

# 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**

**3852**

India Wide Ranking  
As on: 05.03.2018

**169**

State Wide Ranking  
As on: 05.03.2018

# 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](http://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 66th Percentile Rank

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**Sanjay Singh**  
Head of Consumer Certifications

Date of Certification: 2018-02-13

Certificate ID: WEST1000478271

Validate: [wheebox.com/verify](http://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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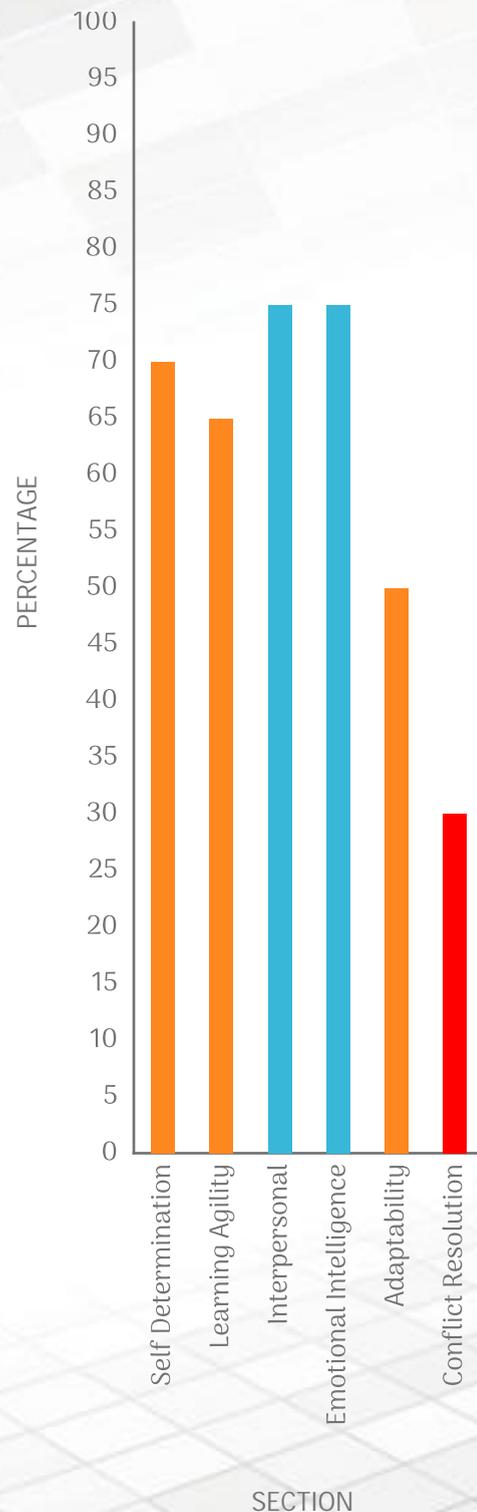
## Behavioral Competency Graph

### Transcript

Applicant Id: james.miller0912@gmail.com  
Name: James Miller  
Country: India  
Test Date: 2018-02-13  
Test Duration: 80 Minutes  
Time Taken: 62 Minutes 48 Seconds

Numerical Reasoning	Logical Reasoning	English Language	Computer Science
Total Question			
10	10	10	10
Not Attempted			
0	0	0	0
Attempted			
10	10	10	10
Correct Answers			
7	8	7	5
Incorrect Answers			
3	2	3	5
Maximum Marks			
30	30	30	10
Marks Obtained			
17.0	21.0	18.0	5.0

