candidate Feedback:

This is a marginal strength for you with regard to this competency. You seems to be somewhat flexible to include new ways of doing things .You are likely to balance flexibility with consistency/quality of output and be willing to alter work steps in order to address the need of the situation. You seem to be moderately open to new experiences and may hold on to anchors and approaches that have worked for you in the past and may experience initial anxiety in times of change. With sufficient clarification and support, you will integrate with a new/changed environment.

Conflict Resolution

Conflict resolution is a way for two or more parties to find a peaceful solution to a disagreement among them. The disagreement may be personal, financial, political, or emotional. Conflict arises from differences. It occurs whenever people disagree over their values, motivations, perceptions, ideas, or desires and the capacity to remain relaxed and focused in tense situations defines person's ability to resolve conflict.



“ Candidate Feedback:

Your score indicates that your ability to resolve a conflict is very high . In the situation of conflict, you are motivated to voice your concerns in part because of your inherent beliefs that, personalities can change. You do not see conflict in terms of one simple solution rather you take time to analyze the situation, hear different point of views and consider several possible solutions. For eg., if in an organizational setting, your colleague disagrees with you on a minor issue, then you will understand his point of view and you will try to find a solution with mutual consent.

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Development Benchmark

Strength

- 1 - Logical Reasoning
- 2 - MCA

Area of Development

- 1 - English Language
- 2 - Numerical Reasoning

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Individual Development Plan

Numerical Reasoning:

When you read newspapers and reports, pay attention to numerical information.

- I. Complete calculations both with and without a calculator.
- II. Look for differences such as percentage changes in numerical trends.
- III. Check calculations done by others.
- IV. Take on responsibilities which involve working with numbers.

English Language:

When you read newspapers and articles, try to establish the main points.

- I. Look up the meaning of unfamiliar words.
- II. Read passages of text and pick out the key details.
- III. Compare written arguments, looking for similarities and differences between them.
- IV. Look at something you have written and rewrite it more concisely.