Percentage			
56.67%	70.0%	60.0%	50.0%



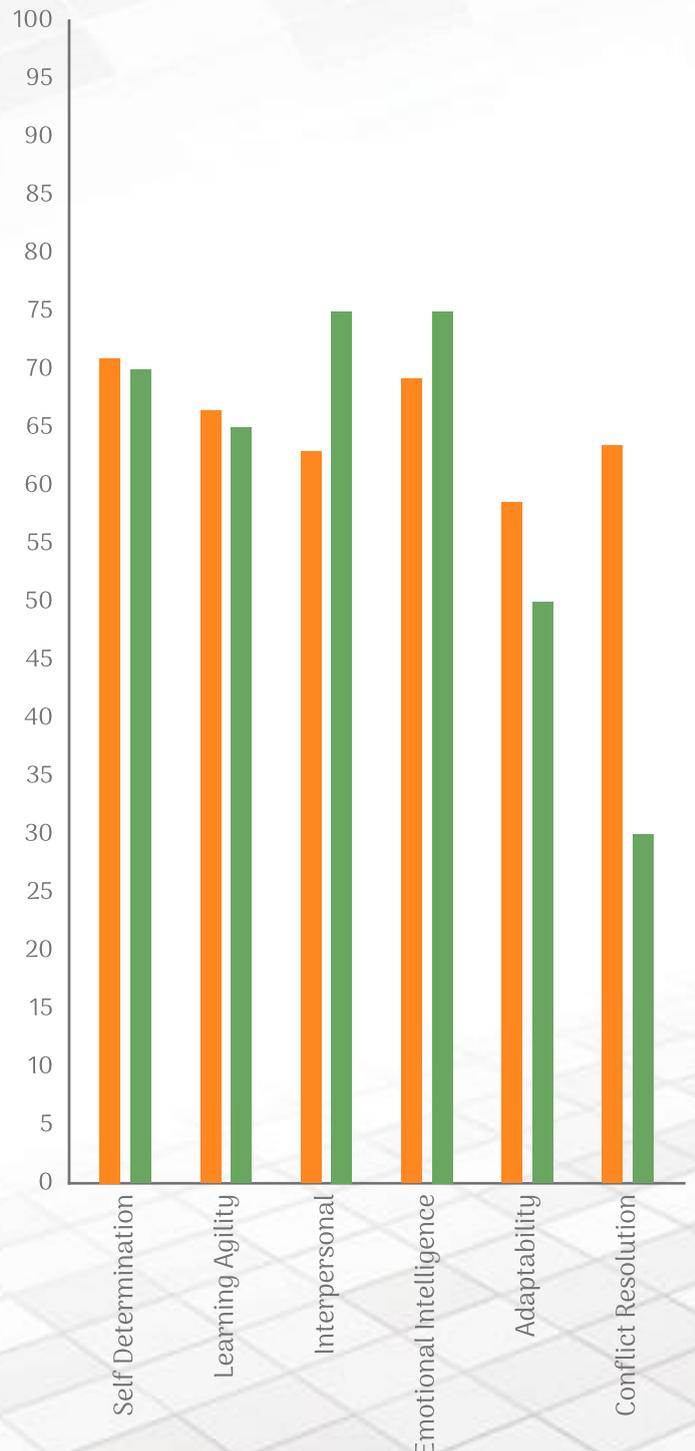
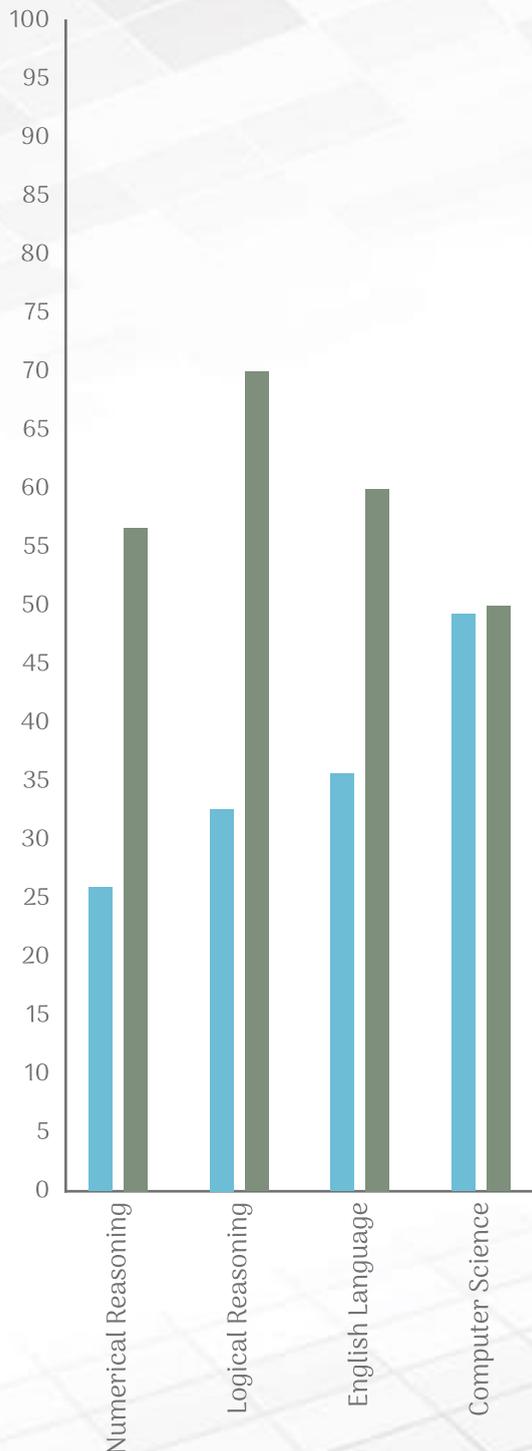
High scorers - Above 70%  
Average scorers - 50% to 70%  
Low scorers - Below 50%

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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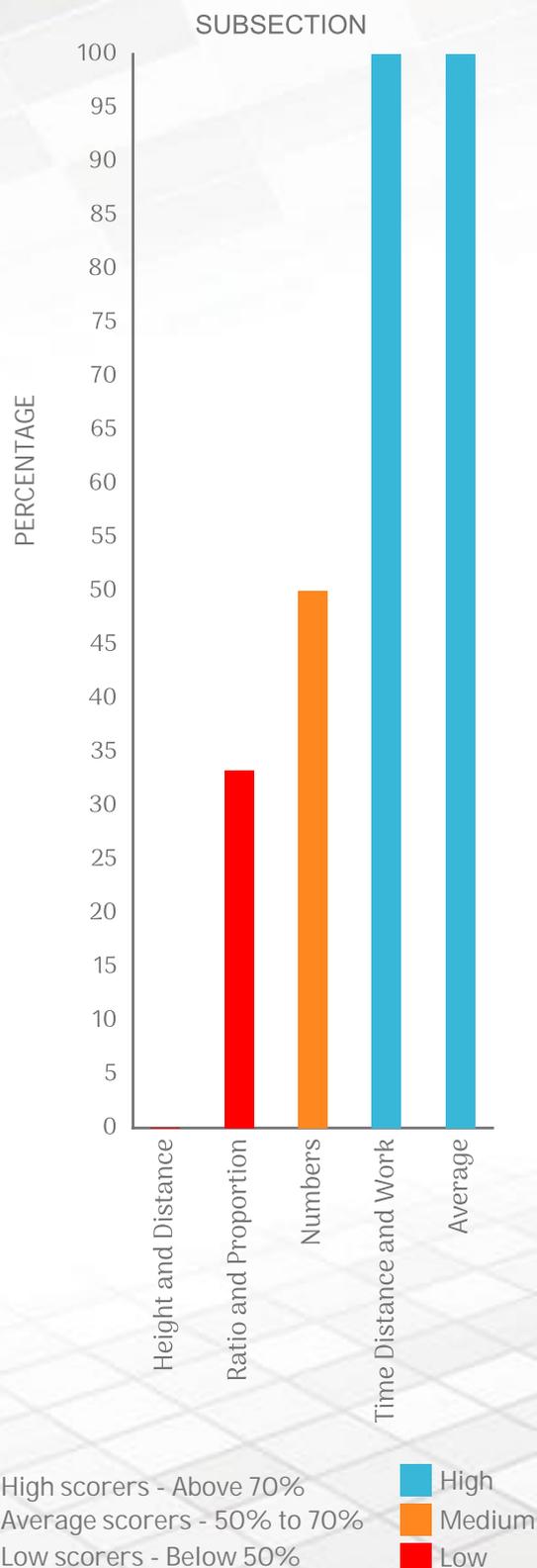
## Numerical Reasoning

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.



### “ Candidate Feedback:

Your numerical aptitude score is moderate in Numerical Reasoning. You take smaller amount of time respond to any complex situations. Your basic numeracy is adequate. You can solve mathematical problems with little difficulty. You find it a little difficult to resolve the complex situations. With regular practice in height and distance, time and work, ratio and proportion, etc. you may be able to score fair marks. 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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## 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.



HIGH



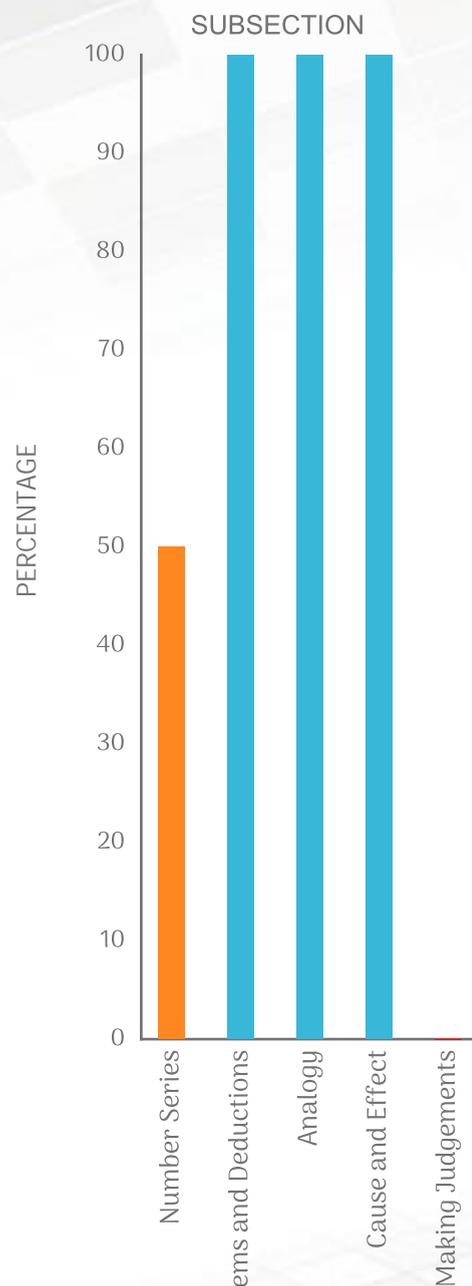
MEDIUM



LOW

### “ Candidate Feedback:

Your performance on the Logical reasoning assessment indicates that you have a 'moderate' 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. While you have demonstrated reasonable ability to use words in a fairly logical and rational way, it might none the less take you a little longer to fully appreciate particularly difficult concepts and very subtle shades of meaning. You can break down a complex task into manageable parts in a systematic manner. You can think logically but need support to arrive at conclusions in less time. You should practise by solving more puzzles and time yourself in doing so. You can recognize the likely causes of events or several consequences of actions- Observe discrepancies, trends and inter-relationships in data or see crucial differences between current situation and things that have happened before (for e.g. you would be able to see the connections between disparate sets of data, and are will be able to understand the impact of an action on a varied set of variables)



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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.



HIGH



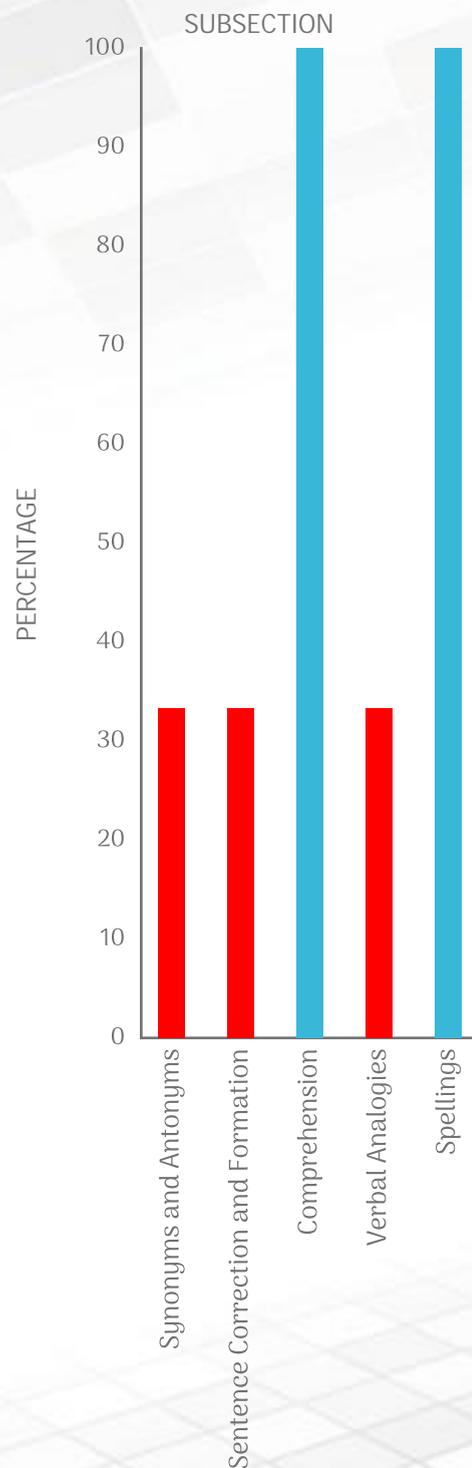
MEDIUM



LOW

### “ 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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Medium

Low

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## Computer Science

Computer science is the study of the theory, experimentation and engineering that form the basis for the design and use of computers. It is the study of automating algorithmic processes that scale. Computer science deals with the theoretical foundations of information and computation, together with practical techniques for the implementation and application of these foundations. It is the systematic study of the feasibility, structure, expression, and mechanization of the methodical procedures (or algorithms) that underlie the acquisition, representation, processing, storage, communication of, and access to information.



HIGH



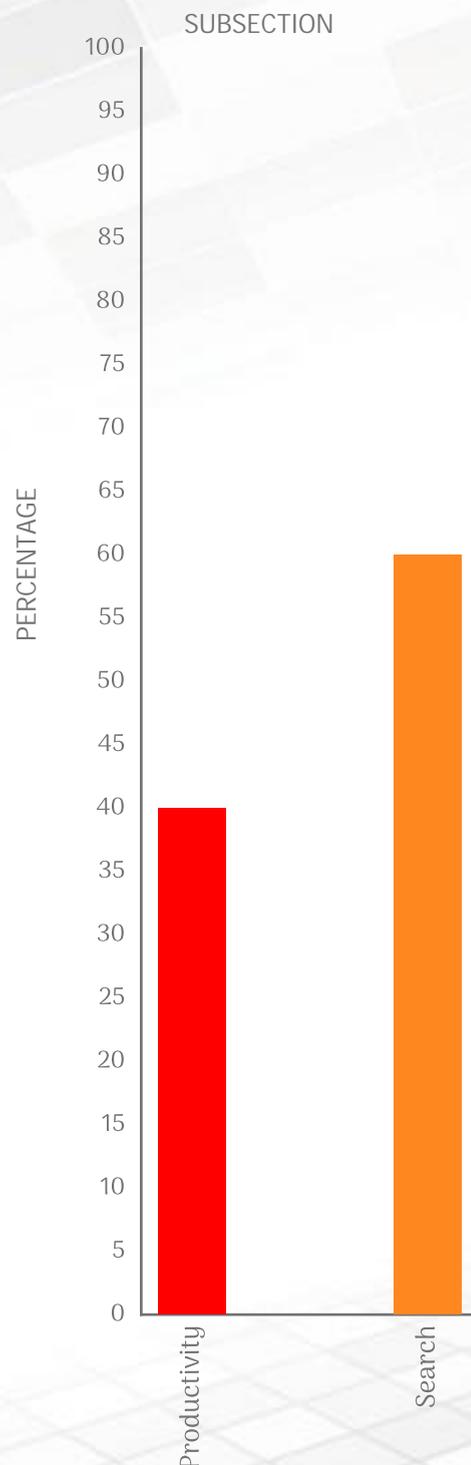
MEDIUM



LOW

### “ Candidate Feedback:

Your score indicates that you have moderate knowledge in Computer Science. Your medium score on Computer Science indicates that you have understanding of basic concepts of computer, however with practise you can improve in major areas. You have sufficient knowledge in topics like SEO and Web Browsers. You can work satisfactorily well with MS Excel. Your score in productivity indicates that you have average knowledge of MS Office. Your score in search indicates that you have basic knowledge of search engines and internet. You need to practise the tips and tricks to solve problems quickly.



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High

Medium

Low

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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

### “ 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.

## 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:

This is a marginal strength for you with regard to this competency. Your response indicates your interest in learning or acquiring new skills but however you might not put in an extra effort to achieve the same. In order to succeed you may want make sustained focused effort towards learning/acquiring new skills/knowledge.

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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

## 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:

This is a strength area for you with regard to this competency. You seem to realize the importance of building and maintaining relationship. Hence, you are likely to make extra effort to understand perspectives of others, flexing your own style to adapt to varied social situations. You tend to give too much focus to needs/requests etc. across actions and decisions that you take and spend a lot of time with people and in building networks. This over emphasis on relationships and others may hamper your productivity and come in the way of your influence.

### “ 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 seem 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 low. In a situation of conflict you are less likely to express your dissatisfaction because you think that people cannot be changed. You tend to see conflicts in terms of one simple solution rather than taking time to analyze the situation, hear different points of view and consider several possible solutions. Compromise and flexibility seem impossible to you. You often predict extreme outcomes if others do not handle things the way you want. For eg. In an organizational setting if your friend/ colleague disagrees on a minor issue, then you may end the friendships on the spot – an all-or-nothing solution.

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## Development Benchmark

### Strength

1 - Logical Reasoning

### Area of Development

1 - English Language  
2 - Numerical Reasoning  
3 - Computer Science

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[www.wheebox.com](http://www.wheebox.com)

## India Skills Report Partners:

## 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.

### Computer Science:

For improving MS Office knowledge.

- I. Master the short-cuts and formulas.
- II. Examine all the functions carefully.
- III. Improve your skills by practicing on small documents.

For improving basic knowledge of Search engines and Internet.

- I. Start surfing on multiple browsers.
- II. Examine all search tools used.
- III. Experiment with keywords on various search engines.
- IV. Read more about internet fundamentals.



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